

Golden Gate Bridge photo feature— (Pages 7-9)



ENGINEERS NEWS

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Official Election Notice

Members are urged to take note of the Official Election Notice and Sample Ballot on pages 12 and 13 for the Election of Delegates and Alternate Delegates to the 32nd Convention of the International Union of Operating Engineers. Also, the schedule of Grievance Committeemen Elections can be found on the back page of this issue.

NLRB supports Local 3 in charge against AGC

By James Earp,
Managing Editor

Local 3 Business Manager Tom Stapleton announced this month that the National Labor Relations Board, in a key decision, has backed the union in an unfair labor practice charge filed against the Associated General Contractors in their handling of negotiations for the Northern California Master Construction Agreement last year.

According to Local 3 attorney Larry Miller, "The Advice Section of the National Labor Relations Board has sent a memo to the regional office instructing it to issue a complaint against the AGC. In taking this action, the Board is saying there is cause to believe that the AGC acted illegally last May when it advised Local 3 that it had disbanded the multi-employer bargaining group in the midst of contract negotiations."

On May 3, 1983 when negotiations on the Master Agreement were still in progress, the AGC sent formal notice to Local 3 disbanding the multi-employer bargaining unit with the Operating Engineers.

"The intent of the AGC was to put the union in a defensive position by forcing us to negotiate separately with the several hundred contractors that had historically been bound to the AGC," Business Manager Tom Stapleton explained. "This would have been impossible to do with the size staff we have, which would have seriously delayed negotiations on behalf of many employees."

Rather than submit to the ploy, Local 3 continued to bargain with the AGC, even though the AGC maintained that any agreement reached with them would have to be ratified by each

individual employer.

"We disagreed with the AGC's claim that they were within their legal rights to disband the bargaining unit," Stapleton added. "But if we had filed charges against them at that time, negotiations would have ended and we would undoubtedly have suffered a very grim strike like the one that occurred in Southern California. Therefore, we

(Continued on Back Page)



This slide closed down Highway 1 for 84 days last year.

Local 3 backs Devil's Slide bypass

By John McMahon

A solution to the never ending problem with Highway 1 at Devil's Slide in San Mateo County took a step forward this month with a public hearing held by Caltrans to review alternatives to the crumbling roadway.

The highway, which first opened in 1937, has steadily slid into the Pacific ocean as each passing winter took its toll. Built in a geologically active slide just south of the City of Pacifica, the winding road began to fall apart virtually from Day 1. From 1937 through 1951, the road was closed

for a total of 218 days. Since that time, it has been closed for a period of time every winter, including 84 days last year.

Caltrans first proposed a bypass road back in October 1958. In 1960, they adopted a proposed route for the bypass which would have taken an inland route around the slide. In 1966, the Federal Highway Administration approved an agreement with Caltrans on the highway replacement. In September 1972, Caltrans began advertising for construction bids for the first section of the project.

(Continued on Page 11)

Spring will bring major hwy. projects

With the upturn in the economy and the additional funds coming in from the 2-cent gas tax increase last year, highway construction in Northern California is booming. And all indications are that the influx of new construction will continue for the next several years.

California Transportation Commission Chairman Claude Fernandez announced last month that about \$13 billion—\$500 million more than previously estimated—will be available for the state's transportation needs over the coming five-year period.

The estimate, which is the first step in the annual development of the State

Transportation Improvement Program, is about four percent larger than the original estimate and reflects increased revenues from gasoline sales and automobile registrations.

Fernandez, who made his comments during a commission meeting in San Jose, said about \$7.6 billion is expected to come from federal sources and the remaining \$5.6 billion from state transportation taxes.

It is expected that about \$6.2 billion of the \$13 billion will be used for capital outlay.

At the meeting, the commission also authorized Caltrans to spend about \$13

million for 37 highway projects throughout the state. The department already has \$690 million in projects under construction.

The latest advertising schedule published by Caltrans shows that over \$94 million is available during the next three months for 59 highway projects throughout Northern California.

Included in this tentative list is an \$18.4 million project to reconstruct and widen the Hwy. 101/1-380 Interchange near the San Francisco Airport, a project that has been shelved for many years.

(Continued on Page 2)



Why Mondale?

"By the end of this decade, I want to walk into any classroom in America, ask the brightest student what career he or she is planning, and hear many of them say, 'I want to be a teacher.'

"By the end of this decade, I want to walk into any public health clinic in America and hear a doctor say, 'We haven't seen a single hungry child this year.'

"By the end of this decade, I want to go to the most competitive companies in America, ask them what their secret is, and get this reply: 'We listen to our workers on the shop floor, not just to our executives on the top floor.'

"By the end of this decade, I want to walk into any store in America and pick up the best product of the best quality, of the best price, turn it over and read: Made in the U.S.A."

—WALTER MONDALE

That's Why!

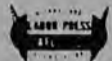


By T.J. (Tom) Stapleton, Business Manager

LOOKING AT LABOR

ENGINEERS NEWS

WIPA



PUBLISHED TO PROMOTE THE GENERAL WELFARE OF ALL ENGINEERS AND THEIR FAMILIES

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Caltrans

(Continued from Page 1)

Other major projects that are scheduled for advertising include:

- \$2.3 million to surface and replace culverts on Route 128 in Mendocino County near Boonville.
- \$1.4 million for AC surfacing on Route 253 near Boonville in Mendocino County.
- \$16.3 million to reconstruct portions of Route 89 in Shasta County and Route 97 in Siskiyou County.
- \$4.2 million to replace and widen bridges on Route 162 in Oroville.
- \$3.7 million to rehabilitate pavement on I-80 in Nevada County.
- \$5.5 million to construct a new roadway in Fremont from the end of the Dumbarton Bridge to the existing toll plaza.
- \$3.5 million to reconstruct 4.9 miles of Hwy. 4 in Pittsburg and Antioch.
- \$1.2 million to widen a 1-mile section of Hwy. 1 in Pacifica.
- \$5 million to construct a truck scale and inspection facility on Hwy. 17 in Fremont.
- \$3.4 million to reconstruct pavement on 5.4 miles of I-580 near the Alameda-San Joaquin County Line.
- \$3.7 million to construct a 4-lane road on a 1-mile section of Route 84 in Menlo Park.
- \$4.7 million to remove the old Dumbarton Bridge and construct trestles and fenders on 1.4 miles of Route 84 from the new bridge.

This past month has been a combination of good news and bad news.

The good news is that we have won a very key round in an unfair labor practice charge that we filed against the AGC for the way they handled the negotiations for the Northern California Master Construction Agreement last year.

At the semi-annual membership meeting this month, I reported that the regional office of the National Labor Relations Board is preparing to issue a complaint against the Associated General Contractors over their attempt to disband the multi-employer bargaining unit during last year's negotiations on the Master Construction Agreement for Northern California.

A full report of the case appears on the front page of this issue. I would like to add, however, that this is an extremely important case. It has been our contention all along that the AGC acted illegally when it attempted to disband the bargaining unit last year and force us to bargain with every individual employer.

According to the law, once a bargaining group such as the AGC enters into formal negotiations, an employer cannot withdraw from the bargaining unit.

The AGC tried to get around this by forcing us to enter into "informal negotiations" or face a mass withdrawal. Further, we were told that if Local 3 did not come to an agreement before April 15, 1983 (when formal negotiations were to commence), there might not be any employers to bargain with, because a lot of employers were considering going double breasted or non-union.

Because of the economic situation last year, we could not take their threats lightly. We went along with their game at the time, because it was the only way we could get an agreement, without a work stoppage that would have been harmful to both sides.

As you know, we were finally able to get a good contract. Even after nearly a year, our agreement still stands out as the best in the building trades and we were able to do it

without a strike.

However, our success did not change our opinion that the AGC acted illegally, and we are determined to take every legal recourse to see that they are not allowed to do this again.

Also on the good news list is that the work picture has finally begun to turn around. Our total dispatches for 1983 showed a sharp increase over the previous year, which is one indication that the work is improving.

Unfortunately, there is some bad news, too. Just as we were going to press, we received the announcement that the Supreme Court has upheld the Reagan administration's effort to gut the federal Davis-Bacon Act.

As you may know from previous reports in the *Engineers News*, the AFL-CIO and the building trades have been involved in a lengthy legal battle for the past two years after Labor Secretary Raymond Donovan attempted to make extensive revisions in the Davis-Bacon regulations without congressional approval.

The changes that Donovan made were so extreme that they literally cripple the effectiveness of the law, which is designed to assure that workers on federally funded construction projects receive prevailing wage rates. We took him to court over the issue and won in the lower courts.

But on appeal, the Supreme Court has just ruled that Donovan acted within his powers when he made these changes.

By the next issue we will have a better idea just exactly how this ruling will affect the building trades, but I can say that it does not bode well for us.

The key to the Davis-Bacon Act was the enforcement provisions which allowed unions to inspect certified payrolls. If all of Donovan's changes survived intact, then our ability to demand certified payrolls from employers could be eliminated or at

least seriously weakened. We will know more in the next few weeks.

Now that winter weather has shut down many of the jobs, we are getting more inquiries from the members about eligibility for unemployed dues. The information is available at every district office and dispatch hall. However, for your information, the requirements are listed below.

In order to be eligible for unemployed dues, you must:

1. Apply at the Job Placement Center within 10 days following the month that you were totally unemployed.
2. Be a current dues paying member each month you apply.
3. Have been registered on the out-of-work list for the entire month.
4. Not have refused more than two dispatches in a month.
5. Not have worked at the trade that month, and
6. Sign a certification that you understand the rules for unemployed dues and are aware of the actions that will be taken if you actually worked at the trade in the month you claimed you were unemployed.

You will be given credit for unemployed dues for all months *after the first month* that you were totally unemployed in the fiscal year October 1 through the following September 30.

You will receive a voucher for eligible months which is for your records and which need not be sent in with your next dues payment. You may deduct from your dues payment the amount of any voucher received after receipt of your billing card.

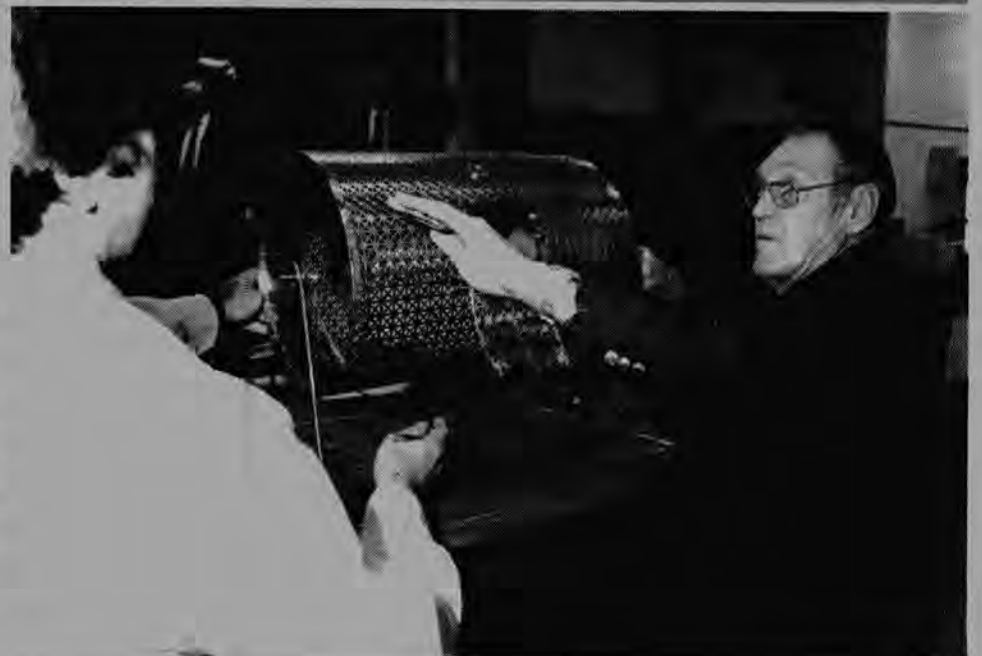
However, you should be aware that three former district representatives of the union have filed a lawsuit to stop the implementation of the new dues structure which includes the provision for the unemployed "half" dues rate, and that the union's ability to continue to provide the lower dues rate for unemployed members will be determined by the outcome of this case.

The big winners

Local 3 retiree and former Executive Board Member Don Dillon pulls out a winning raffle ticket at the semi-annual meeting. The raffle was held to raise funds for the union political action fund.

Over \$30,000 in tickets were sold for the drawing. First prize winner for the 1984 Thunderbird went to Cindy Stahl of Santa Rosa.

As fate would have it, the second prize for a one week trip to Honolulu went to Hawaii member Lum Leong. His prize will be changed for a trip to San Francisco. Third and fourth prizes for the Remington Shotgun and 30-06 rifle went to Keith Brunson of Utah and Nathan Yasso of Molakai, Hawaii.



Carpenters ratify contract in south state

LOS ANGELES — Union Carpenters in 11 southern California counties late last month ratified a new three-year Master Agreement with the Associated General Contractors of California, the Building Industry Assn. of Southern California and the Southern California Contractors Assn.

Thus the Southland's construction industry has been able to head into the new year free of labor dispute that began last July when the Carpenters walked out on strike.

The big hangup in dealing throughout the months-long dispute remained a contract clause governing use of unionized subcontractors. The union was

demanding a wall to wall clause binding employers to use of only properly unionized subcontractors.

Employer spokesmen were just as unyielding in their demand for latitude in using unionized subs. They were prepared to offer a clause that bound them to subcontracting appropriate parts of the work to subs using six basic trades — Carpenters, Cement Masons, Teamsters, Operating Engineers, Laborers and Iron Workers.

The employers said they were willing to grant that much because they deal directly with the foregoing unions. However, they argued, they were not parties to the agreements negotiated between management and such crafts as electricians and plumbers. Therefore, the employers reasoned, they should not be contractually bound to using such third-party groups.

The accommodation reached on the subcontractor issue is a complicated one that manages to save face for both sides. In the six immediate Los Angeles counties the clause is, technically, at least, wall to wall but with some leeway. In the first place, the clause applies to work on a job by job basis and is valid only on those jobs worth more than \$2.5 million. Furthermore, the clause applies only to trades making combined wages and fringes totaling \$25.87 per hour or less.

In the five counties more removed from Los Angeles (Imperial, Inyo, Mono, San Luis Obispo and parts of Santa Barbara) the sub clause covers only the six basic trades mentioned earlier.

Pilots set campaign to probe airline

The Air Line Pilots this month accused Continental Airlines of brazen abuse of bankruptcy laws in announcing the union's wide ranging corporate campaign against the struck carrier.

ALPA President Henry A. Duffy said the campaign would be "the best way to show Continental, its parent company Texas Air Corp., and the entire airline industry that bankruptcy laws must not be used to terminate labor agreements and bust unions."

He pointed out that despite concessions from pilots and other employees worth more than \$140 million, the air carrier declared bankruptcy last August, and refused to honor its labor contracts.

Duffy said that one area the union investigation will focus on is the disposal by Continental Chairman Frank Lorenzo and other corporate "insiders" of large amounts of holdings in Texas Air during the year prior to the bankruptcy.

It will also look into Continental's business transactions and activities of company officials, organization of shareholder actions against Continental and Texas Air, examinations of corporate interlocks to determine if anyone profited from advance notice of the bankruptcy, an education program to inform financial institutions and the public about Continental's activities and to alert air travellers to safety questions about the "new Continental."

Business registers quarterly bonanza

The nation's giant corporations had another highly profitable quarter.

The Commerce Dept. reported that after tax earnings rose 11.6 percent during the July-September period, following a 17.6 percent increase in the second quarter.

The third quarter profits rise is just one part of the bonanza for business under the Reagan Administration. In addition to higher recorded earnings, U.S. corporations benefited greatly from the more generous depreciation allowances enacted by Congress in 1981.

Those allowances enable companies to deduct from their taxable income a larger portion of the cost of new plant and equipment than is needed to cover depreciation.



Plight of long-term jobless—Long lines at a soup kitchen run by Catholic charities in Baltimore testify to persistent economic hardship in the nation as unemployment continues to top eight percent. A study done for the Metropolitan Baltimore AFL-CIO and the state of Maryland found that many long-term jobless workers who had exhausted their unemployment benefits, scrimped on food, missed house and car payments, put off doctor's visits and drop their life insurance.

Litton agrees to try more cooperation

Los Angeles — Labor's National Litton Campaign bore fruit last month in a plan for a labor-management team that will investigate charges of union-busting by the conglomerate and suggest ways to improve relations between the company and its workers.

The proposal came from Fred O'Green, Chairman of Litton Industries, Inc., at the company's stockhold-

ers meeting here. O'Green suggested formation of the investigative group following presentation of a resolution by union representatives to shareholders.

The resolution urged the directors to set up a committee "to develop a corporate code of conduct guaranteeing the right of employees to organize and maintain unions and affirming the principles of collective bargaining in good faith."

While O'Green termed the measure "unworkable and unnecessary," he said he would propose to Howard Samuel, president of the AFL-CIO Industrial Union Dept., that both sides appoint two members each to a fact-finding panel to be headed by a neutral chairman.

The study group would report on "the allegations of unions and others against the company, how collective bargaining and industrial relations between the company and its unions can be improved, and how productivity can be improved through our joint efforts," O'Green suggested.

Samuel, who heads labor's Litton campaign, said he welcomed the proposal, which would put the unions and the company "on the road toward a dialogue."

About 50 representatives of the National Litton Campaign had proxies and attended the shareholders meeting.

Outside the meeting, about 300 demonstrators, including employees at Litton-owned facilities, union members and representatives of religious and community groups, protested actions by the company which they said have meant hardship for people and communities.

In a reaction to the proposal, Electronic Workers President William H. Bywater said it would be an opportunity for unions and the company to work out differences. He said unions will continue to press for legislation to bar any company engaged in repeated violations of labor law from getting lucrative federal contracts.



No favorite son—Ronald Reagan's hometown is Dixon, Ill., but he's no longer its favorite son, even though he's President. His policies have hurt every sector of the town, Jack Cleary of the Cement, Lime and Gypsum Workers points out. Cleary is one of 120 CLGW members laid off from the Dixon cement plant since 1982. He disapproves of a local plan to raise \$1.5 million to restore Reagan's boyhood home while the town needs \$2 million for its sewer system.

Labor cable TV show gets good reviews

ANAHEIM — "Cableline," the AFL-CIO's first cable television series, got enthusiastic reviews from its most important critics — workers — according to studies done for the federation's Labor Institute of Public Affairs, which produced the programs.

Preliminary results of research conducted during "Cableline's" ten week season on cable channels in three cities show that a high proportion of both union and non-union families who saw

the programs liked the broadcasts, according to Nick De Martino, LIPA's marketing director.

DeMartino, who was also executive producer of the series, said preliminary findings in surveys done by an independent research firm indicate that 80 percent of viewers who saw pilots of the show found them interesting, and more than half said the programs were as good or better than other nationally distributed cable services.

A Piombo crew

Local 3 member Mike Smookler submitted this photo of a Piombo crew working on the Alsace Lorraine Assessment Project in Half Moon Bay. They are building three miles of local streets. From left to right are: Jeff Ormonde, Dennis Avila, Al Eason, Ronnie Mackwood, Steve Baker, T.J. Buckley, Mike Avila and Mike Smookler.



By HAROLD HUSTON, President

A Personal Note From The President's Pen

First, please let me say "Thank you" to the 338 brother and sister engineers who attended the Semi-Annual Meeting held in San Francisco on January 7th. We appreciate your interest and support. I believe by working together as a team we can accomplish our goals.

The round of District Meetings and Retirees' Association Meetings were well attended in each district. We will do our best to always give to you our 100% effort. **We are a service organization and you are entitled to the very best service possible!**

* * *

Social Security headquarters in Baltimore has begun issuing new account number cards on special banknote paper and with engraved print in an effort to cut down on the fraudulent use of social security cards. Approximately 13 million cards on the new printing stock will be issued by the end of 1984. Of this number, half will be for persons seeking a card for the first time and the balance as replacement for lost or stolen cards and for those seeking new cards because of a change of name.

Persons already having a social security card should not seek a replacement unless a new card is necessary because of one of the foregoing reasons.

The new account number cards are the result of legislation enacted in 1983 designed to make social security cards as tamper-proof as possible.

Over the years these cards have gradually become a national identifier, although their original purpose was solely to record an individual's earnings for later payment of benefits. Expansion in the use of the card for other purposes began in 1961 when the Civil Service Commission established a name and identification system using the social security number for all federal employees. The following year the Internal Revenue Service began using the numbers for taxpayer identification.

Five years later, in 1967, the Department of Defense adopted the social security number to replace military service numbers for its armed forces personnel, and as use of computers expanded, banks, schools, businesses and other organizations used it to simplify record keeping.

On January 1, 1984, vital changes took place in our Social Security system — moving us closer to what obviously has become a national goal of universal mandatory coverage affecting the level of benefits, Medicare costs, taxation of benefits, and much more.

As the result of recent legislation designed to strengthen the social security system, several million men and women not previously covered by the program will be brought under social security beginning in January 1984.

These include new federal employees hired after December 31, 1983 and all employees of non-profit organizations who are not now covered by social security. In addition, federal legislative branch employees not under the Civil Service Retirement System on December 31st, all members of Congress, the president, vice president, sitting federal judges and most political appointees, including non-career members of the senior executive service, will be brought under social security at that time. They will join the nine out of ten American workers already participating in the program.

The legislation which was enacted in April also permits states to voluntarily elect coverage for groups of state and local employees whose social security coverage has terminated. This was not possible under prior law.

When the original Social Security Act was passed in 1935

it was limited to persons employed in commerce and industry. Over the years the law was amended to include most people employed in the United States except for governmental workers. Many state and local government employees came into the program in the early 1950's, along with employees of non-profit organizations that wished coverage for their employees.

But, except for temporary federal employees, those working for the federal government were excluded from social security because they already had coverage under the Civil Service Retirement System which pre-dated social security by more than a dozen years. The 1983 amendments add in many of those previously excluded federal employees, although those already under Civil Service will continue their separate coverage.

Young or old, employer or employee, in public or private enterprise, you'll feel the impact of what may now seem relatively minor developments. The changes to come were brought about by the 1983 Social Security Amendments, signed into law without any fanfare by President Reagan last April 20. But this was the first major social security reform legislation since 1977 — and the details demand our attention.

- Social Security benefits, which go to millions of you, will increase 3.5 percent, appearing in checks delivered Jan. 3rd. This is the June 1983 COLA (cost of living adjustment) that was supposed to show up on your July checks but was postponed for six months. All future COLAs will be made on January checks.

- Medicare will cost more, and from now on, the effective date of Medicare cost changes will be Jan. 1st. This January, the premium for Part B coverage (the option major medical plan) increases from \$12.20 a month to \$14.60, while the deductible for hospitalization (Part A) rises from \$304 to \$356 per benefit period.

- For the first time, some social security benefits will be taxed. You will be taxed if your earnings (adjusted gross income plus tax exempt earnings plus one-half of social security benefits) exceed the threshold of \$25,000 for single taxpayers or \$32,000 for married couples filing joint returns.

The amount of benefits included in taxable income will be the lesser of one-half of your benefits or one-half of the excess of your combined income over the threshold amount.

- The amount you can earn without losing SS benefits will edge up to a limit of \$5,160 a year from today's ceiling of \$4,920 for recipients under age 65. The exemption for beneficiaries who are 65 through 69 will climb from \$6,600 in 1983 to \$6,940 in 1984.

- The ceiling on income subject to withholding SS taxes will increase from \$35,700 to \$37,800 — meaning the maximum tax for those paying into Social Security will rise to \$2,532.60 in 1984 from \$2,391.90 in 1983. If your salary stays below \$35,700 in 1984, you won't pay anymore SS tax than this year — but eight million will pay more.

- The tax rate of 6.7 percent of pre-tax income will remain the same for employees. (Actually, the rate will be seven percent but when the government advanced a tax increase schedule for 1985, it softened the impact on employees with a 0.3 percent tax credit.) Not so for employers, though. The employers share will be hit by the tax increase to seven percent and the higher wage base of \$37,800. The maximum tax per worker that employers will pay goes from \$2,391.90 in 1983 to \$2,646.00 in 1984.

- If you're self employed, you'll really be punched. Your

tax will be boosted by \$933.45 to \$4,271.40 in 1984 and your tax rate will jump from a current 9.35 percent to 11.3 percent. From 1984 through 1989, you will receive additional tax credits to help offset the substantial increases in social security taxes now.

- For everyone, the amount of earnings required for a quarter of social security coverage will increase by \$20, from \$370 to \$390.

Beginning in the year 2000, the age of eligibility for full social security benefits will gradually increase until it reaches 67 in the year 2022.

This means that anyone born prior to 1938 will continue to qualify for unreduced benefits at the age of 65, but those born in 1960 and later will have to reach the age of 67 to receive full benefits. The following chart shows the age at which such benefits will be paid.

AGE FOR FULL RETIREMENT BENEFITS

If you were born in:	Retirement Age (year/months)
1938.....	65/2
1939.....	65/4
1940.....	65/6
1941.....	65/8
1942.....	65/10
1943-1954.....	66/0
1955.....	66/2
1956.....	66/4
1957.....	66/6
1958.....	66/8
1959.....	66/10
1960 and after.....	67/0

Under the change in retirement age brought about by the 1983 amendments to the Social Security Act, workers can continue to qualify for reduced benefits at the age of 62. However, by the time that age 67 is the standard for full retirement benefits, a person seeking reduced payments at 62 would draw 70 percent of the age 67 benefit amount rather than the 80 percent based on the current retirement age of 65.

According to social security officials, the increase in retirement age is justified by changes in longevity which have occurred since social security retirement benefits were first paid out in 1940.

At that time the average male retiree could expect to live and draw benefits about 12 years past 65. For women, benefits were payable on average another 14 years beyond 65.

By 1983, a retired social security male beneficiary can be expected to live approximately 14.5 years longer and a female beneficiary more than 19 years after the age of 65.

Current estimates indicate that when the new social security retirement age is phased in, longevity will have increased at least two additional years for men and three years for women. As a result, they feel there will be no overall loss in benefits to future retirees affected by the change in retirement age.

The increase in the social security retirement age for full unreduced benefits is but one part of complex amendments enacted last year to restore financial stability to social security. Information about this and other changes is contained in a free pamphlet, "Social Security Strengthened — the 1983 Social Security Amendments." This pamphlet can be obtained by calling or writing any social security office.

Official lists ways to curb rising lake

SALT LAKE — A three-pronged effort to control the level of the Great Salt Lake was recommended last month by Temple Reynolds, director of the Utah Department of Natural Resources.

In a letter to Sen. Fred W. Finlinson, R-Murray, Mr. Reynolds urged the Legislature to:

- Breach the Southern Pacific Railroad causeway "as soon as possible." Cutting a 300-foot-wide hole in the causeway would lower the water level in the southern arm of the lake by approximately nine inches.

- Begin work immediately on the environmental, economic and final engineering studies needed to carry out the so-called "west desert pumping" plan. These studies could take from one to two years to complete.

"This does not mean the department is committed to the actual pumping, but I feel we should take the preliminary steps to facilitate the pumping option if that decision is reached at a later point in time," said Mr. Reynolds.

He described the \$50 million pumping plan as "no more than an intermediate solution."

- Attempt to bring into irrigation as many additional acres of land as possible northern and western Box Elder County. This would provide a use for water from proposed dams in the Bear River. Using water before it flows into the lake is viewed as the "long term" solution to the flooding problem.

Mr. Reynolds said he supports breaching the causeway because "not only is it cost-effective, but it's the only option with the potential of affording relief any time in the near future."

The plan is to cut the causeway near the lake's western shore. The railroad tracks using the causeway would be carried over the cut on a trestle. Southern Pacific Railroad officials believe the work could be done as soon as May 1 if the Legislature appropriates the needed \$3.2 million by Feb. 1. If the work is completed that quickly, it might help ease this spring's flooding.

Additional studies of west desert pumping would move the state to a point where construction could begin any time the Legislature decides to allocate the estimated \$50 million to implement the idea. The plan is to pump water into the desert around the Newfoundland Mountains and allow much of it to evaporate away.

Pantow to start on Oakland building

OAKLAND — Pankow Development Corp. has broken ground for 2101 Webster, a 20-story office building which cost \$70 million by the time it is completed in the Summer of 1985.

The building's owner is Pankow with Matthew Bender & Co. of San Francisco as a limited equity partner doing business as Webster Street Assoc. Bender is a subsidiary of the Times-Mirror Corp. and is presently located in San Francisco's financial district where it publishes material for the legal and accounting professions.

Designed with bronze-tinted glass set in a sculptural, textured and colored pre-cast concrete exterior, the building will have a 20-foot ceiling and open atrium entry.

The concern presently has some four million square feet of miscellaneous facilities under construction.

ENGINEERS NEWS

PROJECT UPDATE

County wants 101 bypass completed

A report calling for the construction of the Highway 101 bypass by 1990 was adopted by the Monterey County Transportation Commission last month. The report, called the "101 Corridor Study" and prepared by the commission staff, sets forth a schedule for the construction of the proposed Highway 101 bypass and related highway improvements.

The next step will be the commission's decision on whether to officially designate the freeway bypass the county's highest priority highway construction project, and that will be forthcoming soon, according to Joe Lopez, transportation study coordinator. Lopez said he expects the commission to make that decision at its next meeting.

The "101 Corridor Study" calls for:

- The state to acquire the balance of the land in the bypass right-of-way from

Espinoza Road to Echo Valley Road. Cost \$5.8 million.

- The state Transportation Commission to include the 101 bypass construction in the state's transportation improvement plan, scheduling construction to begin in the 1988-89 fiscal year.

- Caltrans to make improvements to the intersections along the existing 101.

By 1990:

- Construction of the four-lane freeway east of the existing 101 and an interchange connecting the new freeway with the existing highway at Crazy Horse and Echo Valley roads. Cost: \$52 million.

- Construction of interchanges at Espinoza and San Juan roads and a left-turn overcrossing at San Miguel Canyon Road, if the freeway bypass can't be built by 1990. Cost: \$9 million.

Controversy over Embarcadero Fwy.

SAN FRANCISCO — The Embarcadero Freeway — an elevated, two-level state route that skirts one mile of the San Francisco waterfront — could be on the road to demolition because some citizens think it's ugly.

It is a giant, concrete monster; filthy, dirty, and it blocks the view of the waterfront," complained Nancy Katz, a long-time resident of San Francisco.

Katz is a member of the Embarcadero Citizens Committee, an unlikely alliance of developers, environmentalists, business executives and neighborhood organizations dedicated to seeing the freeway removed.

The removal of the mile-long Embarcadero Freeway, which links the Oakland-San Francisco Bay Bridge with the financial district and the night life of North Beach, is being studied by the city, state and federal transportation departments as part of a comprehensive transportation plan for San Francisco.

If the freeway were removed, the 77,000 cars that use it daily would be forced onto the surface roads, trips would take longer and pollution would increase, according to Russell Sayre of Caltrans.

He also said the noise would be less without the freeway because cars would be moving more slowly. However, air pollution from car exhaust disperses more readily on a freeway."

About a third of those drivers use the freeway to commute to work in the financial district.

Those who want to save the freeway say that destroying it will be bad for business.

"To get commerce and business moving, you have to have good roads," said James Lockhart, vice president of the Transamerica Corporation, owner of the pyramid-shaped skyscraper



situated in the city's financial district.

"The road is perfectly functional," Lockhart said from his office a few blocks from the freeway. "We can all agree it doesn't look pretty but it was not designed to be. To bring it down just because it isn't attractive is a crime."

The city's Metropolitan Transportation Commission and Caltrans plan to hold public hearings on the freeway's fate in February or March. Two branches of the U.S. Transportation Department, the Urban Mass Transit Administration and the Federal Highway Administration, have established the procedure for dealing with the issue, but the final decision will be up to the supervisors, MTC and Caltrans. That decision is expected sometime next year.

Of the six comprehensive plans the agencies are studying, removing the freeway appears in three of them. Those who favor its removal also support plans for more extensive mass transit, increased parking facilities and improvements in the road which runs along the waterfront from under the Bay Bridge to Fisherman's Wharf. That road is cracked and pitted.

The cost of the overall plans range

State is dusting off Hwy. 113 studies

Design and environmental studies have been formally resumed for the construction of a new section of freeway on Highway 113 between Woodland and Davis, said a spokesperson for Caltrans.

The new 4.3-mile section of four-lane freeway would replace a two-lane section of roadway between 0.4 of a mile of County Road 27 and 0.2 of a mile south of Highway 16 in Woodland.

The replacement would complete Highway 113 between Interstate 80 near Davis and I-5 in Woodland.

Bill Green, Caltrans district director, said that the proposed project would include interchanges at CR 27, CR 25 and CR 24, along with a railroad overhead at the Southern Pacific railroad crossing north of CR 27.

No date has been set for construction, Green said, since only \$1 million for purchase of right of way and a relocation of utilities has been included in the State Transportation Improvement Program, California's five-year blueprint of upcoming work.

Estimated cost of the project is currently pegged at around \$23 million.

The environmental study, which is expected to take about one year, will examine the proposed project and alternatives to the project. As part of the environmental process, a public hearing will be held sometime next summer to gather comments from local officials and the general public.



Local 3 member Jay Sulser is shown above in the 1980 World Championship Cutter Races.

Going for the 'Big One'

Utah member goes for excitement of chariot racing

By Bill Markus, District Representative

Every once in a while we discover a Brother Operating Engineer who has a unique, intriguing, even exciting hobby, to which all spare time and money is devoted when he is not working at the trade. Such a man is Brother Engineer, Jay Sulser, a member of Operating Engineers Local Union No. 3 since October, 1949.

Jay's hobby is Cutter Racing, which he says makes drag racing look safe. When those suicide jockeys get behind the reins of their horse drawn chariots there is no telling what might happen.

Jay has been involved in chariot racing for the past 18 years and has seen a great change in the type of horses being run over the years. Cutter racing primarily involves quarter horses, but just about every breed is being run now, with a price tag for a cutter horse ranging anywhere from \$5,000 to \$15,000.

Jay's son Lynn, also a member of

Local 3, since September 1979, has been involved with "Dad" working along side as a team member. Jay said he stepped out of the chariot a couple of years ago and turned the reins over to Lynn and took his place as the second team member and helper.

Lynn is presently Vice President of the Utah State Chariot and Cutter Racing Association. He was also a top Bull-rider, Bulldogger, and team roper while he was in high school.

There are 10 associations in Utah and 31 in the World Association. Every state has a state racing meet held in February each year, and they run the top 12 teams from each association in that state. To be eligible you have to run 9 league races in your own association. The World Championship Meet is held in March and the four top teams from every association are selected to run and compete against each other for the big

one, the World Champion.

Jay and Lynn have run 457 chariot races in Utah, Wyoming, Idaho, Colorado and Nevada, and have placed in two-third of these meets. They placed third one year at the State Finals, and have finished second, third and fourth at Heber-Kamas Meets. Last year they ran third at Salt Lake Valley.

"We did take First Place one year at Heber-Kamas and we have placed sixth in the Third Division at the World Finals", Jay said, "but we still haven't picked up the Big One." Maybe next year. "Nobody get rich at this sport," he added, "but Lynn and I have won trophies, belt buckles, caps, horse blankets, halters, chaps, and some "day money", not to mention a lot of entertainment and self satisfaction."

The cost to maintain these teams is very high with oats at \$7.50 to \$13 per hundred pounds, hay at \$80 per ton, vitamins and feed supplement \$20 per horse per month, horseshoes at \$7.50 per set. Each harness cost from \$350 to \$600, and a good chariot will run about \$750 to \$1000 each.

In Jay's own words, "you have to be a trainer, jockey and Vet all in one", but he was quick to add, "although only one man drives the team, Cutter Racing is definitely a family sport. There is a lot of pride and care involved, and the wives become the trainers and tenders while Dad is away at work during the week, so everyone gets involved. Why, some men will take food right off the table just so their horses can run," Jay joked. Even the horses have family ties. Some of the older ones have sired horses that are now running and placing in these events.

Jay sat quietly for a moment reflecting on memories of past races. "Its real dangerous. Sure I've had a few run-aways, but hell, that's what makes it so exciting. You sure can't afford to make any mistakes, that flimsy fiberglass chariot feels about as sturdy as a hundred year old fence when you are racing down that track.

"Many of the teams sport matching bridles with colorful tassels and eye blinders, but once the horses leave the starting gates, the showy trappings are forgotten and all that matters is how fast the driver can coax his team to run. Why, it takes your breath away just to watch the driver maintain a standing position in an open chariot, behind a mildly galloping team, nostrils flared, whip cracking, the horses hooves throwing mud in your face.

"Its a thrill I can't fully explain," says Jay, "but the excitement and challenge of a chariot race make it all worthwhile."

I know that all the members and staff of Local 3 join me in saying "thanks" to Jay Sulser and his family for sharing this adventure with us and we're rooting for you, Jay. *Go for the Big One.*



Pictured above are Jay Sulser and his son, Lynn. Jay is pictured lower left taking First Place at the SLVCA races in January 1983. Pictured lower right are his prize horses, Ky Oh Tee Lena and Jets Renegade.





Engineers News archive photo

The Golden Gate Bridge, yesterday and today

Feature & photos by James Earp
Managing Editor

Fifty one years ago this month, construction commenced on what many believe to be the most beautiful bridge in the world — the Golden Gate Bridge.

This "golden plus one year" anniversary comes just as the bridge is in the midst of the largest rehabilitation project in its history, a deck and sidewalk replacement job which, at a price tag of \$64 million, will cost over twice as much as it did to build the entire bridge.

There were many doubters who proclaimed the bridge could never be built. Yet, after two decades of controversy, four years of construction and 47 years of daily use, the famous bridge stretches grandly across the famous "Golden Gateway" to the Pacific, an awesome testimony of man's ability to surpass himself.

And what have the intervening years done to the bridge? First and foremost, it became the instant symbol of the "City by the Bay." TransAmerica Pyramids, Fisherman's Wharf and BART tubes notwithstanding, it is the Golden Gate Bridge that brings instant recognition to one of America's most popular and visited cities.

Despite cries by Depression era conservatives that it was economically unsound, the Golden Gate

Bridge brought newfound prosperity and development to the Redwood Empire. Today over 100,000 vehicles per day make their way across the bridge—the vast majority of them commuters from Marin and Sonoma counties.

While millions have driven across over the years, untold additional millions of pedestrians have also made the walk from the San Francisco toll plaza to Vista Point on the Marin side. Others have never made it that far — choosing this famous span as the place to end their lives with a 250-foot plunge to the frigid waters below.

But the real story of the Golden Gate isn't told by the civic leaders who supported it, or the people who use it every day, or even the engineers who conceived and designed it.

The real story is told by the craftsmen who built it — the ironworkers, carpenters, laborers, painters, and the crane and heavy equipment operators, many of whom a few short years after completing the bridge would become members of a newly amalgamated Operating Engineers Local 3.

Operating engineers have the distinction of being the first workers to begin construction of the bridge. On January 5, 1933 two gigantic steam shovels opened excavation

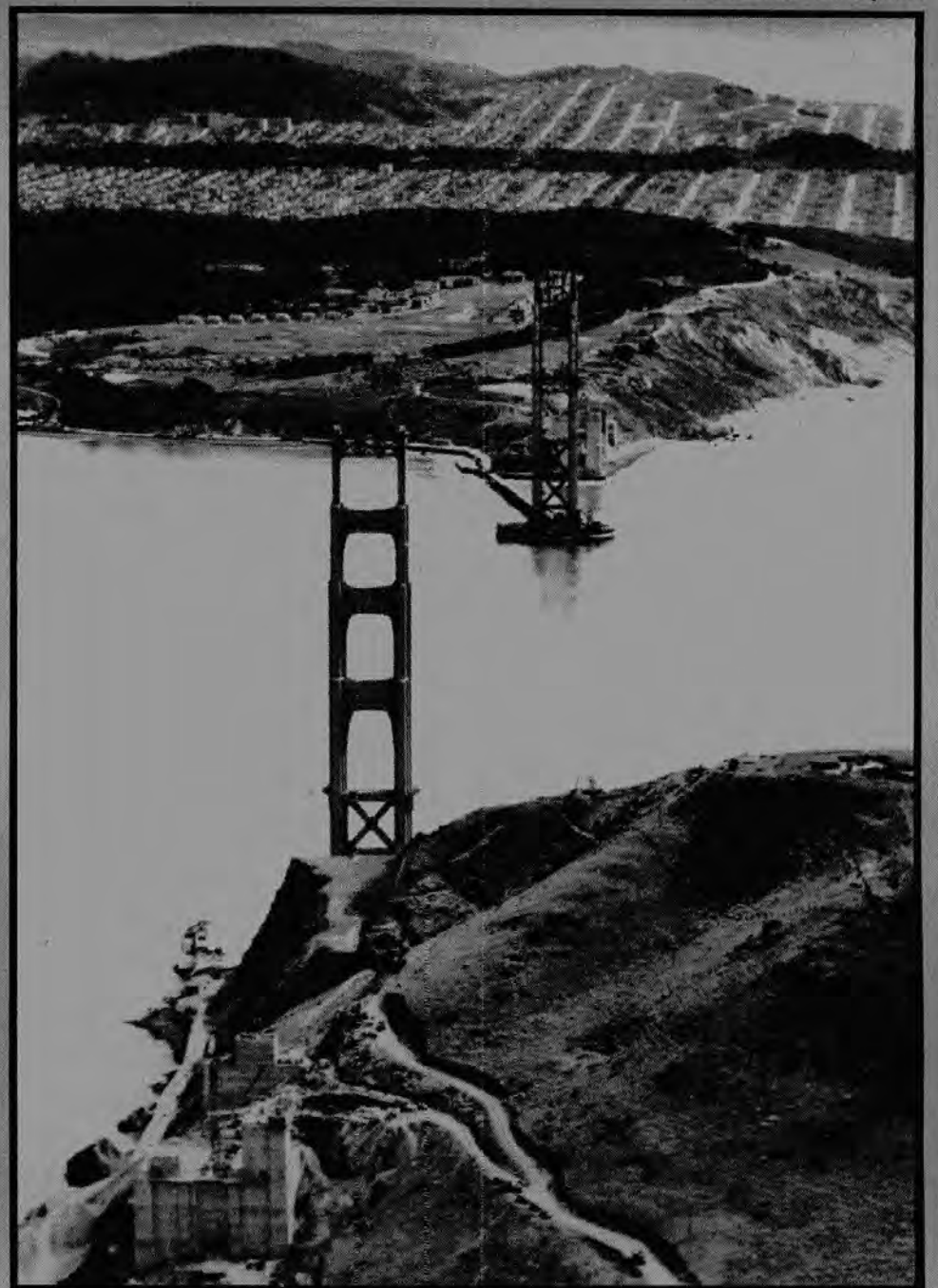


Photo of the bridge under construction in the winter of 1935.

Continued on next page

Continued from page 7

for the foundation pit of the Marin anchorage.

As frequently happens on major construction jobs, official groundbreaking ceremonies did not actually occur until several weeks later when on February 26 at 12:45, a parade began with an artillery barrage. Army, Navy, Marines, veterans, American Legion, National Guard and Boy Scouts passed in review before excited throngs lining the streets and dotting porches of the Marina District.

From that point on, bridge construction began in earnest. The Golden Gate Bridge was to be, where possible, union-built by District residents working for respectable wages ranging from \$4 a day for unskilled labor to \$11 a day for skilled.

These were good wages in a time when depression era unemployed were hustling jobs for \$1 a day in many parts of the country. Some contractors still scorned organized labor, but others, such as J.A. Roebling & Sons, who would spin the giant cables, demanded union membership of their employees.

Although there were some exceptions to the residency rules which required an employee to have lived in the jurisdiction of the Golden Gate Bridge District for at least one year, as a whole, bridge officials were responsive to the plight of the locally unemployed.

Work began simultaneously on the Marin anchorage, San Francisco anchorage and the Marin pier. A few weeks later construction began on the trestle on the San Francisco side, which would access the south tower.

The north tower was the first to begin construction in October 1933. The south tower, which was much more difficult to construct due to its underwater foundation, was not begun until January 1935.

The bridge began to really look like a bridge in mid 1935 when the main suspension cables began to be spun across the vast expanse of water. The deck steel was laid a year later.

Finally in January 1937, the deck surface was poured while the last rivets were still being driven into the two towers.

Stories of building the bridge would fill volumes.

There was the unprecedented challenge of building the south tower in the open sea. Up until that time, it had never been done. The treacherous tides and high seas only made it the more difficult.

To make matters worse, an outbound freighter, lost in mid-August fog plowed into the newly erected pier in 1933 which was used to access the south tower worksite. In late October of the same year, a Pacific storm demolished 800 feet of the rebuilt structure.

There were earthquakes that shook the towers and made workers seasick and scared to death. There was the summer fog and ever-present gusty winds that made working on steel girders slippery and treacherous.

There was the safety net spread under the bridge — a first in construction history. Many lives were saved by the net, which eventually spawned the "Halfway to Hell Club" — those who were caught by the net.

There was the fateful day of Feb-

Keeping it all in tip top shape

There's more to a bridge than designing and building it. Painting the Golden Gate Bridge is a never-ending task. A crew of Local 3 heavy equipment repairmen perform a key task in maintaining and operating the compressors and hoisting apparatus used on the bridge.

Perched at a dizzying height on the south tower (right), mechanic Richard Castan inspects a hoist used by the painters. Starting with the picture below and going counter clockwise are Louis Perez, Dean Goins, George Inis (foreman) and Business Representative Ted Wright with Richard Castan.



ruary 7, 1937 when 12 men plunged into the water when the platform they were working on gave way. Only two survived that fall. Even with this tragic accident, the bridge still surpassed all other bridges of the time in preventing loss of life.

There was the mysterious sickness that plagued the painters who worked in the confined tower cells—later to be diagnosed as lead poisoning.

And finally, there was the opening day—actually two of them. One for the vehicles and another for the pedestrians.

At precisely 6 a.m. on May 27, foghorns blasted into the air and

barriers holding back thousands of exuberant spectators at both ends of the bridge fell. Some sprinted, others strolled and still others simply stood in awe at mid span, paying homage to the marvel of engineering and craftsmanship.

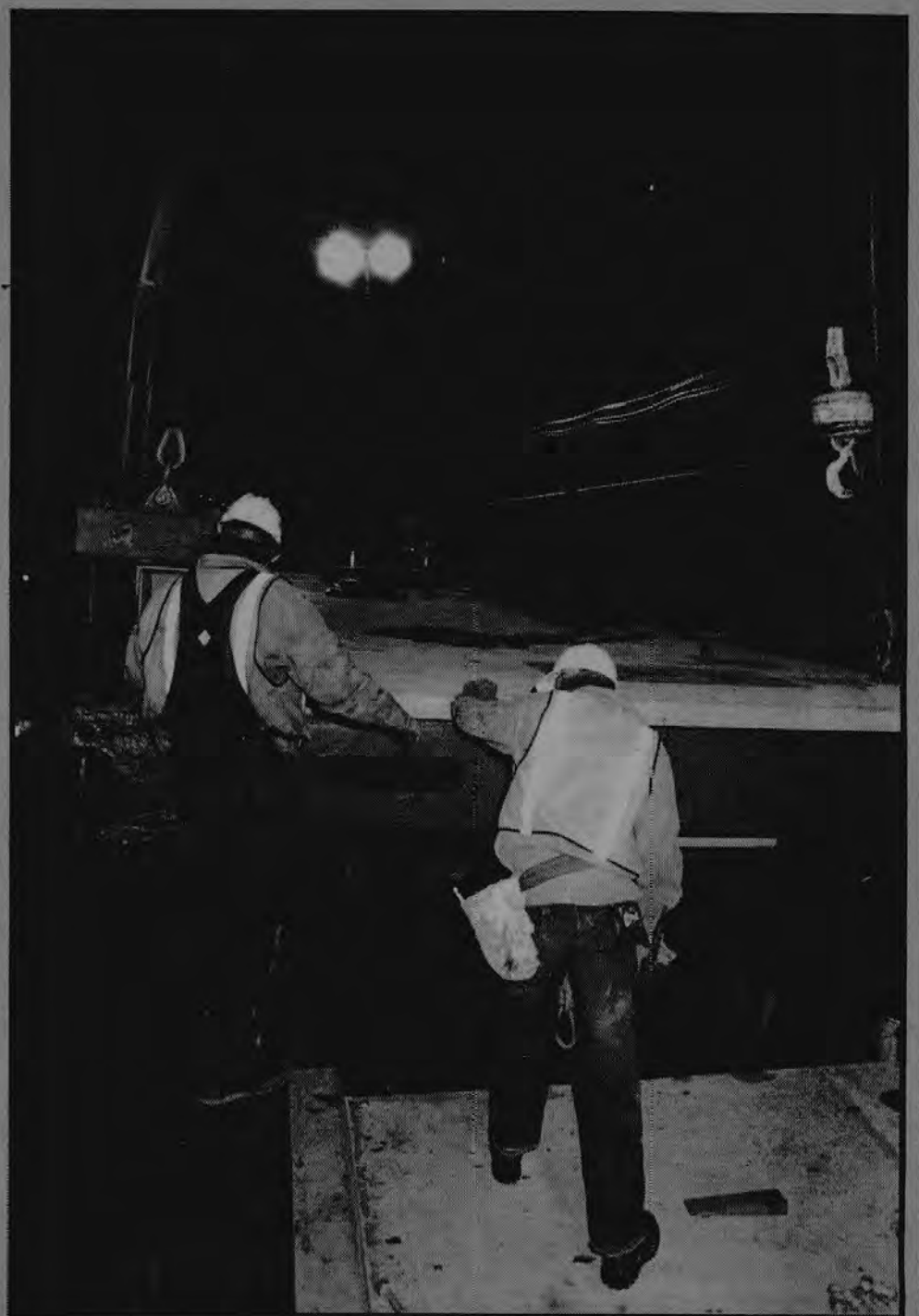
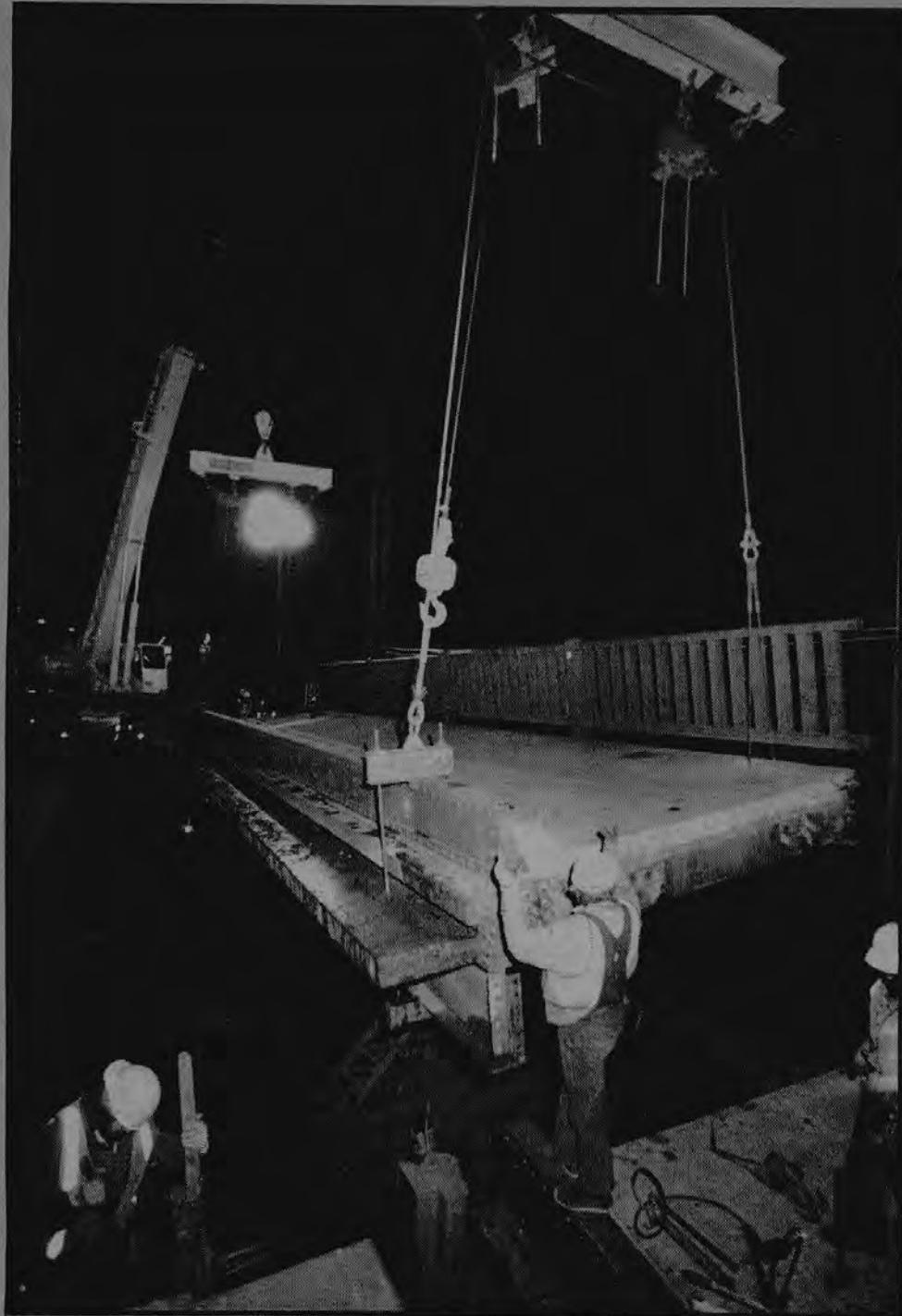
The next day the automobiles got their turn. While Pedestrian Day had been a day for the people, this day was for the officials. At 9:30 a.m., hundreds of cars slowly made their way through a series of ceremonial barriers.

The cars stopped at a final barrier at the San Francisco toll plaza, while Chief Engineer Joseph Strauss formally presented the

span to President William Filmer.

As he handed over the bridge to Filmer, Strauss quivered noticeably. For 21 years, Strauss had been synonymous with the bridge. He had supervised its design. He had lobbied for it and supported it for two decades before it was ever built. He had overseen the entire construction. More than anybody, he was responsible for this magnificent structure.

Barely audible through the unrestrained cheering of spectators, his voice cracked with emotion. "This bridge needs neither praise nor eulogy nor encomium. It speaks for itself."



Out with the old...in with the new

For those who travel across the Golden Gate Bridge late at night, it has become a common, but still fascinating sight. Working under bright lights, construction crews are tearing up the existing deck of the bridge and replacing it section by section with a new one.

After 46 years of constant use and enduring the elements, the old concrete deck of the Golden Gate Bridge is in need of replacement. It is the most ambitious and costly rehabilitation project in the history of the bridge.

Because of heavy use by commuters in the morning and evening hours, putting in a new deck is no simple procedure. Most of the work has to be done at night when the flow of cars subsides to a trickle.

The General Contractor for the \$64 million project is a joint venture of Dillingham-Tokola. To replace the deck, says night Superintendent Wynn Choate, 750 deck and sidewalk sections will have to be installed. Each section measures 50 feet long and 14 to 16 feet wide.

During the day, workers perched under the bridge on a moving scaffold bust the rivets that tie the concrete roadbed to its steel supports.

Then by 8 p.m. each night, all but two traffic lanes are closed off and Local 3 crane operators Jim Stevens and Lake Austin move their 25-ton Linkbelt hydraulic cranes to the worksite.

During the previous night's work, work crews have already cut the sections to be replaced with diamond saws. Now comes the touchy part—wrenching out the old section.

Pulling out sections of the old deck is

like pulling wisdom teeth. Sometimes they come out easy and sometimes they don't.

But now that they have been doing it a few months, it has become a fairly smooth routine, says crane operator Lake Austin.

"We get good productivity because we have good equipment and excellent journeymen working on the job," he points out. "There are many factors to this job that a layman never sees. It's a tough job, but we are able to do it because we've got a good union crew."

After each old section is pulled out and placed on a waiting truck, workmen prepare the site for the new section. Seams and joints are

hammered and ground smooth, steel supports are sandblasted and given a new coat of paint.

New steel pads are bolted onto the deck supports. In the mean time a truck carrying the new section is driven onto the site. After about an hour and a half, the new section is lifted off the truck and carefully lowered into place—with only tiny fractions of an inch to spare.

The crew has been averaging three sections per night shift. In about a year and a half they will have put in all 750 sections and welded them together. Once that is done the deck will receive a two-inch layer of asphalt to finish the job—at least for another 40 or 50 years!



Pictured above is crane operator Lake Austin. To to the right are (left to right) Local 3 Vice President Bob Skidgel, foreman Don Goode, Business Representative Pat O'Connell and compressor operator Robert Innis.



Crane Operator Jim Stevens



Retiree Mtg. Schedule

Stockton: 2:00 PM
February 14, 1984 (Tues.)
Operating Engineers Bldg.
1916 N. Broadway
Stockton, CA

Concord: 10:00 AM
February 15, 1984 (Wed.)
Holiday Inn
1050 Burnett Ave.
Concord, CA

Oakland-Hayward: 10:00 AM
February 16, 1984 (Thurs.)
Snow Bldg. Oakland Zoo
9777 Golf Links Rd.
Oakland, CA

Fresno: 2:00 PM
February 21, 1984 (Tues.)
Laborers Hall
5431 E. Hedges Ave.
Fresno, CA

Auburn: 10:00 AM
February 28, 1984 (Tues.)
Auburn Recreation Center
123 Recreation Ave.
Auburn, CA

Sacramento: 2:30 PM
February 28, 1984 (Tues.)
Holiday Inn South
4390 47th Ave.
Sacramento, CA

Salt Lake City: 2:00 PM
March 7, 1984 (Wed.)
1958 W.N. Temple
Salt Lake City, UT

Nevada: 2:00 PM
March 8, 1984 (Thurs.)
Carpenters Hall
1150 Terminal Way
Reno, NV

Santa Rosa: 2:00 PM
March 15, 1984 (Thurs.)
Veterans Memorial Bldg.
1351 Maple
Santa Rosa, CA

Watsonville: 10:00 AM
March 22, 1984 (Thurs.)
V.F.W. Post 1716
1960 Freedom Blvd.
Freedom, CA

San Jose: 2:30 PM
March 22, 1984 (Thurs.)
Holiday Inn Park Center Plaza
282 Almaden Blvd.
San Jose, CA

Personal Notes

Marysville: Our sincere condolences are extended to Brother Kenneth Donovan on the recent death of his wife Edith "Connie" Donovan (died 12/25/83).

Fresno: Our sympathy is extended to the families and friends of Donald Casey (died 11/21/83); Samy Porter (wife of Paul Porter) died 11/29/83; Leonard Hampton (died 12/2/83) and Robert Barrett (died 12/10/83).

Sacramento: We would like to extend our sympathies to the families and friends of departed Brothers Grady Dean, Russell Mayes, and John Sullivan.

Our sincerest condolences go to retired Brother Philo Northup on the passing of his wife Nancy.

Pension plan change for work after retirement

An Amendment to the Pension Plan on working after retirement was required as a result of U.S. Department of Labor regulations. Amendment No. 13 to the Pension Plan became effective January 1, 1982. An insert is being prepared which includes the actual Amendment and Summary Plan Description language, which will be sent to all Plan Participants.

For your information and convenience, provided below is the Summary Plan Description Language for Amendment No. 13.

RETIREMENT, SUSPENSION OF BENEFIT PAYMENTS, AND ADDITIONAL CREDITS AFTER RETURN TO COVERED EMPLOYMENT

Retirement

In order to receive monthly pension payments you must be retired, and must refrain from the employment or self-employment described below. You may, however, engage in other types of employment or self-employment without having your pension payments suspended.

(a) Before Normal Retirement Age (65)

To be and remain retired before you reach age 65, you must withdraw completely and refrain from any employment or self-employment for wages or profit anywhere:

(1) in an industry in which Employees were employed and accrued benefits under this Plan as a result of such employment at the time your pension commenced or would have commenced if you had not remained in or returned to such employment; and

(2) in a trade or craft in which you were employed at any time under this Plan.

(b) After Normal Retirement Age

To be or remain retired after you reach age 65, you must refrain from employment or self-employment for wages or profit of 40 hours or more during a calendar month (or during any 4 or 5-week payroll period ending in a calendar month) in work of the type described in (a) above, in the states of California, Nevada, Utah or Hawaii.

Suspension of Benefits

If you are employed or self-employed in work described in paragraph (a) above, your pension payments will be suspended and permanently withheld for a period equal to the number of months during which you were so employed or self-employed. Your pension payments will also be suspended for the three months' period which immediately follows the foregoing period, unless you were receiving a Disability Pension prior to such employment, and may be suspended for up to an additional twelve-month period as determined by the Board of Trustees of the Fund if you fail to notify the Plan of such employment in accordance with the requirements described below.

If you are employed or self-employed in work described in paragraph (b) above, your pension payments will be suspended and permanently withheld for each calendar month in which you were so employed or self-employed.

Notice

Within 15 days after starting any employment described in either paragraph (a) or (b) above, you must notify the Plan of such employment in writing by a report sent by first class mail addressed to the Plan at 50 Francisco Street, San Francisco, California 94133,

or at such other address as may be furnished to you by the Plan. Such notice and report must be given regardless of the number of hours of such work. You must also notify and report to the Plan in writing at such address when your prohibited employment has ended, and the suspension of your pension payments may continue until such notice is filed with the Plan. If you fail to comply with these notice requirements, the Board may act on the presumptions provided in Section 9.09 of the Plan, described below, and may take such other action as is provided in the Plan.

Presumptions

The Plan provides the following presumptions:

Whenever the Board becomes aware that you are working or have worked in prohibited employment in any month after Normal Retirement Age (age 65), and have failed to give timely notice to the Plan of such employment, the Board may, unless it is unreasonable under the circumstances to do so, act on the basis of a rebuttable presumption that you worked for at least 40 hours in such month and any subsequent month before you give notice in writing to the Board that you have ceased prohibited employment. You may overcome such presumption by establishing that your work was not in fact an appropriate basis under the Plan, for suspension of your benefits.

In addition, whenever the Board becomes aware that you are working or have worked in prohibited employment or any number of hours of an employer at a construction site and you have failed to give timely notice to the Plan of such employment, the Board may, unless it is unreasonable under the circumstances to do so, act on the basis of a rebuttable presumption that you engaged in such employment for the same employer performed that work at the construction site. You may overcome such presumption by establishing that your work was not in fact an appropriate basis, under the Plan, for suspension of benefits.

The effect of these presumptions is that the Board may implement the suspension of benefit rules without verifying beforehand that you exceeded the minimum number of hours for the period involved in a case where it would be reasonable to infer that you had so worked. Of course, in any such case you have the opportunity to come forward at a suspension review proceeding and show that you did not, in fact, work the minimum number of hours of relevant service for the month or months in question.

Verification

You may be required, as a condition of receiving future benefit payments, to submit evidence verifying that you are not employed or that any employment in which you are engaged is not prohibited by the plan.

Requests for Status Determination

You may request the Board in writing to determine whether specific contemplated employment is prohibited by Section 9.08 b. of the Plan (described in paragraph (b) above).

Claims Review Procedure

You may secure a review of a suspension of your pension payments pursuant to Section 9.09 b. of the Plan (described under "Suspension of Benefits" above) or of the status determination referred

to above through the claims review procedure provided in Section 9.04 of the Plan and printed at pages 63 and 64 of this Summary Plan Description.

(Continued on Page 15)

Fringe Benefits Forum

By Don Jones,
Director of
Fringe Benefits



It is a New Year and we want to start off on the right foot. Last month we said there was a listing of the Retiree Association meetings on the same page. It ended up being printed two pages later. That shouldn't be a problem — because all of our Retirees read *Engineers News* from cover to cover. Keep checking here for updates on the Retiree meeting schedule. We also mail meeting notices to Retiree Association members.

Remember, this is our Winter Round of Retiree Association meetings. The next round will be late summer and fall. We have a lot of information for you, so please try to attend.

About the middle of the year we will dust off the Pre-Retirement Counseling program, completely update it with all the new changes in the Pension Plan and Retiree Welfare Plan and conduct sessions in each of the district. This program is a must for Engineers and their wives contemplating retirement in the next several years. You are probably aware of the continuing cutbacks in MEDICARE and the funding problems of the Social Security System. These make your Local 3 fringe benefits critical for a financially sound retirement. It is extremely important that you understand the Plans *before you retire* in order to get the most advantage from them.

As you know, Vacation Funds are transferred to the Local 3 Credit Union twice each year about May 15th and November 15th. Almost 80% of Active Local 3 members have signed authorizations to have their Vacation Funds transferred *monthly*. This allows members to make automatic loan payments, make Individual Retirement Account deposits or simply add shares to your pass book accounts.

You may not be aware that the Fringe Benefit Center has immediate access to the Trust Fund computers and your Health & Welfare claims files. We have been offering assistance and information about medical claims for the past year. If you need help or information, simply call your local district office. They can electronically transfer your request to the Fringe Benefit Center and we can respond within minutes. It is fast, simple and right up to date. You can also call us or the Trust Fund office directly.

Local 3 backs bypass choice on Devil's Slide

(Continued from Page 1)

All of this action came to a halt, however, in December 1972, with a lawsuit filed by the Sierra Club. The project was stopped until April 1982, when the San Mateo Board of Supervisors agreed to finance studies on possible alternate routes.

The closure of Devil's Slide again last winter, combined with slides on nearby Highway 92, increased local interest in a permanent solution substantially.

Over 20 members of Local 3 attended the first of several hearings to be held by public agencies to receive comments on four different

alternatives. The Caltrans meeting lasted until after 2:30 a.m. The options which the highway agency considered included:

- a do nothing, no project alternative,
- a rebuilding of the roadway on the existing route,
- a two lane road of a 4-6 lane freeway bypass which follows the route adopted in 1960 from Pacifica to the Half Moon Bay airport, and
- a 2 lane road of a 4-6 lane freeway bypass from Pacifica to Highway 1 just north of Montara.

A Local 3 spokesman at the hearing presented the views of the Operating Engineers on all four alternatives. The "do nothing, no project" alternative was dismissed out right because of the obvious need for a safe and dependable route.

The second option, the rebuilding of the road at the existing route was also dismissed as unrealistic and economically unfeasible. This option, also known as the marine disposal alternative, calls for the excavation of over 14.5 million cubic yards of the slide, dumping it into the ocean, and reconstructing approximately 4,300 feet of roadway at a cost of close to \$50 million. This option also means that the road would be closed for up to three years.

The two other options studied were very similar in terms of the route they would take and the effect they would have on the community. The route selected in 1960, known as the "adopted route alternative" would bypass the slide area entirely by traversing San Pedro Mountain and connecting with the existing Highway 1 at the Half Moon Bay airport.

6.7 miles away. This alternative would cost from \$41 to \$50 million depending in whether it was a two lane road or a four lane freeway.

The other alternative, known as Martini Creek, also bypasses the slide entirely by traversing San Pedro Mountain on the same alignment as the "adopted route alternative". The difference however, is that Martini Creek rejoins Highway 1 just north of Montara rather than at the airport.

Although Local 3's speaker did not indicate any preference for either of these two options, he did urge Caltrans to design and build the bypass for full freeway standards. Citing the growth projections for the mid-coast portion of San Mateo County, he pointed out that a two lane road would be crowded and obsolete almost from the time of completion.

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Talking to Techs

By Frank Morales, Wally Schissler and Jerry Steele

Your Tech Representatives hope you all had a good Christmas and New Year, and that 1984 is the year that none of our members will be on the out-of-work list.

More and more projects are being approved. After nine years of debate, the City Council of Clayton voted to allow 1,825 homes on the 1,200 acre Keller Ranch in Clayton to be built. The Council also approved a four-lane, elevated extension of Clayton Road to run from the old Paul de Martini Winery to the Concord Blvd. extension.

There are many other projects that have been approved and will be starting construction in the spring. Also, Proposition 5 that was approved by voters on the November 1982 Ballot will make it easier for potential first-time buyers in California to qualify for home ownership. This should help keep our members working in '84.

The Tech Department would like to inform our members that are not aware of the "Good Standing Fund". The purpose of this Fund is to provide a means to financially assist those members who have not been suspended for non-payment of dues and who are stricken with extended illness, or disabled for protracted periods of sickness, accident or injury, by payment from the Fund of their dues, thereby securing their Membership and protecting their benefits in the Local Union and the International Union. This Fund is not to be used for those who are on the Employer's payroll or receiving sick pay or leave or who are receiving a pension

Application for benefits from this Fund shall be in the form and accompanied by such medical or other certificates as the Administrators of the Fund shall from time to time determine.

We hope that very few of our members will need to use this Fund, but for those of you that do, contact your District Office or Business Representative to obtain a Certificate of Illness Card if you have been unable to work because of illness for at least thirty (30) days.

A look at the upcoming 1984 work season, we can see one of the best work pictures in a number of years. Soils and

concrete work will slow down due to the rain, but there is still a large amount of work in all areas. All types of steel work should go strong through the winter months and get even better in the early part of 1984. Any member with ultrasonic experience on high rise buildings should contact the Tech Engineers Department for information on job opportunities.



Pictured from left to right are John Prentice and Don Philips working in San Ramon on the P.T. & T. Building.



X-ray work on a large gas line in the Fremont area is just one of Bill Rothacher's responsibilities for Pittsburgh Testing Laboratory.

Teaching Techs

By Gene Machado, Administrator, Surveyors JAC

As the new year begins, a new and different Apprenticeship program is emerging for the Apprentices, Journeyman Apprentices, and the Journeyman. New curricula is now being used in the 1st through 4th periods. New regulations are in effect and for the first time college credits will be available to Registered Apprentices in our program.

A minimum of 24 credits will be available towards an AA degree within the community college districts (at this time, we do not know what the maximum number of credits will be).

5th through 8th period curricula are also being expanded and seminars on the HP41CV field calculator are currently being held in three locations: San Jose, Sacramento and Lafayette. A fourth seminar in Santa Rosa is almost ready, too. Several classes on slope staking have already been completed by a number of journeymen.

Many more journeymen have signed up for this class, so additional classes are being held on this subject this coming year. One class in the San Jose area has already started and one in the Lafayette area will start in February. There has also been a good response to the Heavy Construction Plan Reading course and classes will soon begin. Those signed up will be notified by mail.

The Apprenticeship Program, which came into being in the 60's, first used the popular survey books being used by those colleges that had survey courses. The journeyman attended those first classes to further his or her knowledge and skill. During the early years, the journeymen gave as much to the program as they received. Over the years the Apprentice Program has used input from the journeyman to rearrange, rewrite, and create a curricula that will provide the training that will make him or her the most knowledgeable surveyor possible.

That method of curricula development, where journeymen working in the field provided necessary input so that everyone could benefit from their experience and knowledge, is still being used today. That is the major reason that the Apprenticeship Program is as successful as it is.

The journeyman is by far the most numerous participant in the Program and also its greatest contributor. The survey course taught within this structure turns out chainmen and party chiefs that can cope with the multi-faceted construction industry.

Many colleges present survey courses and it has been found that very little usable, or working, knowledge needed in the construction industry is taught. Theory and law are extensively taught, which provides a good background for the professional surveyor and civil engineer.

However, this is not the field that the NCSJAC has a strong interest in. This is not to say that courses taught in the school system are worthless. Courses such as basic math should be thoroughly learned since it provides the basis for our apprentice curricula.

New methods, equipment and standards are being imposed upon the field surveyor at an ever increasing rate. It is a constant challenge to keep in step with these changes for both the surveyor and the training program. The JAC committee has funded monies for 1984 for the necessary program developments and revisions, even through the contributions are not coming in as in the past, the committee has funded the money because they feel the need to expand the curricula to keep pace with the times.

The Union and the Employer are jointly concerned that the Surveyors JAC have available the best training that can be provided. It is your turn now to make a commitment to upgrade your present skills and to take advantage of the time, effort and monies spent bringing a good training program to your doorstep.

Classes are held at night to that they will not interfere with your job. They are held in a local area so that getting to class is not a long commute. One night a week is a small price to pay for the large returns you receive in job performance, confidence and competence.

Since class size determines when a class is started, as well as availability of an instructor and a classroom, it is difficult to schedule a class a year in advance. However, if you are interested in any of the classes mentioned, call our office and get on our mailing list for positive contact when classes are available in your area.

Election of Delegates and Alternate Delegates
to the 32nd Convention of the
International Union of Operating Engineers

Pursuant to the provisions of Article III of the Constitution of the International Union of Operating Engineers, and Articles XII and XIII of the By-Laws of the Local Union, attention of all Members of Operating Engineers Local Union No. 3 is directed to Article XII, Section 3 and Article XIII, Section 1 of the By-Laws, and specifically to the following portions of Article XII as modified pursuant to Article XIII, Section 1.

Section 3

ELECTIONS

(a) The election of Delegates and Alternate Delegates to the 32nd I.U.O.E. Convention shall be held during the month of February by mail referendum vote of the Membership of this Local Union under the supervision of the Election Committee and a nationally known firm of certified public accountants, selected by the Executive Board, with such other technical and legal assistance as may be provided.

(b) The election shall be conducted by a committee known as the Election Committee, composed of one (1) Member from each District in which nominations will be made. The Member shall be nominated and elected by secret ballot at the Regular Quarterly or specially called District meetings by vote of those Members present whose last known address, as shown on the records of the Local Union ten (10) days prior to the first such District meeting in September preceding the election, was within the area covered by the District. Each Nominee shall be a registered voter in the District in which he is nominated, shall have been a member of Operating Engineers Local Union No. 3 for one (1) year next preceding his nomination and election, and shall not be a candidate or nominator of a candidate for Delegate or Alternate Delegate to the 32nd I.U.O.E. Convention.

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

(c) The Election Committee shall determine whether or not each candidate nominated is eligible. Any candidate found not to be eligible

OFFICIAL UNION ELECTION NOTICE AND SAMPLE BALLOT

shall be declared ineligible by the Election Committee. The Committee's decision shall be promptly communicated to each such ineligible candidate in writing. Unless the Election Committee's decision is reversed on appeal, it shall govern, and the ballots shall be prepared accordingly.

(d) The Election Committee shall be responsible for the conduct of the election, and, specifically: for the preparation of the list of eligible voters, showing the Member's name and last known address as it appears on the records of this Local Union; the preparation and printing of the ballots, listing the Nominees for Delegates and Alternate Delegates to the 32nd I.U.O.E. Convention in alphabetical order by their last name (the candidate's name, his Office or his Position, or his collective bargaining agreement classification given by him being printed as it appears on Acceptance of Nominee form) and envelopes; and giving of a Notice of Election, by mailing a printed Notice thereof to each Member of the Local Union at his last known address as it appears on the records of this Local Union not less than fifteen (15) days prior to the mailing of the ballots to eligible voters.

The Election Committee shall cause a sample ballot to be published in the January edition of the Engineers News preceding the election, and to be promptly posted in the District Job Placement Centers.

The Election Committee shall deliver the list of names and last known addresses of eligible voters, and cause the printer to deliver the ballots and envelopes to the nationally known firm of certified public accountants chosen by the Local Union Executive Board, which firm shall rent a post office box to which the ballots shall be returned.

(e) The certified public accountants shall mail the ballots and return envelopes to the eligible voters on February 13th and shall open the post office box, for the first and last time, on February 27th next following, at 10 o'clock A.M. of that day.

The certified public accountants shall remove the returned ballots, count the same and certify the results in writing to the Election Committee.

The Election Committee, or a sub-committee thereof, shall be present at the mailing of the ballots, the opening of the post office box, and the counting of the ballots.

The Election Committee shall make certain that adequate safeguards are maintained so as to protect the secrecy of the ballots.

(f) The certificate of the certified public accountant shall be published in the March edition of the Engineers News following the election.

(h) Every Member who is not suspended for non-payment of dues as of February 13th, the date for the first mailing of ballots, shall have the right to vote. No Member whose dues shall have been withheld by his employer for payment to the Local Union pursuant to his voluntary authorization provided for in a collective bargaining agreement shall be declared ineligible to vote by reason of any alleged delay or default in the payment of dues by his employer to the Local Union.

Section 4

Each candidate shall have the right to have an observer at the polls and at the counting of the ballots; that is, each candidate shall have the right to have an observer to check the eligibility list of voters, check the ballots, see that the ballots are mailed, be present at the opening of the post office box and the counting of the ballots. The observer may challenge the eligibility of any voter, and the ballots of all voters who may have been challenged shall be set aside, pending determination as to their validity. If the challenged ballots are sufficient in number to affect the results of the election, all challenges shall be investigated by the Election Committee to determine their validity as promptly as possible.

Section 5

(a) Every Member shall have the right to express his views and opinions with respect to the candidates; provided, however, that no Member shall libel or slander the Local Union, its Members, its Officers, District Members, or any candidate, and all Members shall avoid all personalities and indecorous language in any expression of views and opinions with respect to Candidates.

(b) Any Member found guilty of violating Paragraph (a) of this Section 5 shall be subject to discipline in accordance with the applicable procedures of the Constitution and By-Laws, and if such Member should be a candidate he shall, if found guilty, in addition to any fine, suspension or expulsion, suffer the loss of the Office for which he is a candidate, if elected thereto.

(Continued on Page 13)

A profile of alcoholism in the American community

By Nate Davidson
A. R. P. Director

If you live in a typical American community, one out of six families in your neighborhood is affected by alcoholism. The effects of this disease could at sometime affect us all. Alcoholism is a disease of unknown origin, which at this time has no known cure, though it is treatable. It's a disease which knows no distinctions; housewives, television stars, blue collar workers, professional people, clergy, physicians, astronauts and even children are stricken every day. Only three to five percent of the alcoholic people in the U.S. are represented by the stereotypic Skid Row drinker. The so-called average alcoholic is a man or woman with family, job and responsibilities.

The alcoholic is a person who, in his drinking, has developed a psychological dependency on the drug alcohol coupled with a physiological addiction. Alcoholics are people who have experienced a change in tolerance to alcohol and need to drink more to acquire the desired effect. They are people who neither have the ability to consistently control their drinking, nor who can predict their behavior once they start to drink. They have a need to drink which

becomes progressively a greater and greater preoccupation in their lives. Alcoholics are people who, at one time in their lives, made a decision to drink just as every social drinker does. However, for them, in time drinking became not a matter of choice, but a compulsion.

Many people are confused about alcoholism because there is not one specific pattern of behavior typical to the alcoholic. Alcoholics often differ in their styles of drinking, and the consequences of their drinking vary widely. Some alcoholics drink daily; others in episodic patterns; some stay dry for long intervals between binges; some drink enormous quantities of alcohol, others do not. Some alcoholics drink only beer; some drink only wine; while for others their choice is whiskey. Still others may drink a wide variety of alcoholic beverages. Although alcoholism appears very early in the lives of some people, for others it takes years to develop. Some claim to have started drinking alcoholically from their first drink; many others report they drank for years before crossing over the "invisible line" which separates social drinking from alcoholic drinking.

In summary, alcoholics are those persons who are unable with any predictability to control their drinking,

and/or whose drinking causes problems in major areas of their lives.

As people progress into the disease of alcoholism, it is most normal for the spouse to become increasingly preoccupied with the behavior of the alcoholic. This preoccupation is called co-alcoholism.

For children in the family, the combination of alcoholism and co-alcoholism results in neither parent being responsive and available on consistent, predictable basis. Children are impacted not only by the alcoholic parent, but also by the nonalcoholic parent (if there is one), and by the abnormal family dynamics created as a consequence of alcoholism.

As different as homes are in styles of alcoholic drinking there are certain commonalities found in the effects in children. The most common consequence for the children is that they are the one, more likely than any other identifiable group, to become alcoholic. Fifty to sixty percent of all alcoholics (a low estimate) have, or had, at least one alcoholic parent. Alcoholism is a generational disease. A fact receiving more substantiation every day is that alcoholism runs in families. The exact cause of this phenomenon is as yet unknown. It is believed both genetics and the

environment play a role in the onset and progression of the disease.

While children of alcoholics are at high risk to become alcoholic, research also demonstrates that should a child of an alcoholic neither become alcoholic, nor marry an alcoholic, emotional and/or psychological patterns develop which may cause problems for this person in adulthood. Adult children of alcoholics often have difficulties identifying and expressing feelings. They become very rigid and controlling. Some find themselves overly dependent on others; they feel no sense of power of choice in the way they live. A pervasive sense of fear and guilt often exists in their lives. Many experience depression and frequently do not have the ability to feel close or to be intimate with another human being.

It is my belief that, while science may someday determine how these children are affected biologically, we can begin to impact the role the environment plays in their lives. While children are growing up in homes affected by alcoholism, they suffer their indignities and their losses alone... alone because they don't perceive help and support as being available from their parents, or from other significant people.

(Continued from Page 12)

Section 6

The Recording-Corresponding Secretary, upon request of any bona fide candidate for office, shall distribute such candidate's campaign literature, by mail or otherwise; provided the candidate making such request does so in writing, advising the Recording-Corresponding Secretary of the type of mailing, or other form of distribution desired, pays all costs involved, and delivers the literature, if it is to be mailed, to the Recording-Corresponding Secretary in a sealed and stamped envelope, with two (2) copies of the literature, the contents of the sealed and stamped envelope and two (2) of the envelopes in which the literature was enclosed. Two (2) copies of the literature are to be delivered to the Recording-Corresponding Secretary if it is to be distributed other than by mail.

No such requests shall be honored if made on or after 5:00 P.M., Local Time, the 6th day of February next preceding the mailing of the ballots.

Section 7

Where any candidate duly nominated is unopposed for election, the secret ballot vote shall be dispensed with and the Recording-Corresponding Secretary shall cast one (1) ballot for such nominees who shall then be declared duly elected to their respective Offices. Nomination, and Acceptance of Nomination and election records — including but not limited to the list of eligible voters, the ballots cast and all challenges and challenged ballots, the certificate of the certified public accountants, copies of all requests for distribution of campaign literature with copies thereof, and envelopes in which mailed, if mailed, the record of the cost thereof and the amount received for such work — shall be preserved by the Recording-Corresponding Secretary for a period of at least one (1) year.

**SPECIAL ELECTION NOTICE
Unopposed candidates**

Pursuant to Article XII, Section 7, first sentence: "When any candidate duly nominated is unopposed for election, the secret ballot vote shall be dispensed with and the Recording-Corresponding Secretary shall cast one (1) ballot for such nominees who shall then be declared duly elected to their respective offices.", the Election Committee has found that the following candidates for Alternate Delegate have been duly nominated and are unopposed, and by virtue of Article XII, Section 7, the following candidates' names will not appear on the Official Ballot:

ALTERNATE DELEGATE

Larry Miller
Derlin Proctor

ELECTION COMMITTEE

The election of District Election Committeemen to serve during the election of Local 3 Delegates and Alternate Delegates to the 32nd I.U.O.E. Convention has been completed. The brothers listed below were elected by their district membership.

District	Name
1	Peter T. Fogarty
2	Tee Zhee Sanders
3	Robert M. Butler
4	H. L. Spence
5	Robert L. Daniels
6	Preston Christy
7	Harry G. Johnson
8	Jack F. Misener
9	John Martinez
10	Robert Wagnon
11	James D. Caumiant
12	Don Barney
17	Yoshio Azuma

VOTING INSTRUCTIONS

In accordance with Article XII, Section 3(e) of the Local Union By-Laws, certified public accountants shall mail the ballots and return envelopes to the eligible voters on February 13th, and shall open the post office box for the first and last time on the February 27th next following, at 10 o'clock a.m. of that day.

In an envelope marked "OFFICIAL BALLOT," you will receive a business reply envelope, a ballot card and a ballot envelope with voting instructions. When you receive your Official Ballot envelope, open it, and remove the contents. Follow the voting instructions. When you have made your choices and marked the ballot card accordingly, place the ballot card in the secrecy envelope, seal it and insert it in the business reply envelope.

IMPORTANT: Remove stub from ballot card before placing it in secrecy envelope. After you have sealed your ballot card in the secrecy envelope and then in the business reply envelope, you must sign your name on the reverse side of the business reply envelope or your ballot will be voided (not counted). Your signature will only identify you as an eligible voter, but in no way will indicate how you voted, because the secrecy envelope containing your ballot will be separated from the return envelope before it is opened.

You must deposit your ballot in the mail so that it will be received no later than 10:00 a.m., February 27, 1984 at the P. O. Box in San Francisco. **You should vote and mail your ballot early.** Ballots arriving in the P. O. Box after this time and date will not be counted.

Under no circumstances change the address on the business reply envelope. If you do, your ballot will not be counted. **Do not mail dues payments or any other material with your ballot.**

If you have a foreign address, you will not receive a business reply envelope, but will be required to pay the necessary postage yourself, since under present regulations it is impossible for the Local Union to arrange otherwise. In the event you do not receive a ballot by February 18, 1984, or your ballot is destroyed or lost, you should call Christine Redman collect at Price Waterhouse (415/393-8530).

NOTE: The Sample Ballot set out on this page is subject to correction by the Election Committee by reason of the failure of a candidate to continue to be eligible or to qualify for any reason.

BALLOT WILL BE VOID IF YOUR SIGNATURE IS NOT ON THE BUSINESS REPLY ENVELOPE. IF YOU DO NOT INTEND TO VOTE, DESTROY ENTIRE VOTING PACKAGE TO PREVENT MISUSE.

DETACH THIS STUB
BEFORE RETURNING BALLOT

Operating Engineers Local Union No. 3

OFFICIAL BALLOT

Election of Delegates to the 32nd Convention of the International Union of Operating Engineers.

Candidates for Delegate appear on both sides of this ballot. Vote for no more than a total of 32 of these candidates. **IF YOU VOTE FOR MORE THAN 32 YOUR BALLOT IS VOID.**

(Ballot Box Closes February 27, 1984 at 10:00 a.m.)

Richard Abston	Scrapper Operator	+
Paul Anae	Loader Operator	+
Richard L. Bagley	Scrapper Operator	+
Jack Baugh	Local #3 Auditor	+
Dick Bell	Hoist Operator	+
Ken Bowersmith	Local #3 Trustee	+
John Bradbury	Executive Board Member	+
L. C. Bradley	Loader Operator	+
Harvey D. Brown		+
Jim Brown	Executive Board Member	+
William (Bill) Burns	Local #3 Conductor	+
A. A. Alex Cellini	Foreman	+
Robert L. "Bob" Christy	Executive Board Member	+
Bill L. Dalton	Executive Board Member	+
Brad Datson	Crane Operator	+
Rex Daugherty	Hoist Operator	+
John R. Dorton	Executive Board Member	+
Donald R. Doser	District Representative	+
Lee E. Ellison	Loader Operator	+
Adam Gonzalez	Crane Operator	+
Ralph M. Hamlin	Executive Board Member	+
Wilfred Houghtby	Executive Board Member	+
Chuck Ivie	Assistant District Representative	+
Jim Johnson		+
Jim E. Johnston		+
Don Jones	Director of Fringe Benefits	+

OE101

VOTE BOTH SIDES

BALLOT WILL BE VOID IF YOUR SIGNATURE IS NOT ON THE BUSINESS REPLY ENVELOPE. IF YOU DO NOT INTEND TO VOTE, DESTROY ENTIRE VOTING PACKAGE TO PREVENT MISUSE.

DETACH THIS STUB BEFORE RETURNING BALLOT

(Ballot Box Closes February 27, 1984 at 10:00 a.m.)

Candidates for Delegate appear on both sides of this ballot. Vote for no more than a total of 32 of these candidates. **IF YOU VOTE FOR MORE THAN 32 YOUR BALLOT IS VOID.**

Delegates (Continued)		
Gene Lake	District Representative	+
Wayne 'Les' Lassiter	Local #3 Trustee	+
Glenn D. Lein	Executive Board Member	+
Kay Leishman	Crane Operator	+
Jack D. Lewis	Crane Operator	+
Don Luba	District Representative	+
William Markus	Local #3 Auditor	+
Akira "Matsu" Matsuo	Executive Board Member	+
George Matzek	Business Representative	+
Ron W. Matzen	Certified Chief of Party	+
Stan McNulty	Gradesetter	+
Frank Morales	Assistant District Representative	+
Raymond R. Morgan	Backhoe Operator	+
Hank Munroe	Special Representative	+
Jim O'Brien	Executive Board Member	+
Pat O'Connell	Local #3 Trustee	+
Claude Odom		+
Bill Pritchard	Drag Line Operator	+
Phil Pruett	Backhoe Operator	+
John Roderick	Executive Board Member	+
Paul Schissler	Certified Chief of Party	+
Dan Senechal	District Representative	+
Jack Short	Safety Director	+
Charles "Chuck" Smith	District Representative	+
Bruce Stevens	Heavy Duty Repairman	+
Jim Thomas	Foreman	+
Robert "Gary" Wagnon	Executive Board Member	+
Marion (Clete) Whitson	Executive Board Member	+
Ron A. Wilson	Local #3 Auditor	+
Paul B. Wise	Gradechecker	+
Dennis "Denny" Wright	Loader	+
Ted Wright	Local #3 Guard	+

OE102

VOTE BOTH SIDES

Granite puts final touches on first light rail transit contract

Granite Construction is putting the finishing touches on the three overcrossings of the first contract awarded on the light rail transit system at Arden, El Camino, and Marconi Avenues, reports Business Representative Dan Carpenter.

Over the next seven months approximately \$40 million in various contracts will be let to contractors. This will be the North Sacramento Corridor starting at 18th Street and connecting at the K Street Mall and running out to Watt Avenue and Interstate 80. Between the Mall and Watt Avenue will be several park and ride stations to be built in 1984.

The leg of the system from 18th Street to Bradshaw Road will probably be built in 1985 due to negotiations with Southern Pacific for right of way, which is continuing. Two large overpasses above railroad lines will have to be constructed over 20th and R Streets downtown and at Cal State University. An underpass at the Southern Pacific tracks at Cal State University will also be built.

The \$131 million system will increase trunk commuter efficiency and capacity by replacing 60 peak hour buses with 8 light rail trains and up to 7,000 suburban park and ride spaces with high quality transit to ease downtown parking. If you have tried to get a parking place in downtown Sacramento, you know the hassle.

The light rail transit system will provide service every 15 minutes with suburban feeder bus schedules coordinated to connect with light rail transit and other bus routes to improve transit usefulness throughout the north area service area by 27%.

The Northeast Sacramento Light Rail Transit facility will be the major public

works project in Sacramento County during the 1980's. Its building will boost the region's construction industry and the entire local economy. This project will create over 600 construction jobs overall during the length of the project. Light rail transit will require large amounts of locally supplied building materials, including 50,000 cubic yards of gravel track ballast and one and one-half million square feet of paving and subbase material.

The system will improve or rebuild over 4 miles of streets and provide for a new K Street Mall to be rebuilt from 7th to 12th Street and an entirely new transit pedestrian mall from 7th to 12th Street on O Street.

Cost to build the project is \$6.7 million per mile for the 18-mile system at a total of \$123.3 million associated with \$7.7 million added for the North Sacramento



overpasses for a project budget of \$131 million. It will cost \$4.4 million per year to operate and maintain the project, about 15% of the transit budget, but will carry 25% to 35% of all weekday transit rides.

Pictured above (left to right) are Dale Johnson, gradesetter; Business Representative Dan Carpenter; scraper operator Chester Clark; and blade operator Frank Reese. Pictured below is Executive Board Member Jim Brown lubing the finish grade equipment.



Setting deck forms for the job is operator Bill Harris of Sacramento Valley Crane.



Local 3 1983-84 scholarship competition

Rules & Instructions for College Scholarship Awards: 1983-1984 School Year

Two college scholarships of \$1,000.00 each will be awarded winners for study at any accredited college or university, one award to a daughter and one to a son of Members of Operating Engineers Local 3.

Two college scholarships of \$500.00 each will be awarded 1st runners-up for study at any accredited college or university, one award to a daughter and one to a son of Members of Operating Engineers Local 3.

The Local 3 scholarships will impose no restrictions of any kind on the course of study. Recipients may accept any other grants or awards which do not in themselves rule out scholarship aid from other sources.

Who May Apply:

Sons and daughters of Members of Local No. 3 may apply for the scholarships. The parent of the applicant must be a Member of Local 3 for at least one (1) year immediately preceding the date of the application.

Sons and daughters of deceased Members of Local No. 3 are eligible to apply for the scholarships. The parent of the applicant must have been a Member of Local 3 for at least one (1) year immediately preceding the date of death.

The applicants must be senior high school students who have, or will be, graduated at the end of: either: (1) the Fall Semester (beginning in 1983),

or: (2) the Spring Semester (beginning in 1984), in public, private or parochial schools who are planning to attend a college or university anywhere in the United States during the academic year and who are able to meet the academic requirements for entrance into the university or college of their choice. Students selected for scholarships must have achieved not less than a "B" average in their high school work.

Applications will be accepted between January 1, 1984 and March 1, 1984.

Awarding Scholarships:

Upon receipt of the application and required forms, Local No. 3 will verify the membership of the parent. The application will then be submitted for judging to a University Scholarship Selection Committee, an independent, outside group composed entirely of professional educators.

Apart from verifying the eligibility of the applicant, Local No. 3 will not exercise any choice among the various applicants or indicate in any way that one applicant should be favored over another. Based on factors normally used in awarding academic scholarships, the University Scholarship Selection Committee will submit to the Local 3 Executive Board recommendations for finalists. The list of potential winners and their qualifications will be reviewed and studied by the Executive Board and the scholarship winners selected.

Scholarship winners will be announced as soon as possible, probably in either May or June, and the checks will be deposited in each winning

student's name at the college or university he plans to attend.

Instructions:

All of the following items must be received by March 1, 1984:

1. The Application — to be filled out and returned by the Applicant.
2. Report on Applicant and Transcript — to be filled out by the high school principal or person he designates and returned directly to Local No. 3 by the officer completing it.
3. Letters of Recommendation — every Applicant should submit one to three letters of recommendation giving information about his character and ability. These may be from teachers, community leaders, family friends or others who know the Applicant. These may be submitted with the application, or sent directly by the writers to Local No. 3.

4. Photograph — A recent photograph, preferably 2 inches by 3 inches, with the Applicant's name written on the back. (Photo should be clear enough to reproduce in the *Engineers News*.)

It is the responsibility of the Applicant to see to it that all the above items are received on time and that they are sent to:

James R. Ivy
Recording-Corresponding Secretary
Operating Engineers Local Union No. 3
474 Valencia Street
San Francisco, CA 94103

or to College Scholarships at the address shown above.

Swap Shop: Free Want Ads for Engineers

FOR SALE: 2.03 AC. FENCED PASTURE. 3BR 2 bath, 24x68, '79 Lancer, dishwasher, stove, ref., utility rm, den, 9x15 shed, pool, blt in bar bq grill, sprinkler system, appr. 23 gal. well, extras. Foothills nr Fresno & schools. Refinance if credit app. or cash \$77,500. Lewis Peterson, P. O. Box 174, Prather CA 93651. Ph. 209/855-3195. Reg. #1812603. 11/83

FOR SALE: VICTORIAN HOME on 100 x 135' lot. Appr. 3,000 sq. ft. + basement & garage. 3 lg. BRs, 3 ba, lg liv. & formal dining rms. w/orig. hwdw floors & beamed ceilings. In Susanville, Exc. rec., hunting, fishing. Kelly Smith, 145 N. Rood St., Susanville CA 96130. Reg. #0439396. 11/83

FOR SALE: TWO BR HOME. w/four lots 200x75' in Armstrong, Missouri. \$7,000. K. Wayman, 205 Chapman Ave., So. San Francisco CA 94080. Ph. 415/589-7343. Reg. #1826083. 11/83

FOR SALE: 1966 FORD MUSTANG. V-8, auto, trans., runs gd. Good paint, dark bl. w/black top. \$1800. Eugene Wayman, So. San Francisco CA. Ph. 415/589-7343. Reg. #0899497. 11/83

FOR SALE: 1973 29' AIRSTREAM custom like new. Fully loaded. \$10,000 or best offer. Allen H. Knoell, 725 N. Isabel, #6, Glendale CA 91206. Ph. 213/956-1559. Reg. #0892519. 11/83

FOR SALE: 3 BEAU. 5-ACRE LOTS. View. Oak-Pine, Calaveras Co. main paved rd, nr Westpoint. 1 mi. -store & post office. Marvin Collins. Ph. 209/293-7920. Reg. #496057. 11/83

FOR SALE: WILSEYVILLE RANCH beau. 70 acre, Calaveras County. 3BR all cedar home. 1000 sq. ft. shop. Well, spring, trees. \$179,000. Marvin Collins. Ph. 209/293-7920. Reg. #496057. 11/83

FOR SALE: TRAVELEZE 1976 32' fully self contained, exceptional cond. \$10,000 or b/o. Carl Stocke, Jamestown CA. Ph. 209/984-3134. Reg. #1797521. 11/83

FOR SALE: 1980 TENT TRAILER in exc. cond. Sleeps 6 w/extra tire & cover & awning never used. \$2000. Sonny Woods, 4147 E. Fountain Way, Fresno CA 93726. Ph. 209/221-8749. Reg. #0649325. 11/83

FOR SALE: 1976 BOLDWING 6L 1000. Faring w/lowers, fog/driving lights, 3 pc Samsonite lg, dble bucket seat, Lester 18 in mags, 2 helmets, new spare frt tire, 40 mpg, reg gas. \$2200. Bonnie Pitrowski. Ph. 415/447-3178 after 6 pm. Reg. #1904203. 11/83

FOR SALE: 1956 IMPERIAL TRAILER 8x36 gas refrig., stove, water htr, 2 BR. \$2250. Tony Hegel, P. O. Box 1124, Alameda CA 94501. Ph. 415/521-7442. Reg. #0531523. 11/83

FOR SALE: 1976 THOMPSON BOAT. 21', deep V, 302 Ford, 188 Merc. cruiser. \$2500. extras, Vanson Tand. Tlr. \$6500. cash. Ray Moss, 1518-139th Ave., San Leandro CA 94578. Ph. 415/483-3091. Reg. #1117501. 11/83

FOR SALE: SURVEY EQUIPMENT. Wild T-2 Theodolite \$2500. 200' & 100' Lufkin Super Hiway tapes & reels \$100 & \$50. Rod level & misc. equip. Art Delacruz. Ph. 415/726-4981. Reg. #1020276. 11/83

FOR SALE: BEER BAR, dance flr, games etc. on 5.4 acres. Store bldg., liv. qrt. 2 cabins, nr lg dams. Ideal family setup. Lic. incl. Owner will carry. Cons. trade for real estate-acreage in No. Cal. Ph. 415/439-9056. Reg. #0413422. 11/83

FOR SALE: BRICK HOME nr new w/2-acre river front, deep well, exc. water. Orchard/garden irrigated by spring water. Full basement approx. 2800 sq ft. 3 BR/2 BA, cent. ht., air cond. On about 11 acres, compl. fenced w/32'x50' comb. wkshop/barn. Nr. Mt. Ida, Arkansas. \$99,950 firm. T. P. Risenhoover, St. Rt. 2, Box 207, Mt. Ida, AK. Ph. 501/326-4616. Reg. #1133515. 12/83

FOR SALE: 1969 CHEVY FLAT BED ton trk 396 overhauled eng., tuls 21 winch, gd cond. \$3500 or B/O. George Elmore, 18301 Morrison Rd., Oakdale CA 95361. Ph. 209/881-3498. Reg. #0863734. 12/83

FOR SALE: OVERHEAD CAMPER open road model. Self-contained complete. \$1200. Arthur Galaviz. Ph. 209/734-8022. Reg. #1832653. 12/83

FOR SALE: 60' OF 3/8 CHAIN 20' new 40' used, none stretched. \$75 for all. W. E. Dixon, P. O. Box 52, Vacaville CA 95696. Ph. 707/448-6394. Reg. #0557469. 12/83

FOR SALE: TWO 10-ACRE PLACER GOLD claims in Butte Co. \$300 ea or both for \$500. W. E. Dixon, P. O. Box 52, Vacaville CA 95696. Ph. 707/448-6394. Reg. #0557469. 12/83

FOR SALE: USED TIRES 14" somed half down \$5 to \$10 ea. Trk tires 8-25x20, 9-00x20, 10-00x20, 11-00x20, \$10 & up. Elec. motors \$12.50 & up. Auto. G.E. dishwasher \$50. Phonemate Ans. svc \$100. Elec. add. mach. \$35. Leslie Mulhair, 97 Southridge Wy, Daly City CA 94014. Ph. 415/333-9006. Reg. #154371. 12/83

FOR SALE: 1966 FORD MUSTANG V8 eng. runs gd. A.T., dk blue w/black top. \$1800 or B.O. E. Wayman, 205 Chapman Ave., So. San Francisco CA 94080. Ph. 415/589-7347. Reg. #0899497. 12/83

FOR SALE: LOT 75x163 3 BR, 1 1/2 BA, lg util rm, 2 car or 1 car & shop, 2 story. Gold Beach, Ore, nr ocean. \$55,000. Arnold K. Preuss, 15880 McElroy Rd., Meadow Vista CA 95722. Reg. #1160259. 12/83

FOR SALE: LOT 87x102 level, off street, trees. Gold Beach, Ore. nr ocean. Arnold K. Preuss, 15880 McElroy Rd., Meadow Vista CA 95722. Reg. #1160259. 12/83

FOR SALE: 1 1/2 ACRES Port Orford, Ore. 100x900 approx. paved rd. Power, nr ocean. \$12,000 terms \$10,000 cash. Arnold K. Preuss, 15880 McElroy Rd., Meadow Vista CA 95722. Reg. #1160259. 12/83

WANTED TO BUY: JOHN DEERE 350 DR 450 TRACTOR w/backhoe & loader. J. R. Barney Gruber, 420 Uncle Joe's Lane, New Castle CA 95658. Ph. 916/663-3537. Reg. #0676326. 12/83

FOR SALE: TWO D-6 CAT DOZERS wide ga 9U9839 and 4R670. Both with two drum cat winches. 1 straight dozer 1 angle. Painted, exc. running. \$9500 and 6500. Bud Wells, 124 Hermosa Ave., Oakland CA 94618. Ph. 415/547-0553. Reg. #0557433. 12/83

FOR SALE: 40 ACRES near Grand Canyon. Fenced. All or part. Can split three ways, will make good deal. Herschel LaRue, P. O. Box 97, Skull Valley AZ 86338. Reg. #0791408. 12/83

FOR SALE: GOLDWING 1976 \$1600. Ph. Bonnie, evenings. 415/449-5466. Reg. #1904203. 12/83

FOR SALE: THOMAS PLAYMATE ORGAN. 1300 series, dbl. key bd. 24 gen. registration guide. 2 yrs old, like new. \$1500. J. F. Muccia. Ph. 209/239-3038. Reg. #488629. 12/83

FOR SALE: 1980 FORD one T. P.U. low mileage w/30' 5th wheel tlr. \$16000 for the combination. Ph. 415/439-9056. Reg. #0413422. 12/83

FOR SALE: 1979 TRAVELEZE TRAILER 40' dbl tipouts, lg. bath, dual king bed, queen sz sofa bed. Can tow w/p.u., very nice cond. Ph. 415/439-9056. Reg. #0413422. 12/83

FOR SALE: BUDGER FULL EXPANDO Mobil home 8x40 folded for moving, 15x40 unfolded. 600 cu ft liv. area, 2BR, wash/dryer. \$9000. Ken Harm, 25084 Auberry Rd., Clovis CA 93612. Ph. 209/298-2998. Reg. #1872-300. 1/84

FOR SALE: 1981 DATSUN PU 4x4 exc. cond. \$5800 or best offer. Louis Fusaro, 4340 El Macero Dr., Davis CA 95616. Ph. 916/758-3212. Reg. #1793823. 1/84

FOR SALE: 5 BR 2 1/2 BATH HOME Orem, Utah. Wh. brick, 5 yrs. \$60,000 assumable. 8 1/2 V.A. no-east area. Owner /carry 2nd. \$99,500. Trade for So. Sacto. prop. Norman Clemens. Ph. 1-801-225-1602. Reg. #1238702. 1/84

FOR SALE: 40 AC. 2BR (fixer-upper) 3 mi. so. IPP plant, Delta, Utah. Can split 4/10 ac. Will trade for So. Sacto. prop. \$45,000. Norman Clemens. Ph. 1-801-225-1602. Reg. #1238702. 1/84

FOR SALE: 1977 COACHMEN 27' 5th whl. Exc. cond., awning, skirt, new queen mattress, new tires, brakes, hitch, intercom, stereo spkrs, tv ant./booster, a/c, rear jacks, spare. \$7550. Bud Gilliland, 555 Tully Rd., San Jose CA 95111. Reg. #1555527. 1/84

FOR SALE: 82 LANCE CAMPER 11' loaded, hardly used, exc. cond., fits 3/4-T trk. \$7500 or best offer. 78 Ford Camper special trk, 460 eng. negotiable w/camper. Lionel Waiwaiole, 552 Curie Dr., San Jose CA 95123. Ph. Gini days 415/969-9554, eves. 408/281-4346. Reg. #1372818. 1/84

WANTED: QUALITY REEL-TO-REEL TAPE DECK/RECORD-ER, 10 1/2" reel capacity, auto reversing preferred. Will consider 7". J. Stanley Krantz, 1701 Peggy Ct., Petaluma CA 94952. Ph. 707/762-7032. Reg. #0848618. 1/84

FOR SALE: 5-9/100 AC. FENCED. Fruit, nuts, farm bldgs., 2 BR, 2 baths, storm windows, gas furnace, carport. Jess Carter, 1125-20th St., Oroville CA 95965. Ph. 916/534-3455. Reg. #0826796. 1/84

FOR SALE: 1977 310A JOHN DEERE BACKHOE LOADER. Less than 3000 hrs, very gd cond. \$16,000. Tony G. Jaquez, 670 Seely Ave., Aromas CA 95004. Ph. 408/726-1274. Reg. #1117579. 1/84

FOR SALE: 1983 CORVETTE ROADSTER both tops orig. cond. 327 cu. in. auto. runs gd. \$8500 cash firm. J. Adkins. Ph. 408/757-5614. Reg. #1192168. 1/84

FOR SALE: 2-1976 DODGE 2 1/2 T alum van box 20', roll up doors, elect lift tuck in lift, ex. tank. Clean 56M & 42M. Best offer. Jack E. Tull, 201 Linden Ln., San Rafael CA 94901. Ph. 415/456-1635. Reg. #0808175. 1/84

FOR SALE: 1974 FORD 2 1/2 TON trk. 20' alum box, roll up door, tuck in lift, low mil., some rust. Best offer. Jack E. Tull, 201 Linden Ln, San Rafael CA 94901. Ph. 415/456-1635. Reg. #0808175. 1/84

WANTED: 1955 to 1966 T-BIRD running or not. Call or write Gerry Lambert, 3685 Emanuel Ct., San Jose CA 95121. Ph. 408/226-0729. Reg. #1225584. 1/84

The Public Sector

By Jack Baugh,
Public Employee Director

(Editor's Note: With the beginning of 1984, the Engineers News will begin publishing a regular column from the Public Employee Dept.)

The Public employment picture in California continues to be bleak. There are 17,000 fewer jobs in the public sector than in 1982. Local agency budgets continue to shrink. Layoffs, reductions, contracting out jobs and even bankruptcy are all too common today.

Why is this? Has Prop. 13 finally come home to roost? Certainly some of the budget strains are the result of 13, but the fervor of local agencies to not only freeze salaries but to take away many benefits must be getting direction from somewhere.

We believe that President Reagan is the role model. Let's look at the public employee at the Federal level. President Reagan proposed budget cuts and reduction of the public work force by 75,000 jobs. He has proposed cuts in pay, pay caps, limits to the cost of living raises, reductions in Social Security benefits, increases in Social Security taxes, cuts in Federal pensions, cuts in Federal grants that caused layoffs of State, County and Municipal employees and the President's approach to employee health benefits has two parts: decrease the benefits and increase the worker's premiums.

Labor has been able to block or modify some of the proposals and was instrumental in stopping a proposal to tax your fringe benefits.

The public employee cannot sit by while their jobs are eliminated. You cannot sit and watch your vacation days, your pension and your health insurance go down the drain.

The Engineers will be in the front lines to "retire" President Reagan, and we need your help. We'll be asking you to actively get involved and we solicit your full support.

Social Security Changes

Your Social Security Tax Rate for 1983 remained at 6.7%, but may have paid more due to a raise in the maximum earnings subject to the tax.

The maximum earnings subject to tax will be raised whenever the benefits increase under the automatic cost of living adjustments. How much the base will rise is unknown as it depends on the average annual wage increases for those covered by the system.

The scheduled increase in the tax rate are:

Year	Employee/Employer
1984	6.7%
1985	7.05%
1986 - 1989	7.15%
1990 - On	7.65%

If you are over 65 and drawing Social Security benefits \$1.00 in benefits is withheld for every \$2.00 you earn over \$6,600. If you are under 65 the ceiling is \$4,920. After age 70 you can make any amount and still draw full benefits.

Pension changes on retirement

(Continued from Page 10)

Recovery of Overpayments

Overpayments attributable to payments of benefits made for any month or months during which you are engaged in prohibited employment will be deducted from benefits otherwise payable to you, subsequent to the period of suspension. If you are over age 65, the deduction will be 100% of the initial resumption payment or the full suspendable amount, whichever is less; thereafter, the deduction will not exceed in any month 25 percent of that month's total benefit payment which would have been due but for the deduction.

If you die before recoupment of suspendable amounts has been completed deductions will be made from any benefits payable to your surviving spouse or beneficiary, subject, if you were over 65 at the time the suspension ended, to the 25 percent limitation on the rate of deduction as to any benefit payments after the first such payment.

Additional Credits after Return to Covered Employment

If you return to work in a job covered by this Plan and earn at least one Year of Credited Service, you will receive a higher pension when you retire again, based on the additional Pension Credits you earned. The amount of the higher pension shall be determined in accordance with the provisions of the Plan.

If you return to covered employment and again retire, you may not change the form of pension you previously selected. If you previously selected a Husband-and-Wife Pension, or any other optional form of benefit, you will

continue to receive the type of pension originally selected.

Note: Your readjusted pension benefit will not be less than the amount you were awarded when you originally retired.

Continuance of Employment after Age 65

If you continue in prohibited employment beyond age 65 you will be notified during the first calendar month after you attain that age that your pension benefits will not commence until you have retired and filed an application for benefits, and that since you have delayed commencement of your benefits, you will incur a forfeiture in receiving after benefit payments commence, less than the value of your benefits were you not to continue in employment.

District Meeting Change

At its meeting on December 18th, the Executive Board concurred in the District 17 recommendation, to change the dates of the following District 17 Membership Meetings to be held in January 1984:

DISTRICT 17 - HILO

(Date Change Only)

Change date from:

January 26, 1984

to: January 27, 1984

DISTRICT 17 - MAUI

(Date Change Only)

Change date from:

January 27, 1984

to: January 26, 1984

RULES FOR SUBMITTING ADS

- Any Operating Engineer may advertise in these columns without charge any PERSONAL PROPERTY he wishes to sell, swap, or purchase. Ads will not be accepted for rentals, personal services or sidelines.
- PRINT OR TYPE the wording you want in your advertising on a separate sheet of paper, limiting yourself to 30 words or less, including your NAME, complete ADDRESS and REGISTER NUMBER.
- Allow for a time lapse of several weeks between the posting of letters and receipts of your ad by our readers.
- Because the purpose should be served within the period, ads henceforth will be dropped from the newspaper after three months.
- Address all ads to Engineers News Swap Shop, 474 Valencia Street, San Francisco, CA. 94103. Be sure to include your register number. No ad will be published without this information.

ATTEND YOUR UNION MEETINGS

All District Meetings convene at 8:00 p.m. with the exception of Honolulu, Hilo and Maui, which convene at 7:00 p.m.

January

- 25th Honolulu:** Kalihi Waena School, 1240 Gulick Ave.
26th Maui: Kahului Elementary School, 410 S. Hina Ave., Kahului
27th Hilo: Kapiolani School, 966 Kilauea Ave.

February

- 14th Stockton:** Engineers Bldg., 1916 North Broadway
16th Oakland: Teamster's Local 853, 8055 Collins Dr.
21st Fresno: Laborer's Hall, 5431 East Hedges
28th Sacramento: Laborer's Hall 6545 Stockton Blvd.

March

- 7th Salt Lake City:** Engineers Bldg., 1958 W. N. Temple
8th Reno: Musicians Hall, 124 West Taylor

- 15th Santa Rosa:** Veterans Bldg., 1351 Maple Street
22nd San Jose: Labor Temple 2102 Almaden Rd.

April

- 3rd Eureka:** Engineers Bldg., 2806 Broadway
4th Redding: Engineers Bldg., 100 Lake Blvd.
5th Gridley: Veterans Memorial Hall, 249 Sycamore St.
25th Honolulu: Kalihi Waena School, 1240 Gulick Ave.
26th Hilo: Kapiolani School, 966 Kilauea Ave.

May

- 1st Stockton:** Engineers Bldg., 1916 North Broadway
3rd Richmond: Point Marina Inn, 915 W. Cutting Blvd.
8th Fresno: Laborer's Hall, 5431 East Hedges

NLRB to file complaint on AGC

(Continued from Page 1)

went ahead bargained with them until an agreement was reached."

An agreement was finally reached later in May and ratified by the AGC Negotiation Committee and the Local 3 rank and file.

Many employers that had historically been signatory with Local 3 subsequently signed the agreement, but there was also a substantial number that maintained they were not bound to the agreement.

Local 3 then filed an unfair labor practice charge against the AGC, contending that the employers in question had not given timely notice of withdrawal from the bargaining unit and were therefore bound to the agreement.

After several months of review, the National Labor Relations Board this month sent a memo to the Regional office instructing it to issue a complaint against the AGC and schedule a date for a hearing.

"We haven't won the war yet, but getting the NLRB to issue a complaint is a very significant win," Stapleton declared. "It shows that the NLRB also seriously questions AGC's contention that it disbanded the multi-employer bargaining unit, even though it continued to remain in force for other crafts."

Stapleton pointed out that this tactic was used by the AGC throughout the country in negotiations with building trades unions, and that it was obviously part of an industry-wide strategy to deal a crippling blow to the building trades when they were already suffering from the effects of a severe recession.

"We feel that this NLRB case is crucial, because it will hopefully force the AGC to act more responsibly during contract negotiations," Stapleton said.

Work good in Contra Costa except for rain

The work in the west Contra Costa area is good although the rain is slowing a few of the jobs down, reports Business Representative Bill Dorresteyn. The Pacific Refinery is going well but few engineers are required.

Union Oil is starting to accelerate and will be a fair job. The subcontractors are three weeks behind, but Bechtel will start a direct hire in January.

Levin Terminals is moving a lot of material and it looks as if they will once again be a major loading and unloading facility. Their agreement is a good one and a first for this operation.

Quarry Products is moving a lot of rock and it looks as if they will be busy all next year.

Pittsburgh-Des Moines Steel is putting in some storage tanks at Standard Oil. This job is coming to a finish.

O. C. Jones work is fair as the weather permits. They have a lot of small work here and there.

There will be a major project in Richmond soon; a large capacity trash burning plant which will be a union project.

LOCAL 3 MEMBERS—Save dollars on your Disneyland trip. Ask for your free membership card. Mail this coupon below to:

Attn: M. Kelly, Operating Engineers Local Union No. 3, 474 Valencia Street, San Francisco, California 94103
 Please send me: A Membership card for the Magic Kingdom Club

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 Incomplete forms will not be processed



Grievance Committee Elections

Recording-Corresponding Secretary James "Red" Ivy has announced that in accordance with Local 3 By-Laws, Article X, Section 10, the election of Grievance Committeemen shall take place at the first regular quarterly district or sub-district meeting of 1984. The schedule of such meetings at which the Grievance Committee members will be elected is as follows:

February

- 14th Stockton:** Engineers Bldg., 1916 North Broadway
16th Oakland: Teamsters Local #853, 8055 Collins Dr.
21st Fresno: Laborer's Hall, 5431 East Hedges
28th Sacramento: Laborer's Hall, 6545 Stockton Blvd.

March

- 7th Salt Lake City:** Engineers Bldg., 1958 W. N. Temple
8th Reno: Musicians Hall, 124 West Taylor
15th Santa Rosa: Veterans Bldg., 1351 Maple St.
22nd San Jose: Labor Temple, 2102 Almaden Rd.

Pertinent excerpts from Article X of the Local Union By-Laws, Grievance Committees:

Section 1
 District and Sub-district Grievance Committee.

(a) There shall be a Grievance Committee in each District and Sub-district. It shall consist of five (5) Members —

one (1) District Executive Board Member, or Sub-district Advisor, if a Sub-district;

one (1) District Representative or Sub-district Representative; and three (3) Delegates, who shall be registered voters in the District or Sub-district, elected by the Members.

Section 4

No Member shall be eligible for election, be elected or hold the position of Grievance Committee Delegate:

- (a) unless he is a Member in good standing in the Parent Local Union and a registered voter in the District or Sub-district in which he is a candidate when nominated;
 (b) unless he was continuously a Member of the Parent Local Union for not less than two (2) years next preceding his nomination;
 (c) if he is an Officer of, or is on the full-time payroll of the Local Union; and
 (d) if he is an owner-operator or a contractor.

No Member shall be nominated unless he is present at the meeting, or unless he has filed with the Recording-Corresponding Secretary a statement in writing, signed by him, to the effect that he is eligible to be a Grievance Committee Delegate and will accept the nomination if nominated.

Section 10

The term of office for the three (3) Delegates of the Grievance Committee shall be for one (1) year, and the election shall take place at the first District or Sub-district Meeting of the year in each respective District or Sub-district.