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Important Notices Inside

An official notice concerning **Election of the Local 3 Election Committee** appears on Page 12 of this issue. An official notice listing the schedule for the **Election of Grievance Committee** members appears on Page 11. Those who are interested in the **1985 Local 3 Scholarship Awards** should take careful note of the notice on Page 9. The deadline for entering is rapidly approaching.

Union construction under attack

Utah bill takes aim at subcontractors, project agreements

Local 3 Business Manager Tom Stapleton this month issued an appeal to the Utah membership to contact their legislators, urging them to oppose a bill that would severely impact the construction industry in that state.

Donna Dahl, an ultra-conservative member in the state House of Representatives, has authored amendments to the Right To Work law (H.B. 110) that would make it illegal for a general contractor to require his subcontractors to comply with a collective bargaining agreement.

The proposed legislation would also outlaw any project agreement that provides for union labor.

"The anti-union climate in the state of Utah has made it extremely difficult for fair union contractors to compete against scab firms," Stapleton declared. "Our ability to negotiate project agreements and union subcontractor clauses in our contracts have been major factors for our survival in this right-to-work state."

"If H.B. 110 becomes law, it could spell the death knoll for unionized construction in Utah," he added.

A letter sent this month to the Utah members urged them to contact their representatives in the House and Senate and voice their opposition to this bill.

"We have lost nearly all of our friends in the Utah Legislature during the past two elections," Stapleton conceded. "There is a large majority of extremely right-wing politicians who would like nothing more than to destroy the labor movement in Utah."

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Business Manager Tom Stapleton addressed the membership at the semi-annual meeting in San Francisco this month. Preliminary figures showed that 1984 was an excellent year for the members, he reported. Members logged an average of 100 hours per month, an increase over 1983, and those eligible to participate in the plan increased by over 600. There were also over 600 more dispatches made this year over 1983, he reported.

State Fed to seek package of legislation

A broad scope of legislative proposals to strengthen California working people will be sought by the California Labor Federation during the 1985-86 session of the State Legislature.

Though the Legislature formally opened early in December, it reconvened for business on January 7.

The State AFL-CIO package as approved by the Executive Council at its meeting in San Francisco this month ranges from detailed improvements in the social insurances such as workers' compensation and unemployment insurance to legislation ensuring that State funds not be invested in corporations doing business with the Republic of South Africa.

It also calls for introduction of bills protecting workers affected by plant closures or relocations, women's rights, and a range of other measures to be introduced for the Federation. Additional measures will be co-sponsored in coalition with other liberal groups.

Workers' comp

The Federation will introduce legislation to provide automatic indexing of maximum temporary disability benefits under Workers' Compensation to at least the increases in the State's weekly manufacturing wage. The State Employment Development Department reports the latest figure is \$392.

The Federation legislation on workers' compensation insurances would permit civil suits against insurance carriers for "bad faith" dealings and against employers when injury or illness results from the fault of the employer.

Measures will be introduced to institute an exclusive state compensation insurance fund, to set up various legal requirements to assure more prompt payment of benefits and to prevent premature cutoff of benefits.

The State AFL-CIO will also seek creation of a Division of Occupational Disease Compensation and to permit civil suits for occupational illnesses.

Jobless pay

In the field of unemployment insurance benefits, the State Federation will seek an increase in the weekly benefit amount equal to at least two-thirds of the worker's high quarter earning. It would also reduce the State extended benefit "trigger" from six to five percent.

Under the State U.I. program, the California Labor Federation will seek to institute payment of dependents' benefits as is being done in ten other states now.

(Continued on back page)

Right wing agenda for Reagan's second term

A right-wing group that was influential in shaping the Reagan Administration's first-term agenda has drawn up a second-term blueprint that proposes to drop the other shoe on the trade union movement, reports the AFL-CIO News.

That's the thrust of the labor chapter of the Heritage Foundation's recommendations for "continuing the conservation revolution." Its second-term proposals include:

- Repeal of all prevailing wage laws.
- Amending the Hobbs Act so as to subject union members accused of misconduct on the picket line to federal criminal charges.
- Weakening wage-hour law protections.
- Making it illegal to consider "socially desirable factors" in making pension

fund investments.

- Bringing the National Labor Relations Board career staff under closer political control.

Labor Sec. Raymond J. Donovan and NLRB Chairman Donald L. Dotson both come in for high praise. But the report complains that Republicans in Congress didn't fight hard enough for legislation opposed by unions. It also urges President Reagan to "rid his staff of the inordinate fear of union leadership."

The chapter on the Labor Dept. and the NLRB was written by Steven M. Antosh, executive director of the virulently anti-union Center on National Labor Policy. Its fund-raising appeals have asked contributions to combat "ruthless union bosses."

With its prestige enhanced by demonstrated influence in the Reagan Administration, the Heritage Foundation has been less shrill in its recent fund-raising. But when it was just another right-wing group, it asked for contributions for a special "Fund to Stop Big Labor" and said money was desperately needed to prevent Congress from imposing "compulsory unionism on our armed forces."

That fund appeal warned of soldiers "going on strike before a combat alert" and "shutting down a strategic airbase during contract negotiations."

The foundation's second-term blueprint, which White House officials passed out at a Cabinet meeting, urges the Labor Dept. to put even more of its resources into investigating unions and

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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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Utah bill takes aim at unions

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"They will not listen to us as union leaders speaking on behalf of our members. However, they will listen to our members who live in their districts and vote," he added.

"This is one issue where grassroots action by our membership is absolutely vital."

The Utah Legislature, which convened this month, meets annually for a period of 45 days. Legislation must be acted on during this brief period, so prompt action on H.B. 110 is vital.

Nearly all of Local 3's major construction agreements contain what is known as a "subcontractor clause," which requires any subcontractor working on a project covered by the agreement to also abide by the terms of the agreement.

The intent of the language is to prevent a general contractor from subcontracting his work out to non-union firms, thereby circumventing the union contract.

Project agreements, which tailor wages and working conditions to a specific project have also been an important development in recent years to preserve union work—particularly in right-to-work states.

By making these two provisions illegal, H.B. 110 would severely impact union construction in Utah.

It's always been a strong belief of mine that the key to our strength as trade union members lies in the utilization of our training and skills.

The whole concept of the building and construction trades unions since their first inception a hundred years ago was that, through the apprenticeship and hiring hall system, the union could provide employers with the skilled, productive craftsmen they needed to be competitive.

Organized labor also added a measure of stability in an otherwise volatile industry. The benefits of this system have been shared by worker and employer alike.

Unfortunately, there have been abuses on both sides of the fence throughout the years. Most of these abuses generally seem to coincide with economic trends.

During times of recession, the employer has the advantage and often will force concessions on workers that are unjust and would never be tolerated during healthier times.

However, during the periods of rapid economic expansion—particularly during the sixties—some construction unions took unfair advantage of the prosperity by negotiating large wage and fringe benefit increases, and changes in work rules that essentially reduced our productivity.

The problem with such extremes on either side of the fence is that they eventually come back to haunt us. To repeat an over used phrase, "there is no free lunch."

If the employer gouges too deeply into our paychecks, he will eventually reap the grapes of wrath of his employees

"When we share our knowledge and work together, we all benefit. That's what trade unionism is all about. It's the best way I know of to bury the rat contractor."

and he will ultimately be the loser. Conversely, if we dip too heavily into the employer's pocketbook, we also will eventually suffer by making our employer less competitive, which translates into fewer contract awards for him and fewer jobs for us.

These are basic facts of life that we all seem to know but frequently forget. If fair, law abiding contractors and skilled building trades workers want to continue to look upon the construction industry for our livelihoods, then we are going to have to learn to get along and work together better than we have in recent years.

Some of our esteemed "management consultants" seem to be convincing the employer that the answer to all of his problems is to go non-union. I am really impressed with such intelligent thinking.

The real solutions to the problems facing our industry today will be found in union, worker and employer working together at the bargaining table and on the jobsite.

This brings us back to my opening statement. Our strength is in our skills. If union workers can prove themselves as the "best and the brightest," then the employer will have no choice but to come to us, if he wants to remain

competitive.

Unfortunately, there is room for improvement in this area. There are a lot of qualified heavy equipment operators out there who used to be union, but aren't any more. They are competing for your job.

And those aren't the only ones. I get calls from business managers from other locals where the work isn't nearly as good as it is here. They are telling me they have all the operators we want, itching to go to work.

What can you do? Be the best operator you can be. The more skill you have in each classification, the more work you'll have and the stronger the union will be.

Talk to your employer into letting you learn to run another piece of equipment, as time permits. Don't go out on a dispatch to learn something. We see people that have never run a crane in their life and they decide they want to be a crane operator, so they get dispatched out.

We can't afford to do that. Not only do you cost the employer money, you are hurting the next person on the list that's qualified.

Share your knowledge and skill with the younger operator. Some hands are afraid to do this, thinking the person they help today will have their job tomorrow. I don't subscribe to that theory. If I let a less experienced person get better than me, then he deserves my job.

When we share our knowledge and work together, we all benefit. That's what trade unionism is all about. It's the best way I know of to bury the rat contractor.

Right wing agenda for Reagan's second term

(Continued from page 1)

protecting individual members from their unions. The Landrum-Griffin Act should be amended to strengthen the government's authority, the report recommends.

It praises Donovan for cutting the Labor Dept. budget more than any other Cabinet department and changing the direction of the Occupational Safety & Health Administration so that only three percent of its citations are contested by employers — down from 22 percent in 1980.

Donovan also get high marks for his attempt to lower the minimum wage for youth and his efforts to legalize industrial homework. But more effort should have been made to change policy through legislation, the Heritage Foundation chides.

Even though unions "vociferously" opposed the Reagan Administration, there was little attempt to mobilize congressional Republicans, the report complains. It urges that Senators "more supportive" of Reagan policies be put on the Senate Labor & Human Resources Committee. And it singles out for special disapproval the moderate views of Sen. Lowell P. Weicker, Jr. (R-Conn.).

Sen. Jesse Helms (R-N.C.), who

stands to the far right of Senate Republicans, has perennially sought to push through an amendment to the Federal Election Campaign Act that would bar unions from funding non-partisan voter registration and get-out-the-vote drives. "The Administration should support this strongly," the report urges.

Amendment of the Hobbs Act to make the federal anti-extortion law applicable to picket line "violence" in labor disputes is needed to protect the right of employees to work during a strike, the report insists.

Regulatory changes

Both the Davis-Bacon Act, applying to federally-funded construction projects, and the Service Contract Act have been gravely weakened by regulatory changes made in Reagan's first Administration.

Further regulatory changes should be made, the Heritage Foundation contends. But its solution of choice is "outright repeal," which it complains "the Reagan Administration has been reluctant to request."

The recommendation that "the concept of socially desirable investment should be made "illegal" under the law regulating pension funds would bar any

attempt to give preference to investments that would create jobs for union members. It also would prevent a policy of not investing in firms cooperating in South African race discrimination or in companies notorious for union-busting.

Reversals welcomed

In its section on the national Labor Relations Board, the Heritage report welcomes reversals of previous policy adopted by the board's Reagan-appointed majority.

The report is critical of the White House's "neglect" of the agency and Reagan's failure to more promptly to fill vacancies with his own appointees. It suggests that the President appoint a White House staff member to "coordinate labor policy and agency appointments."

It recommends legislation that would substantially reduce the number of establishments and workers covered by federal labor law, both by raising the volume-of-business test for coverage and excluding firms with fewer than 15 employees.

Other recommendations would weaken the independent powers of the NLRB general counsel, and bring more people with private sector labor relations experience into the agency.

Congress ties NLRB backlog to Reagan inaction

The National Labor Relations Board is in a "crisis" as a result of a staggering and "debilitating" case backlog caused largely by the Reagan Administration's failure to fill board vacancies promptly, a House Government Operations subcommittee has warned.

"Workers (are) being forced to wait years before cases affecting their livelihood and the economic well-being of their families are decided," the Subcommittee on Manpower & Housing, headed by Rep. Barney Frank (D-Mass.), said in a report.

"We have reached a point where legal rights given to employers under the National Labor Relations Act are in jeopardy because of the board's failure to issue timely decisions."

The report, adopted unanimously, pointed out that the NLRB's backlog of cases has grown from 535 in fiscal 1981 to 1,434 as of Sept. 1, 1984.

The greatest bottleneck in processing unfair labor practice cases is the time it takes for the board to issue a decision, the report said. In fiscal year 1983, the median time between an NLRB administrative law judges ruling, and issuance of a board decision was 194 days — a substantial increase from 120 days in fiscal 1981 and 170 days in fiscal 1982.

Median delay

The report stressed that the 194-day delay in fiscal 1983 was only the median. One-fourth of the unfair labor practice cases took more than 270 days for the board to decide and 10 percent of the cases required 494 days or more.

The House panel held an oversight hearing on the NLRB case backlog in November 1983 and another hearing six months later to see what progress, if any, the board had made in reducing the load as well as to examine the reasons for the slowness in the agency's decisions.

The "most viable" reason for the backlog and the delays in issuing decisions has been the turnover in the board's membership and the failure of the President to fill board vacancies promptly, the report declared. Since Dec. 11, 1979, 11 persons have served on the five-member board. It has had



New Year's addition — Bakery, Confectionary & Tabacco Workers float in the 1985 New Year's Day Tournament of Roses pleases the crowd with its tasty "Animal Crackers" theme. The float was covered with flowers, spices, coconut and corn husks. The BCT has sponsored a float in the traditional parade for the last 36 years.

only four members since August 1983.

"The President's failure to nominate anyone to be the fifth board member is in itself responsible for the board's inability to decide several important cases," the panel said.

NLRB Chairman Donald Dotson told the subcommittee that more than 20 cases are deadlocked at 2-2, and they could not be decided until a fifth member is named.

"There is no indication that the President intends to fill the position soon and to resolve the problem that he has created by allowing 2-2 votes to deadlock the board in many cases," the report observed.

An "equally significant" reason for the delays has been the efforts of the board's Reagan majority to rewrite existing law, the subcommittee said.

"Decisions have been delayed or have not been forthcoming in many routine

cases because of the board's priority for the re-examination of prior board cases law," the panel observed. "This has led to a breakdown of the regulatory system."

It said the Reagan board has asked appellate courts to return 17 cases to it that had already been decided by previous boards. In one such case, involving an employee of the E. I. du Pont de Nemours & Co., the board went so far as to take the highly unusual step of asking the U. S. Court of Appeals for the 3rd Circuit to return the case to it for reconsideration after the court had already issued a decision in the worker's favor.

Furthermore, the panel said, delays in issuing decisions have not been limited to cases involving novel or complex legal issues. It said the board has taken "an excessive and unreasonable" amount of time to decide even the simplest summary judgment cases.

Labor holds rally to aid steelworkers

New York — More help for beleaguered striking copper workers in Arizona and Texas was generated by the Steelworkers and the New York City AFL-CIO at a demonstration and holiday food collection outside the headquarters of the Phelps Dodge Co. here.

USWA President Lynn Williams told the demonstrators that the rally was intended "to protest union-busting" by Phelps Dodge, the nation's second largest copper producer.

Williams called the company, which has never settled a union contract without provoking a strike, "the premier corporate outlaw in North America."

Such rallies in support of the strikers, he pointed out, show them that the labor movement "has not forgotten their struggle" for a fair and decent contract.

Some 1,700 copper miners have been on strike for 17 months at Phelps Dodge facilities in Morenci, Ajo, Douglas and Bisbee, Ariz., and El Paso, Tex. The USWA is the largest of 13 labor organizations representing copper miners, smelter workers and other employees.

At the Park Avenue rally, demonstrators helped load gifts of food donated by union members throughout the metropolitan area onto a tractor-trailer truck destined for a strikers' aid distribution center in Tucson.

The labor organizations were joined in the drive and demonstration by local community and religious groups.

In a separate effort to aid the strikers, the USWA is selling a 1985 "Copper Strike Calendar" that includes photographs of key events throughout the strike. Calendars are \$3.50 each.

In October, the USWA withdrew \$11.5 million of its strike fund investments from two New York banks that have made loans to Phelps Dodge.

In addition to the USWA, unions representing Phelps Dodge strikers are the Machinists, Electrical Workers, Boilermakers, Operating Engineers, Chemical Workers, United Transportation Union, Plumbers & Pipefitters, Carpenters, Railway Carmen, Painters, the Morenci-Clifton Metal Trades Council and the unaffiliated Teamsters.

Corporate share of taxes still dropping

The corporate share of the tax burden is continuing to drop, a congressional study confirmed. Last year, taxes on corporate earnings accounted for only six percent of federal revenue, down from eight percent in fiscal 1982, 10.2 percent in 1981 and 12.5 percent in 1980.

The study, by the staff of the Joint Committee on Taxation, was requested by Representatives Don J. Pease (D-Ohio) and Byron L. Dorgan (D-N.D.). It showed that individual income tax brought in 48.1 percent of tax revenue, close to the pattern of recent years. The next largest source of federal revenue was from the social security payroll tax, which accounted for 34.8 percent of federal tax revenues.

Thirty years ago, the corporate share of taxes was 30.3 percent, and 20 years ago it came to 20.9 percent.

Pease termed the survey "powerful evidence" of the need for tax reforms.



Preservance pays off

Even though its parent Armada Corp. was caught red-handed in a bankruptcy scheme to avoid a union contract, it took Auto Workers at Grand Tubes Inc. in Haleyville, Ala. nearly three years to obtain justice.

Delays fostered by the Reagan-dominated NLRB allowed the company to stall. When the ruling finally came down, however, workers won a clearcut victory because of union solidarity.

Workers were re-instated to their jobs and received a 12 percent raise over two years.



By HAROLD HUSTON, President

A Personal Note From The President's Pen

We appreciate the fact that 281 brother and sister Engineers took the time to attend the Semi-Annual meeting held in San Francisco on January 5, 1985. The best way to keep our union strong is for every member to take an active part in the union. I appreciate and welcome constructive criticism. There is an old saying, "You never get too old to learn," and how true that is! I learn something new every day.

Higher Social Security taxes and lower Federal Income Taxes went into effect on January 1, 1985, but most workers will see only a few pennies difference in their take-home pay.

A married worker who has two children, earns \$500 a week and claims average deductions could see a 20 cent a week increase in his paycheck, although the amount could vary depending on what formula his employer uses to calculate withholding. That worker will get a \$2 a week cut in income taxes but pay \$1.80 more for Social Security.

A single person earning \$700 weekly could take home about \$2 more each week. On the other hand, a \$400 a week single person could pay 80 cents more each week. The head of a six member family, at \$500 would have \$1.30 more withheld each week.

Social Security taxes are rising to 7.05% of the first \$39,600 earned, up from 6.7% of the first \$37,800 earned in 1984. That means the maximum any covered worker will pay in 1985 will be \$2,971.80, compared with \$2,523.60 last year. Employers match employees shares.

Income taxes are dropping because a 1981 law that automatically adjusts the tax system for inflation each year is going into effect for the first time. The aim of the law is to halt "bracket creep" — the side effect of the progressive income tax structure that pushes workers into higher tax brackets when they get pay raises that compensate them for rising prices.

The income-tax reductions are small because inflation was low — 4.1 percent — during the 12 months that ended last September 30.

The automatic adjustments are known as indexing. Without it, a big chunk of a cost-of-living raise would be swallowed up by a higher tax rate even though the workers' standard of living had not increased. In the absence of indexing, a worker whose pay rises 10 percent will see an average 16 percent increase in taxes.

Some other changes taking effect at the start of the

new year:

Social Security recipients will get a 3.5 percent increase in benefit payments because of inflation. The Department of Health and Human Services says that is an increase from \$434 to \$449 in the average monthly benefit amount for an individual retired worker.

Increases in Veterans' Administration benefits will include a 3.2 percent rise in compensation checks for service-disabled veterans and their dependents, with new monthly benefits ranging from \$1,295 for a veteran with 100 percent disability down to \$66 for one with 10 percent disability.

Employers are allowed to use several methods to calculate how much income tax should be withheld from workers' paychecks. By the end of the year, the end result is the same, although one method may produce a slightly larger or smaller withholding than another.

Medicare changes for 1985

Effective January 1, 1985 persons eligible for Part A of Medicare will be required to pay higher "deductible" amounts with respect to each "benefit period" beginning in 1985. The *Federal Register* recently announced the list of new deductibles, as follows:

- First \$400 of hospital bills (now \$356);
- \$100 a day for 61st through 90th day of hospitalization (now \$89);
- \$50 for the 21st through 100th of post-hospital extended care (now \$44.50);
- \$200 a day for each day in hospital during 60-day lifetime reserve (now \$178)

The monthly premium cost per person for Medicare Part B will increase from \$14.60 to \$15.50 on January 1, 1985.

The Social Security system underpaid 840,000 beneficiaries a total of \$443 million, or an average of \$32.50 a month, during fiscal 1983, according to Representative Fortney Stark, D-Oakland.

"I suggest that everyone paying into the system make a New Year's resolution to be certain that Social Security records accurately reflect their annual earnings," Stark said. Representative Stark produced figures which he said showed that Social

Security underpayments, due mainly to administrative error, increased significantly over the last three years.

Stark requested statistics on underpayments from acting Social Security Commissioner Martha McSteen. In her reply, McSteen said most retirement and survivors underpayments "are the result of benefits being computed incorrectly or of incorrect wage or self-employed income being used. About 80 percent of these errors are administrative."

She said that in 1983, these errors accounted for about 3.2 percent of benefit accounts being underpaid an average of \$32.50 a month, while the underpayment rate for 1982 was 2.9 percent with an average of \$22.5 per month. For 1981, 2.2 percent of benefit accounts were underpaid an average of \$23.80.

"To put these error data into perspective, we can relate them to the total payment rolls for the years involved," McSteen said. "For fiscal 1983, this projects to 0.84 million underpayment cases out of a total of 26.3 million cases in payment status. This resulted in total underpayments of \$332 million in relation to total continuing payments for \$144.5 billion, representing a dollar rate of less than one-quarter of 1 percent."

But Stark said the underpayments cause "hardships among hundreds of thousands of older citizens. The anguish caused when an elderly person is short-changed \$20, \$30 or \$40 cannot be measured in terms of bureaucratic 'perspective'."

Filing for Social Security by phone

People who work or live in San Francisco can file for their Social Security retirement or survivors' or Medicare benefits by telephone. Potential claimants can avoid long lines and waiting times in more Social Security offices by filing for these benefits by telephone.

The application is taken by telephone, then mailed out to the claimant for signature. The claimant returns the application with the documents needed to process the claim. The documents usually required are the birth certificate and the W-2 forms for the last two years. For survivors' benefits, they also need the marriage and death certificates. Those concerned about sending documents by mail can use certified mail. The documents will be returned by certified mail.

Winter weather shuts work down in Sacramento

District Representative Ken Bowersmith reports that since winter is here again things are pretty well shut down in the Sacramento area. "We had a good year in Sacramento and next year promises to be even better. The shops are still going strong getting ready for next year. Most of the plants are running, weather permitting, and are keeping a few of the brothers working."

The SOFAR project is still up in the air but getting closer all the time. The hearing for the final permit for the project will be held on December 20. Depending on the outcome, they are hoping to get the project started in March. Let's hope that everything is a go for this one.

On behalf of the staff at the Sacramento office, Bowersmith would like to wish the Brothers a very happy and prosperous new year.

Business Agent Bill Marshall reports that Auburn Placer Disposal is keeping all of the brothers busy for now. "I want to thank my job stewards "Big" Gordy

Osborn and Steve Heuser for doing a great job for the members. It's a voluntary position and a very important one," he noted.

The members working for Joe Chevreux at Meadow Vista are keeping busy, and it looks like they will be going all winter. Brother Al Rittenhouse is the job steward for this company, and Marshall wants to thank him for doing a good job. If any of the Brothers have any questions regarding the contract, let Rittenhouse know.

Teichert is in the process of moving their Truckee plant to Martis Creek after a long battle with the authorities on Right of Ways. This is keeping a few brothers busy working in the snow to remove the old plant and set it up again at Martis Creek.

R. J. Miles is keeping the brothers busy at both of his plants at Colfax and Bear River.

At this writing, it looks like Bechtel is the low bidder on the Bowman Lake project. This should employ some of the

brothers from the Sacramento Hall and should be a good job for 1985.

The Garden Bar Reservoir above Camp Far West Lake should be starting this spring. For those brothers who live in the area, Marshall would appreciate it if "you see any movement around the area to let me know as soon as possible."

There are a lot of contractors working in the areas of Placer and Nevada counties. "If you see any of these employers, let us know right away. That way if they are not signatory to our Agreement, we can make sure they comply to all of the rules pertaining to the Davis-Bacon Act on the prevailing wage in that area if it is a public entity of any type."

Business Agent Dave Young reports the county jail is now officially underway. Mark DeBolt Underground is the excavating contractor currently digging the underground garage. Stroer & Graff will drive the 1300+ pile which will support the 16-story structure. Bechtel Construction will have two tower

cranes, a material hoist, and a concrete pump on this project.

Granite has begun excavating in the Pocket Road area on the \$9 million plus pipe job. Dewatering will be the high cost item. Subgrade Construction is the subcontractor for dewatering, and they are experiencing many difficulties in performing this task.

Young notes that "we have just completed a contract with Clark's Welding and are currently negotiating with Concrete Pipe & Products Co., Inc."

In Galt, Claude C. Wood Co. has been excavating for the new Merchant's and Businessman's Bank and various underground sites throughout the neighborhood.

Some jobs now in the planning are: underground construction in various locations throughout Sacramento; water lines and drainage at El Monte Avenue; a bike trail and waste water basin restoration at Fruitridge Road, and road reconstruction at Watt Ave.

By day he runs iron, by night he pumps it

By James Earp
Managing Editor

They say operating engineers do it with heavy equipment, but few take it to heart quite as seriously as operator Bob Miller of Santa Rosa.

Miller is a dedicated body builder. By day, he runs iron (primarily scrapers) for Huntington Brothers out of Napa, but by night he pumps it — at least three hours worth, six days a week.

Body building and weightlifting have always been of interest to Miller, but it has only been in the last couple of years that he has really gone at it seriously. Prior to that, he was more into martial arts.

For a number of years, Miller operated a full contact Karate school and regularly entered Karate competitions, but it's an extremely brutal sport.

"I got tired of having my face kicked in and teeth knocked out," Miller concedes.

"You can only do one thing like this at a time and be any good at it, so for me it was time to get into body building."

Some people confuse body building and "power lifting," or competition weightlifting, Miller explains. In body building, weightlifting is used as a tool to sculpture the muscles. Power lifters go for brute strength—regardless of how they look.

The bottom line is, body building is hard work. It takes tremendous self discipline and rigorous training to properly build up one's body — or perhaps more accurately to "build down."

Training for competition body building actually requires a great deal of dieting and controlling the intake of fluids, Miller says. Most of the competitions are held during the summer months.

During this time he trims down to a competition weight of approximately 205 to 210 lbs.

To get down to this weight, he eats only 1,500 calories a day during periods of intense training. At least three hours

a day are spent in the gymnasium doing weightlifting and aerobic exercises.

It's a real challenge when you are running scrapers all day long, Miller admits. Part of the training regimen requires him to reduce his water intake to about a half cup of water per meal.

"It was almost more than I could handle to see guys slugging down quarts of water during 100-degree weather and I'm sipping on my half cup at lunch," Miller recalls. He finally had to increase his intake slightly just to keep from dehydrating on the job.

Miller says the workers on the job are very supportive. "At first they look at you kind of weird when you take out your cottage cheese and fruit during lunch break, but when they see what you have to go through to get ready for a contest, they back you up all the way."

Last year was the first year Miller ever entered competition. "You can only do about two or three contests a year," he explains.

"Those who try to work up to more than that usually don't do very well, because their system just can't handle the stress."

In the winter months, Miller goes through the "bulk up" phase, eating up to 10,000 calories a day and gaining about 30 lbs. He maintains a similar training regimen, however, the additional calorie intake prepares his body for the next time he has to trim down.

In the spring, Miller begins to shed the extra weight he put on in the winter and as the summer months roll around, he goes onto a very strict diet. You have to be cautious.

"If you lose more than two pounds a week, you are generally losing some muscle in addition to fat," he says. You monitor your diet by testing your strength. If you find during training that you can't lift as much as you could earlier, then it's time to modify your diet.

For a first time effort, Miller did very well in 1984. Last June, he won the Mr. Napa contest and in July he and his girlfriend, Tami Frazer (who also does



Local 3 member Bob Miller of Santa Rosa and his girlfriend Tami Frazer pose at the Redwood Empire Muscle Classic.

body building) took second place in the couples competition at the Redwood Empire Muscle Classic in Eureka.

They also each took third place in their respective singles competitions against contestants who come from all over Washington, Oregon, Nevada and Northern California.

Tami, who weighs in at 125 lbs. during competition, has also been a serious body builder for about two years. She has always been athletic, however, and at one time played college basketball.

Tami's regimen is very similar to Miller's, only her food intake is considerably less. During training, she eats only 400 calories a day.

Miller explains that contest judging centers on three areas: posing, symmetry and muscularity.

Contestants usually do a combination of compulsory and optional poses.

The finale comes during the "pose down" when the finalists all do a routine

together, trying to out do one another and receive the most applause.

The pose down can be exciting for both participants and audience, but it is extremely exhausting, Miller says. You can lose several pounds just from the stress it places on your body.

During the poses, judges are also interested in symmetry and muscularity. Symmetry is defined by the body shape and proportion. A contestant's upper and lower body must be equally developed.

"Some people are called light bulbs," Miller says, "because they have tremendous development in the upper body, but no legs." Proper symmetry is a result of discipline more than anything else.

A body builder generally wants to train on the area of his body that comes easiest and is perhaps already well developed. What is really needed, however, is to train most on those areas that are weak and only moderately on the areas that are already strong.

Muscularity is determined by how defined or "cut" your build is. This is the classic body builder look, muscles well developed and bulging out with every vein and sinew in three dimensional glory.

What happens when it's all over? Generally you pig out. "You develop incredible cravings when you are in training," Miller says.

Miller generally settles for a couple of large pizzas and a keg of beer. Tami prefers a gallon of ice cream. One guy they know ate a pound of pure butter after a contest. Another would habitually gain over 20 pounds in two days of indulgence.

For the normal wimp, such a life seems undesirable. Who wants to go through all that just so you can have people following you around admiring your physique? Plenty of men and women are willing to do it.

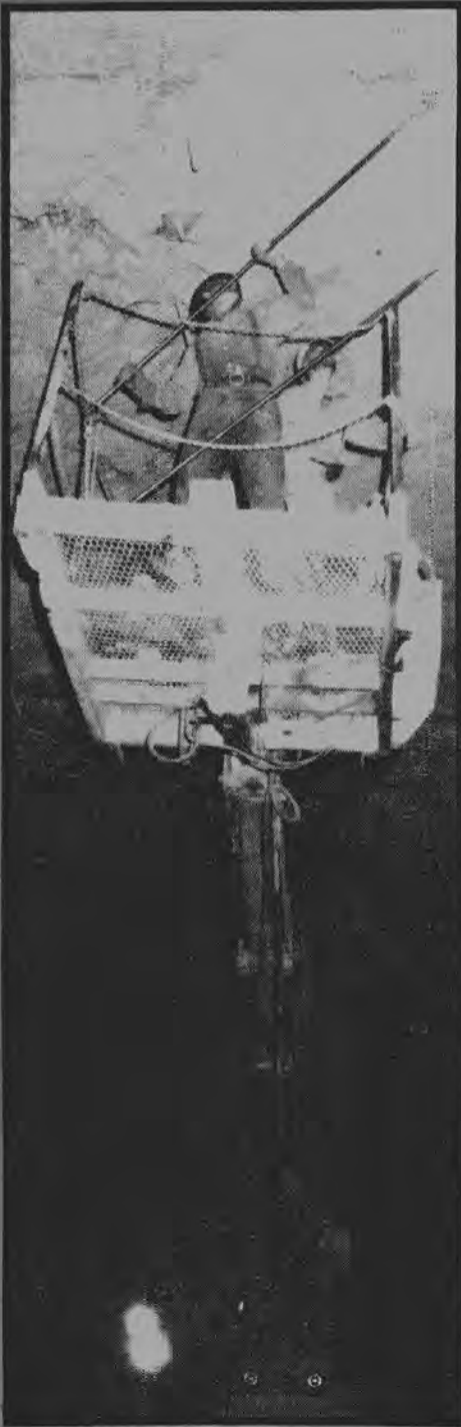
It's unquestionably an ego trip, but those who choose to do it pay the price and reap many dividends — including better overall health and a body they can truly feel good about.

As for the rest of us with less ambitious goals, we can always resort to engaging conversation.



Bob and Tami show off an impressive array of trophies.

Balsam Me



Working down from top left photo are: Don Spielman, mucking machine; Norman Leach, heavy duty repairman; and laborers working in the generator room. Pictured left is Doug Sutterfield on mucking machine. Pictured above is Ray Meyers, shop steward and crane operator.



Balsam Meadows makes headway in High Sierra

*Article & Photos
By James Earp*

It may only look like a hole in the ground right now, but it won't be long before the Balsam Meadows hydroelectric project is churning out megawatts of electric power for its Southern California customers.

The Balsam Meadows project is owned by Southern Cal-Edison. Located about 55 miles northeast of Fresno in the Sierras, the project has been a hallmark of success in the areas of cost control, safety and labor relations.

A lot of effort has gone into avoiding some of the pitfalls that plagued the nearby Helms project.

Don Brundage, one of the supervisors of the project, points out that the development of a project agreement for all 13 crafts and the Teamsters, plus monthly meetings among representatives of the building trades, Cal Edison and the contractors, have gone a long way in helping the project to

remain on schedule and within budget.

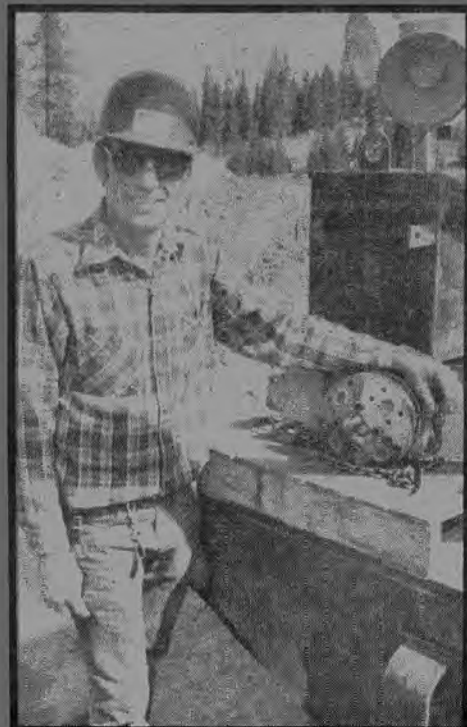
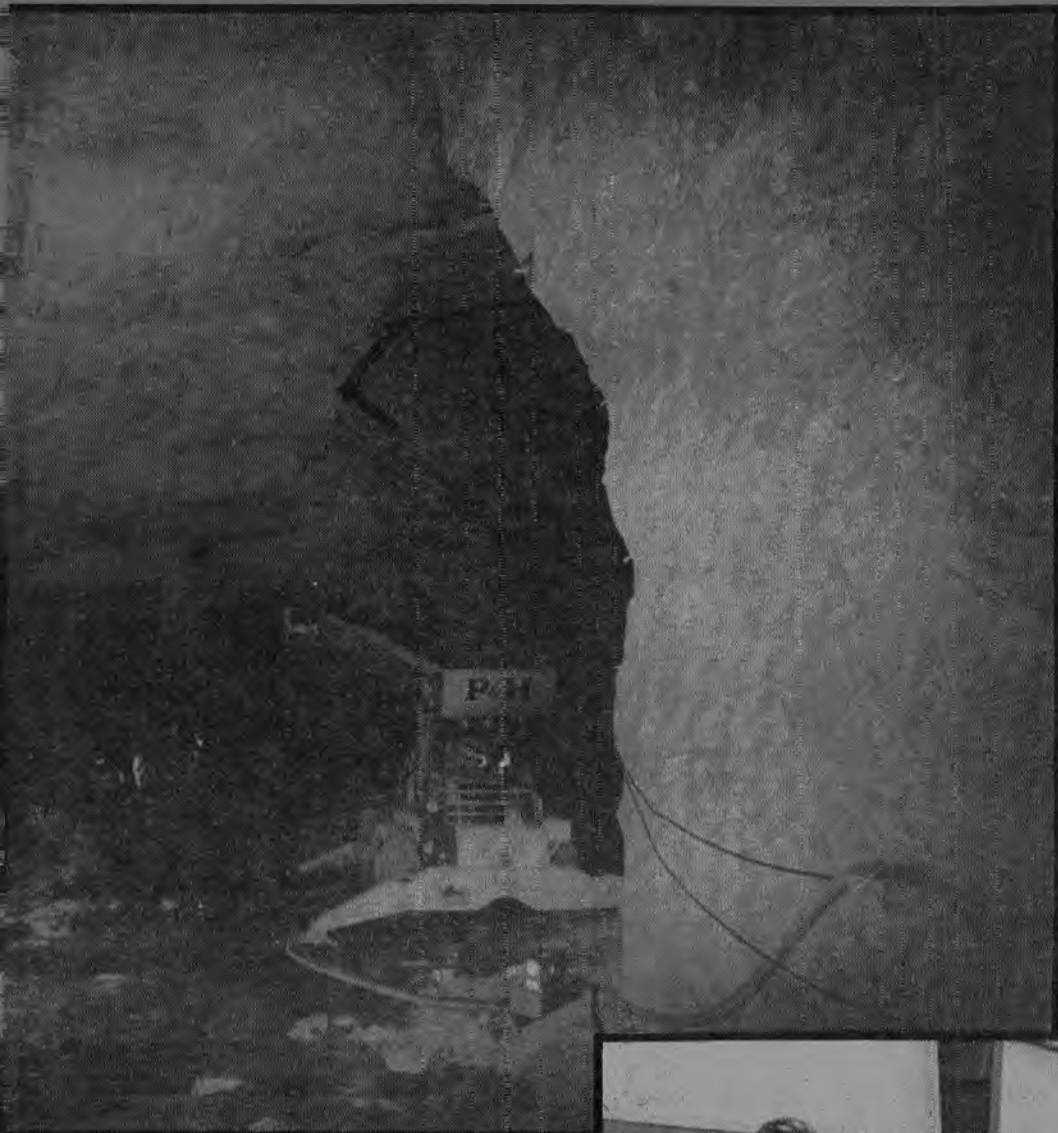
In a basic sense, Balsam Meadows is like a smaller version of PG&E's Helms Creek Pumped Storage project. Water will be diverted from Huntington Lake via tunnel to Shaver Lake.

As the water plunges over 1,000 feet down to Shaver Lake, it will power giant turbines capable of up to 200 megawatts.

Although the \$321 million project does not call for it at this time, the project is designed so that it may eventually be changed into a pumped storage system, like the Helms Project.

The facility is expected to operate about 14 percent of the time. Two-thirds of the energy generated will be produced during one-third of the year when most of the water is being diverted to Shaver Lake.

There is over 4,400 feet of road access tunnel, 1,000 feet of elevator shaft, 3,800 feet of tunnel leading to the generator and another 5,900 feet of diversion tunnel.



In the top center photo, workers excavate the main cavity for the power turbine. Top right photo of the repair shop are (left to right): Jack Short, Local 3 Safety Director; Walter Thompson, Ed Bruner, Dor Clark, Rob Sutcliff, Jesse Keys, Brian Rowley, Al Chitwood, District Rep. Ron Wilson and Business Agent Bob Merriott. Pictured left is heavy duty repairman Hugh Peet. Pictured immediately above from left to right are: Dave Wallace, Foreman; Andy Andersen, Foreman; and Bob Graham, Master Mechanic. The two lower center photos show Denny Jones on a 988 loader and Ed Fadeley on dozer.

Health & Welfare coverage when you are out of work

In these wet winter months, let's look at the important protection we have from losing our health care coverage.

Most of you build up extra months of health and welfare coverage when you work. These months of coverage are used when you are not working. It's called an hour bank, and in some ways it is like a bank. In other ways it's like insurance, you draw on it when you need to and don't when you don't need

Fringe Benefit Forum

By Don Jones,
Director of
Fringe Benefits



On this page you'll find a photo of Bob Blehm, one of our retirees, receiving his 25-year pin. Bob took a few minutes to chat about the value of Local 3's Health & Welfare program.

I guess you could say he ought to be an "expert witness." Bob says he has suffered five heart attacks and a stroke in recent years—a total of six stays in intensive care.

As you can well imagine, that comes to a lot of hospital bills. Bob says his medical costs for these episodes exceeded well over \$90,000.

"Had it not been for Local 3 health and welfare coverage, I would have been bankrupted by now," he declares.

He adds that as a candidate for heart bypass surgery, "it's comforting to know I have Operating Engineers Health & Welfare coverage, because that will cost at least \$50,000. Thank God for Local 3 coverage."

That's a message I'm sure we can all agree with.

As 1985 gets off to a fast start, we encourage all of our retirees to be aware of the Retiree Association meetings that are being held at this time. A schedule of the meetings appears on this page.

it. You pay into it when times are good.

Mike Smith has been an operator for six years. Each year he works about 10 months at 150 hours a month. Mike gets coverage for all 12 months of the year. In the two months he's off, Mike draws from his hour bank. When he goes back to work, 60 out of the 150 hours that month he works go back into his hour bank and another 60 go back in the second month.

Now he's got a full 12 months back in the bank for next year. Suddenly, after 15 years, Smitty, has a year when there is not work for six months. He has a 12 month hour bank, so he and his family have coverage all 12 months that year. Why? They have it because he has worked to build up a reserve and it's there when he needs it.

At age 62, Smitty decides to retire. We check and find he has a full 12 months in his hour bank and tell him that he will continue to have the full active health plan for the first 12 months after he retires. This means he has full medical and dental coverage for any minor children, and higher medical coverage than under the retiree plan. Then he becomes eligible automatically for retiree coverage.

You can't have more than a 12 month hour bank at any one time. All hours

over 90 go to the hour bank until 12 months are built up.

It takes more than we collect for 90 hours of work to provide a single month of coverage. 120 hours of work are required. So some of the money goes to provide coverage for you and others when you work between 90 and 120 hours in a particular month. In recent years many Engineers worked less than 120 hours.

The Fund didn't have to request a contribution rate increase to keep going. It used some reserves it had. Nothing is drawn from your hour bank in that situation, but you have coverage.

A large amount of the money not needed for coverage or hour bank build up for you goes toward coverage for you later when you aren't working. Some may go for many years without using the hour bank, then, need it. When that happens, the cost of benefits is higher than when the money went in. When you retire and receive coverage from the active plan for up to 12 month, the cost is higher than when you worked and built up the hour bank.

Your health and welfare plan protects you from the high and increasing costs of medical care. It does so while you are working and during temporary periods of unemployment.

Medical coverage would be taxed if Treasury proposal is implemented

The newspapers are full of articles about more taxes. Read the article on taxing fringe benefits on this page. When the tax goes into effect, it's too late. Send letters to your representatives in Washington about the attempts to tax your benefits. The taxes, if imposed, will affect all of our active and retired people.

Taxing fringe benefits

The federal government will be looking for ways to raise more revenue in 1985. A tax on health and welfare plans will surely be targeted by Congress.

The money paid in for your health and welfare benefits is not taxed. There is no income tax paid on the health and welfare contributed by you or by your employers now. There is also no tax paid on the reserves of your health plan or even the interest that it earns. The U.S. Treasury is proposing to tax employer paid health and welfare contri-

butors above \$70 a month for single people and \$175 a month for families.

If this happens you will have another tax to pay. Local 3 provides top level benefits and is in states where medical costs are high. The cost of our programs is over \$250 per month. This means you would pay income taxes on at least another \$50 a month or \$600 a year just for the cost of your plan.

That isn't all. There is a contribution now paid by your employer for retiree health and welfare coverage. If the tax law is changed you will have to declare that money also. Income taxes would be charged to you on the amount going into the retiree plan.

Retirees affected too

One of the ideas being considered by the Treasury is a tax on interest earned on reserves of a retiree health plan.

We have always enjoyed the comfort of knowing there is health and welfare protection after retirement. The pensioners health and welfare plan of Local 3 has built up reserves of money so the plan can continue even when the economy goes sour, as the numbers of retirees grow, and as costs go up (which they always do).

The interest the Fund earns on those reserves helps to keep the plan going for the people already retired and those who will retire later. This tax could result in loss of benefits to retirees.

What we can do

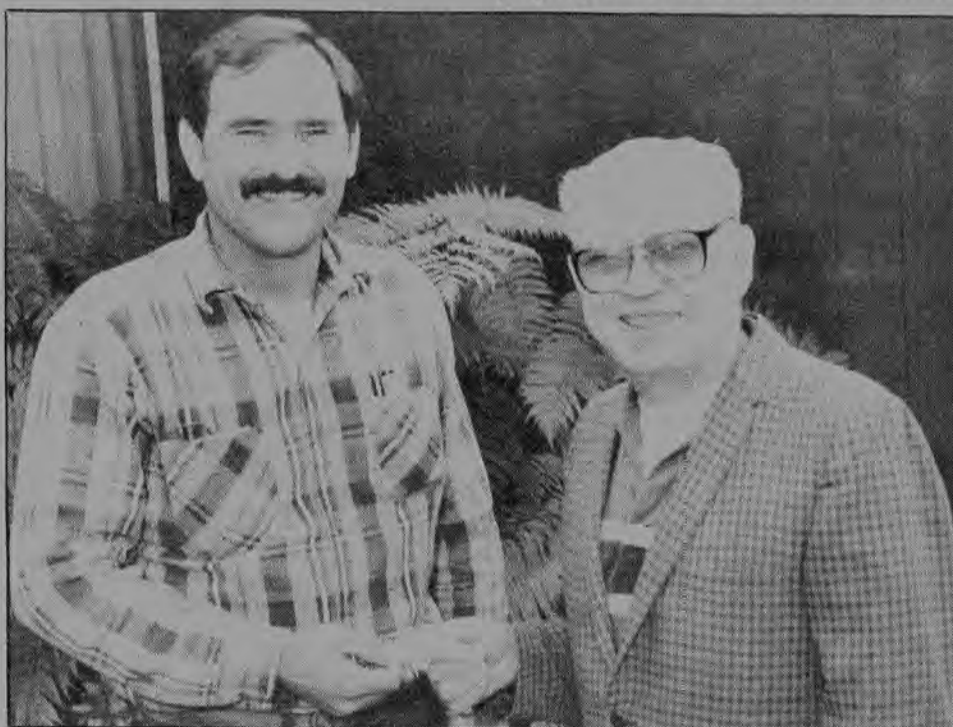
Our health and welfare benefits are important to us and our families. The cost of health care is high. Those of us who are retired have a pension but to many of us, our health care plan is the most important benefit we have. We are vitally concerned that these new taxes will force an increase in the Health and Welfare contributions in order to maintain the coverage we currently enjoy.

If you are concerned write to your elected representatives in Congress and express your thoughts on this vital issue.

Retiree Assc. schedule of meetings

- Eureka Alpha Chapter**
Tues., Jan. 15, 1985 2:00 p.m.
Operating Engineers Bldg.
2806 Broadway, Eureka CA
- Redding Beta Chapter**
Wed., Jan. 16, 1985 2:00 p.m.
Moose Lodge
320 Lake Blvd., Redding CA
- Marysville-Oroville Gamma Chapter**
Thurs., Jan. 17, 1985 2:00 p.m.
Veterans Memorial Bldg.
249 Sycamore at Hwy. 99, Gridley CA
- Napa-Fairfield Chi Gamma Chapter**
Tues., Jan. 22, 1985 10:00 a.m.
Elks Lodge #832
2840 Soscol Ave., Napa CA
- Ignacio Chi Beta Chapter**
Tues., Jan. 22, 1985 2:30 p.m.
Painters Hall
701 Mission Ave., San Rafael CA
- San Mateo Kappa Nu Chapter**
Thurs., Jan. 24, 1985 10:00 a.m.
I.A.M. Air Transport Employees
1511 Rollins Road, Burlingame CA
- Ceres**
Thurs., Feb. 12, 1985 10:00 a.m.
Teamsters Hall
1225 13th Street, Modesto CA
- Stockton Eta Chapter**
Tues., Feb. 12, 1985 2:30 p.m.
Operating Engineers Bldg.
1916 N. Broadway, Stockton CA
- Concord Mu Chapter**
Wed., Feb. 13, 1985 10:00 a.m.
Elks Lodge #1994
3994 Willow Pass Rd., Concord CA
- Fresno Theta Chapter**
Tues., Feb. 19, 1985 2:00 p.m.
Laborers Hall
5431 E. Hedges, Fresno CA
- Oakland-Hayward Nu Chapter**
Thurs., Feb. 21, 1985 10:00 a.m.
Oakland Zoo, Snow Bldg.
9777 Golf Links Rd., Oakland CA
- Auburn Epsilon Chapter**
Tues., Feb. 26, 1985 10:00 a.m.
Auburn Rec. Center
123 Recreation Ave., Auburn CA
- Sacramento Zeta Chapter**
Tues., Feb. 26, 1985 2:30 p.m.
Laborers Hall
6545 Stockton Blvd., Sacramento CA
- Salt Lake City Pi Chapter**
Wed. March 6, 1985 1:00 p.m.*
Operating Engineers Bldg.
1958 W. N. Temple, Salt Lake City UT
- Reno Xi Chapter**
Thurs., March 7, 1985 2:00 p.m.
Carpenters Hall
1150 Terminal Way, Reno NV
- Ukiah**
Thurs., March 14, 1985 10:00 a.m.
Lu Ann Motel
1340 North State, Ukiah CA
- Santa Rosa Chi Chapter**
Thurs., March 14, 1985 2:30 p.m.
Veterans Memorial Bldg.
1351 Maple Street, Santa Rosa CA
- Watsonville Iota Chapter**
Thurs., March 21, 1985 10:00 a.m.
V.F.W. Post #1716
1960 Freedom Blvd., Freedom CA
- San Jose Kappa Chapter**
Thurs., March 21, 1985 2:30 p.m.
V.F.W. Post #3982
1313 Franklin St., Santa Clara CA

*Please note time change.



Business Agent Bill Burns presents 25-year pin to Local 3 retiree Bob Blehm at his home in Santa Rosa.

San Mateo area keeps busy with many small jobs

Southern San Mateo County, at this writing, is very busy with a lot of small jobs with Fisk, Firenze & McLean employing about 25 members in the county, reports Business Representative John Jaquysh.

The tunnel at Stanford is starting to wind down and the clean up and finish work is starting there.

J. H. Pomeroy, at the Port of Redwood City, has just about finished their first part of the new wharf and are starting to drive pile on the second part. They also have two cranes driving pile in San Mateo on two high rises that are getting ready to start, one at Fashion Island and one at Hwy. 101 & 92 interchange.

"It looks like we're going to have several high rises going with these two and Webcor doing another one in Burlingame," Jaquysh said. Bank Planning Construction is doing one on 12th Avenue and El Camino, San Mateo. Rudolph & Sletten are starting on the Foster City Town Center. Foster City is also getting ready for the new Holiday Inn, which is breaking ground right now.

Dalton Construction is going to try and finish their pipeline job in Redwood City this winter. Right now, they are keeping 12 to 15 operators busy.

Bay Cities is working on their new job on Willow Rd. with Detrick doing the underground. Raisch is working on Marsh Rd. This should be completed shortly.

Most of the work in Half Moon Bay is winding down. Bay Cities is through there and M. & W. is also through on the shopping center. Ed Andreini is working at the golf course and a few other small jobs.

WITH SAFETY IN MIND



By JACK SHORT, Director of Safety

The following is a true account of a recent equipment accident. The names have been changed, but what happened is real. We present it to remind you of what can happen when unsafe conditions and actions occur. Remember, "Those who cannot recall the past are destined to relive it!"

A Cast-in-place pipe machine is a fairly heavy piece of equipment. It generally works down in a trench, which means it must be picked up, carried to the trench and then carefully lowered into position.

This was the job Jack had been given. Jack was operating a Case backhoe and when he had finished the portion of the trench he was working on, Carl told him to run the hoe over to the pipe machine.

Jack waited while Carl chained the machine to the hoe's bucket. "Take it away!", Carl yelled and Jack carefully hoisted the pipe machine clear off the ground and slowly moved toward the trench. At the trench Carl motioned for Jack to set the machine down close to the edge, Jack kept tension on the hoist while Carl quickly blocked the piece of equipment.

"Okay, slack off on the chain," Carl hollered as he reached into the machine to knock the lifting bar loose. Jack lowered the hoe's bucket.

Now, physics is an interesting subject. Mostly, it attempts to explain, in technical terms, the action and reactions of matter to energy. While scientists seem to delight in expressing such things in complex formulae, most of us don't require the wisdom of Einstein to know what will happen to matter, in the form of a Cast-in-place pipe machine, improperly blocked and sitting precariously on the edge of a trench, when

it is subjected to the form of energy we commonly refer to as gravity.

Jack saw the pipe machine start to go. There was absolutely nothing he could do. The chain was loose, so raising the bucket to take up the slack was useless. Carl's arm was stuck in the machine, it was going over the edge into the trench and Jack could do nothing but watch. If you asked Jack today, he would tell you he can still remember every detail . . . vividly! He would also tell you it isn't a pleasant memory.

Jan remembers it too. She was standing on the opposite side of the pipe machine from Carl. She had come over to lend a hand lengthening the chain so the equipment could be lowered into the trench. When the pipe machine went into the trench, she was pushed in with it. Jan was lucky, though, she escaped the incident with nothing more than a couple of scratches. Carl wasn't that lucky.

As a matter of fact, Carl ran out of luck completely that day. By the time they got that pipe machine off of him, the incident had changed from an accident to a fatal accident.

Just like physics, luck is an interesting subject. But, unlike physics, luck is far from being a precise science. Obviously, Carl should have instructed Jack to set the machine down on firmer ground and he should have blocked it better. We can't say for sure why he didn't. Maybe he thought the machine was stable. But, if he had waited a few seconds to see what would happen when the slack was let off the chain, he might still be with us.

All in all, the details of the accident are less important than the principle. The principle is: keep your eyes open and look for the hazards before they find

Those who fail to heed the past are destined to re-live it

you. In this case, three pair of eyes were close enough to see the hazard. Three brains had the information to conclude that the precise laws of physics were about to be violated. Three mouths had the opportunity to yell, "Hold it!" But, they didn't. If they had, Carl's luck wouldn't have run out.

Honorary Members

At its meeting on December 16, 1984, the Executive Board approved Honorary memberships for the following Retirees who have 35 years or more of membership in Local 3.

Name	Reg. No.
Robert M. Allen	0334660
Thomas Carter	0555812
Anthony Costa	0538778
Paul Fittro	0557333
Henry Greule	0324926
Floyd R. Kenyon	0466458
Harvey Linneman	0610255
Robert A. Long	0595144
Robert J. Marr	0437966
Thomas E. McBroom	0385087
Edward Nisonger	0622781
Edward Redford	0503200
Jack L. Williams	0627526
Elmer E. Wise	0516010

At its meeting on January 5, 1985, the Executive Board approved Honorary memberships of the following Retirees who have 35 years or more of membership in Local 3.

Name	Reg. No.
Lawrence E. Good	0632460
Jose Guadalupe Jaime	0546710
E. H. Marshall	0569513
Vincent Ramirez	0589330

Local 3 announces 1985 Scholarship Competition

Rules & Instructions for College Scholarship Awards: 1984-1985 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 have been 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 1984), or (2) the Spring Semester (beginning in 1985),

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, 1985 and March 1, 1985.

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, 1985:

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.

Credit Union

Lower real estate rates — Your Credit Union has just lowered its interest rates on loans to buy new homes and unimproved lots and on equity loans on your present home.

Buying a new home? — You can finance your purchase at your Credit Union at 12.75% per-annum rate, down from 13.5%. You can finance up to 80% of the appraised value of the new home.

Equity loans — On a second mortgage loan, the rate has been reduced to 14% per-annum, down from 15%. You can use the money you borrow for any purpose. Borrow up to 75% of the appraised value of your home less whatever you owe on your first mortgage loan. If your home appraises at \$100,000 and you owe \$30,000 on your first mortgage, you could borrow up to \$45,000 on your Credit Union's HomeOwner equity loan.

Loans for lots — On unimproved property, the rate has been reduced from 17% to 16%.

Points & Fees — All real estate loans currently carry two points and a \$200 origination fee. A point is a percentage of the amount you borrow. Points and loan origination fees raise the per-annum rate because they are paid at the time your loan is finalized. On a \$40,000 loan, two points would amount to \$800.

Apply by mail — You don't have to come to the Credit Union to apply for a real estate loan. You can conduct the entire transaction by mail. If you're approved, you'll be able to sign the final paperwork at a title company near your home.

Fixed rate, fixed payment — All the real estate rates are fixed for the term of your loan. No ups or downs. That means you'll have the same monthly payment for the life of your loan.

Call a specialist — Your Credit Union has real estate specialists to answer your questions about financing. Call today for information and application packages.

Pay off Visa & Mastercard — Use your Phone-A-Loan line of credit to pay off 19% to 21% balances on your bank charge card. Your Phone-A-Loan line of credit is 18% APR. And about 80% of the interest you pay your Credit Union goes back to you and all members as dividends on your savings and reserves to keep your Credit Union strong. In 1983, 72.2¢ of every dollar Credit Union earned was paid back as dividends. The 1984 figures weren't available as we wrote this but should be close to that figure.

10% continues — You're earning 10% per-annum on your share savings account right now, probably the best savings rate available to you at this time. That rate's guaranteed through June 30, 1985.

Thank you — Your Credit Union had a very successful 1984 because of member support and use of its services. Assets by year-end crossed over \$100 million. Your Credit Union's Board of Directors, management and staff wish you and your family a prosperous and healthy 1985.



Rancho Murieta gets 185-meter tower crane

Sacramento — Look! Up in the sky. No, it isn't a bird or a plane. It's a crane!! Yes, it's a 185-meter, Richier tower crane. This lofty landmark can be clearly seen as you approach the area. It comes as a welcome addition to Rancho Murieta Training Center's already impressive inventory of equipment for training.

With close coordination, planning and safety briefings to the rigging crew, the tower crane went up within three days during October. The Center acquired the crane and had Reliable Crane and Rigging install it. Reliable used a 100-ton FMC Link Belt with a 180-foot "stick" to erect the tower crane. The five man crew that erected it consisted of Ray Meyers, crane operator, and Steve Cooper, oiler. The rigging gang in-

cluded Dan Hack, foreman; Ken Stefanic, iron worker; and apprentice Mark Swaney.

The staff and trainees at Rancho Murieta Training Center worked on the preparation for the tower site during August and September. Trainees did the excavation work for the conduit and pull boxes, as well as, the excavation for the concrete footing. The staff then poured the concrete. Once it had cured, the site was ready for installation of the tower crane.

Rancho Murieta Training Center's Administrator, Paul Headings, said, "For the first time this will give members of Local No. 3 the ability to train on a tower crane. We are in the process of developing the curriculum for tower

crane training and will begin classes during the first session starting this spring."

The staff at R.M.T.C. realizes the value in upgrading journeyman skills. They have established several advanced courses for journeymen and they are in the process of developing more. This allows journeymen the opportunity to acquire marketable skills in other job classifications.

Any journeyman interested in upgrading or gaining further skills in another classification should contact his or her dispatcher. They then can be placed on the registration list for dispatch to the Rancho Murieta Training Center. Remember — your future is in your hands!

Lower interest rates improve work in Santa Rosa

Santa Rosa District Representative Chuck Smith reports that there is some subdivision work to be done and, if the interest rate continues to drop, there should be even more for the coming season.

Although there is no word on when Rock Pile road, on the Warm Springs Project, will be advertised to bid, the Corps of Engineers still thinks it will go late this spring. Sonoma County is to award the Geysers Road job early this year.

There is talk by Sonoma and Marin Counties for a proposed widening of Highway 101 from Healdsburg to the Golden Gate Bridge. They are trying to get a \$500,000 grant from the Buck Fund, controlled by the San Francisco Foundation, for a two year study in ways to reduce Highway 101 congestion by increasing its capacity. The \$1 billion plan would add two more lanes to the freeway from Santa Rosa to Novato. The Northwestern Pacific Railroad right of way, from Santa Rosa to San Rafael, could be acquired for a special transit-way for buses or rail transit.

There are several obstacles that are standing in the way; the most important is the funding, another factor is the increase of traffic across the Golden Gate Bridge. There has been talk, for several years of adding a second deck to the bridge. However, San Francisco frowns on that, but is willing to consider it if the deck is used for transit only.

Smith requests that members not call for more information, "as that is about all I have at this time and the study will take at least two years. If I hear anything more I will keep you informed."

Work in the Lake and Mendocino counties has dropped off considerably because of the heavy rains, reports Business Agent Darell Steele. "This gives us business agents time to hammer on those scab contractors and, believe me, we are doing that very thing."

It is extremely important to take advantage of the Davis-Bacon Act while it still exists. Steele notes that "the law is a vital tool for us as we try to help the fair union contractors compete against the unfair and unlawful practice of these scabs that seem to be very determined in

destroying our wage standards and working conditions, in order to feather their own nest." Local #3 has recently implemented a state-wide program to help business agents enforce the prevailing wage laws in an effort to support the current wage standards and maintain decent, respectable life styles for our membership.

With Chuck Center acting as the newly appointed director of the prevailing wage division, it unites the efforts spent by each individual agent in the field toward an all out effort to combat the presence of the scab contractors and their outlaw practices. This is a growing problem that Local #3 has decided to deal with head on, realizing that the deck is stacked against us, since the next four years are certain to be difficult ones under the Reagan Administration.

Steele conveys an old proverb that goes, "He that is hesitant in seeking the solution to a problem, may very well discover that he himself is the problem." Maybe this proverb will help inspire the members to become more actively involved in attending district meetings.

Swap Shop: Free Want Ads for Engineers

FOR SALE: 77' GMC ONE TON P.U. Loaded, 2-20 gal. gas tanks & 100 gal. aux. tank. 76" 22 ft. 5th whlr self cont. awning, intercom, tape deck C.B., extras. Exc. cond. Will negotiate. K. G. Wilson, San Lorenzo CA. Ph. 415/276-9198. Reg. #0589338. 11/84

FOR SALE: 1981 14x60 MOBILEHOME. 2 BR, 1 BA, carpet, appliances, F.A.H./swamp cooler, etc. Set up in adult pk in Palm Spgs CA \$12,600. Ph. 707/255-7268 or 619/329-7228. Reg. #1566352. 11/84

FOR SALE: SALMON TROLLER. California licensed. Must sell, reduced \$9,000. Full electronics, 271 GMC diesel, hyd. gurdies, anchor winch. 2-Ton insulated hold. \$14,000. Alexis Soule, 314-17th St., Oakland CA. Ph. 415/532-6108. Reg. #1896082. 12/84

FOR SALE: WATERFRONT HOME. Lake County. Carpets, drapes, appliances, two BR, one bath, lg. Lv rm, big rec. rm., two car gar., paved driveway, RV, boat dock. Harry Porter, P. O. Box 516, Lucerne CA 95458. Ph. 707/274-1446. Reg. #0380704. 12/84

FOR SALE: PERKINS UTILITY TANK 115 gal. for gas or diesel w/hi-spd hand pump, fits in pick-up trk. D. R. Ford, Newark CA. Ph. 415/790-0271. Reg. #0313338. 12/84

FOR SALE: 3.2 ACRES, TWO HOUSES in pines. 3 BR 2 BA, 2-car garage, wood stove. Two yrs old. In basement, 2BR, 2-BA, woodstove. \$179,000. Paul D. Autio, 1050

Mar Haven Rd., Colfax CA 95713. Ph. 916/637-4942. Reg. #0986440. 12/84

FOR SALE: 24' TRAVELEZE TRAILER \$6,000. Gd cond, very clean. 1980 Ford 1-ton pickup w/30" 5th whlr tlr, very gd shape. Low mileage. Both \$15,500. May trade towards late model Class A motor home. James Bascliman, Pittsburg CA. Ph. 415/439-9056 or 209/786-2242. Reg. #0413422. 12/84

FOR SALE: 2 BR COTTAGE lot 75x200' & mobile home hookup on property, Armstrong, Missouri. Kenneth Wayman, 3002 Hoover St., Redwood City CA 94063. Ph. 415/369-9740. Reg. #1826083. 12/84

FOR SALE: 56 CHEV very clean, new interior, new 265 eng. \$1800. Kenneth Wayman, 3002 Hoover St., Redwood City CA 94063. Ph. 415/369-9740. Reg. #1826083. 12/84

FOR SALE: 69 CHEV NOVA, 6 cyl A.T. runs gd. Gd body. \$900. K. Wayman, 3002 Hoover St., Redwood City CA 94063. Ph. 415/369-9740. Reg. #1826083. 12/84

FOR SALE: UTILITY BED for 1-ton truck. Hvy ga. steel w/built-in tool box set up for cutting torch & welder. Hitch & boom. \$750. Ted Sherman, 8727 Gerber Rd., Sacramento CA 95828. Ph. 916/423-1713. Reg. #1175141. 12/84

FOR SALE: 32' 5TH TRAVEL TRAILER self-cont., excellent cond. \$12,000. Carlos Benton, P.O. Box 337, Tuolumne CA 95379. Ph. 209/928-4644. Reg. #1774294. 12/84

FOR SALE: 50' WOOD NAVY LAUNCH \$5,000. Asa Wright, 4332 Bailey St., Eureka CA 95501. Ph. 707/443-7783. Reg. #1487929. 12/84

FOR SALE: 61 MERCEDES 220 S, air, leather, stereo, new paint. \$1,700. Asa Wright, 4332 Bailey St., Eureka CA 95501. Ph. 707/443-7783. Reg. #1487929. 12/84

FOR SALE: 3 BR HOUSE, fixer-upper, Medford OR. Great investment, zoned R-2 duplex. \$30,000. Asa Lawler, Fernley NV Ph. 702/789-1145. Reg. #1900594. 12/84

FOR SALE: 2 BR, 2 BA HOME Fernley w/greenhse, deck, small shed, amenities. 9 1/2% \$40,000 assumable loan, total \$62,500. Asa Lawler, Fernley NV Ph. 702/789-1145. Reg. #1900594. 12/84

FOR SALE: 78 CHEV PICKUP, 1/2-ton, air cond., mags, tool box. \$3,800. Arthur Galaviz, 1816 W. Ashland, Visalia CA 93277. Ph. 209/734-8022. Reg. #1832653. 12/84

FOR SALE: COMMERCIAL LOT Lake Havasu City, AZ for 8 units, w/preliminary plans. Nr town, overlooks lake. \$25,000. Armand Porras, c/o Tharp, 105 Mt. Lyell Dr., San Rafael CA 94903. Reg. #0859209. 12/84

FOR SALE: 1400 PECCO TOWER CRANE newly sand blasted & painted. Gd shape. \$95,000 or best offer. 45-ton Northwest trk crane \$45,000 or best offer. Bob Shepard, Fremont CA. Ph. 415/490-0313 or 487-3653. Reg. #1006715. 12/84

FOR SALE: MERCHANDISE, COUNTER TOP SHOW CASES, bargain prices. Mint Elvis music box decanter collection. 1930 quilt Dresden plate pattern. 1895 fire hydrant. 1876 pump organ. Claude Sloey, 2855-141 Senter Rd., San Jose CA 95111. Ph. 408/226-4473. Reg. #0736632. 12/84

FOR SALE: 1969 MACH I MUSTANG, 50,000 mi. compl. orig. no modifications, one owner. \$5500. Art Lance, 1272 Villa #27, Clovis CA 93612. Ph. 209/299-7339. Reg. #0698389. 12/84

FOR SALE: GROVE BOAT LOADER and carrier elect. \$500. Art Lance, 1272 Villa #27, Clovis CA 93612. Ph. 209/299-7339. Reg. #0698389. 12/84

FOR SALE: 20x54 MOBILE HOME 2 BR 2 BA. All appliances, wood stove. Beau. park. Low space rent. \$16,000. Ken Bruce, Fernley NV. Ph. 702/575-4889. Reg. #1785684. 12/84

FOR SALE: 84 HONDA SHADOW, \$2,000. Ken Bruce, Fernley NV Ph. 702/575-4889. Reg. #1785684. 12/84

FOR SALE: FULL SIZE UTILITY BED 3/4-ton top bins. \$600. Ken Bruce, Fernley NV. Ph. 702/575-4889. Reg. #1785684. 12/84

FOR SALE: 2-T MOTOR HOIST cable winch 3/4x5" angle iron const. 9' hi. Iron whls, with 5/16" cable. \$500. One pc 2x18x36" mild steel plate \$75. Adolph C. Wagner, 1202 Rosemary Lane, Yuba City CA Ph. 916/674-5982. Reg. #0904790. 12/84

FOR SALE: 12 TON HYD. PRESS 4" hvy channel iron constr. 2' wide 4' hi on small wls, w/out jack. \$400. One old horiz. water pump, v-belt drive pulley. No motor. 3/4" discharge. \$300. Adolph C. Wagner, 1202 Rosemary Lane, Yuba City Ca. Ph. 916/674-5982. Reg. #0904790. 12/84

FOR SALE: FAIRBANKS MORSE ONE CYL. GAS, ENG. 1 1/2 HP closed flywhls in gd shape w/dbl V-belt pulley 6" dia. recently overhauled. \$450. Adolph C. Wagner, 1202 Rosemary Lane, Yuba City CA. Ph. 916/674-5982. Reg. #0904790. 12/84

FOR SALE: AQHA 7-YR OLD BUCKSKIN MARE 16H \$2,000. 4-yr old sorrel mare \$1,000 (no papers.) Both descendants of Sugar Bars. Will consider trade for Brangus cattle. Michael Dudney, 5143 Tesla Rd, Livermore CA 94550. Ph. 415/443-5695. Reg. #1697151. 1/85

FOR SALE: HOUSE Clearlake Oaks 2-BR, trplace, air cond., deck, conc. patio, alum awning, hs 14 1/2 yrs old, roof 3 yrs. Lg wash rm. \$3,000 dn, o w c. 11%. Ladd W. Smith, 3244 E. Princeton, Fresno CA 93703. Ph. 209/222-1932. Reg. #1192152. 1/85

FOR SALE: 1964 EL CAMINO 283 eng. A-1 cond. \$3,000. Joe Meraz, 1960 Lake Blvd., Redding CA. Ph. 916/243-7438. Reg. #1661065. 1/85

FOR SALE: 1980 FORD FAIRMONT extra clean, lo milge, 35/gal. \$3,350. Delbert Creekmore, P.O. Box 123, Chicago Park CA 95712. Ph. 916/346-2726. Reg. #0745178. 1/85

FOR SALE: 25' KENSKILL TRAILER new paint, very clean, self cont. rear bath. New brakes. \$3,500. Aldo Poretti, Fremont Ca. Ph. 415/793-1222 After 5 PM. Reg. #595155. 1/85

FOR SALE: 1972 MERCEDES diesel 220. 4-spd, air cond., gd milge, exc. cond., orig. owner. \$5,500. J. R. Cameron, Oroville CA Ph. 916/589-1647. Reg. #1196327. 1/85

FOR SALE: 1.08 ACRE, barn style 3-BR, 2-BA, Fam. Rm., \$7000 solar system. \$132,900. owe \$60,000 at 11-3/4% assumable \$710. 46 paymnts for 14 yrs. Dwight Melson, San Juan Bautista CA. Ph. 408/623-2420. Reg. #1935896. 1/85

WANTED: BOTTLES. Paying \$1000 for certain pre-1900 whis. & bitters bottles. Also want sodas, beer, inks, etc. Fair prices pd. Richard Siri, P.O. Box 3818, Santa Rosa CA 95402. Reg. #1025301. 1/85

FOR SALE: 48" PEXTO PIPE WRENCH almost new. \$50. 5 HP air comp. commercial type Devilbuss pump. Hvy duty 3-ph motor. 24x60" tank gd shape. \$1,000. 5-HP elec. motor, 3-ph, gd shape \$175. Adolph C. Wagner, 1202 Rosemary Lane, Yuba City CA. Ph. 916/674-5982. Reg. #0904790. 1/85

FOR SALE: 140', 3/8 HELICOPTER rescue cable w/hook. Gd shape, slightly used. 75c/ft. 340# 3/16 black mild steel wire. \$170. 4-cyl continental indus. eng. Radiators, starter, generator complete. Recently overhauled.

Rebored new pistons, turn crank, new valves. \$600. Acophl C. Wagner, 1202 Rosemary Ln, Yuba City CA Ph. 916/674-5982. Reg. #0904790. 1/85

FOR SALE: LAKE OF THE PINES boating, 18-hole golf crs, security patrolled. 2-BR, 2-1/4 BA, 1400 S.F., R.V. port, 2-car garage. Cal-Vet assumable. Delbert Rossiter, 11530 Torrey Pines Dr., Auburn CA 95603. Ph. 916/263-0684. Reg. #0921440. 1/85

FOR SALE: 1-6 KEG BEER TRAILER: 1-8 keg beer tlr. Street legal. \$1,500 eac. Robert Armstrong, 1968 Heater Ct, Concord CA Ph. 415/827-5625. Reg. #1142660. 1/85

FOR SALE: 1973 PETE. 3 axle dump, 12-14 yd., William-son steel bed, flotation tires, 17 T legal load, \$17,500. Tom Daniels, P.O. Box 335, Danville CA 94526. Ph. 415/820-3558. Reg. #1913172. 1/85

FOR SALE: FIVE ACRE RANCHETTE 2800' custom home, 3 BR, 3-BA, country kit., wet bar, photo lab, fenced, livestock bldgs., lg pond. \$205,000. Carl Prentiss, 14995 Indian Springs Rd., Rough & Ready CA 95975. Ph. 916/273-6852. Reg. #1829436. 1/85

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.

Personal Notes

Fairfield: Congratulations to Brother Louis Little and his wife Marie on the birth of their son Daniel Cyde. Born at 2:10 a.m. on January 1, 1985, he was Solano County's first resident baby of the year weighing in at 10 pounds, 14 1/2 ounces.

Our best wishes for a speedy recovery to Brother A. B. Peck who recently had a heart attack.

Marysville: We extend our deepest sympathy to the families and friends of our dear recently departed members: Retired Brothers James Azbill, Jack Boles, Cecil H. Foote, Clifford Henry and John Zerkovich.

Reno: Our condolences to the family and friends of Brother Odis "Bud" Lair who passed away on October 31st, and also Brother John Schwab, who passed away on December 6th.

Sacramento: We would like to express our sympathies to the families and friends of departed Brothers David Gerke, Stephen Glove, Ray Henson, Robert Ingersoll, William Jaashen, Jack Oreno, Charles Steele and Frank Thompson.

Our sincerest condolences go to Brother Dallas Snider on the death of his wife Joyce.

Santa Rosa: Brother Dan Burgin and his wife, Michelle, had a baby girl on October 10, 1984. They named her Renee and she weighed 7 lb, 5 oz. at birth. Congratulations!

Also congratulations to Brother Ed Hayes and wife Tamera. They had a baby boy, 7 lbs., 13 oz., 20" long. They named him Edward.

Our deepest regrets are expressed to Brother Joe Stritenberger whose son, Joshua, died the latter part of November. Also, condolences to the family and friends of brothers Hal Hall, Burt Taylor and R. H. Penno who have recently passed away.

Speedy recovery to Chuck Flemming, foreman for Arthur B. Siri.

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 meetings of 1985. The schedule of such meeting at which the Grievance Committee members will be elected, is as follows:

January

- 15th District 4: Eureka
Engineers Building,
2806 Broadway
- 16th District 7: Redding
Engineers Building,
100 Lake Blvd.
- 17th District 6: Gridley
HTA Hall,
Washington & Norman St
- 24th District 1: San Francisco
Engineers Building,
474 Valencia Sreet
- 29th District 17: Honolulu
Kalihi Waena School,
1240 Gulick Avenue
- 30th District 17: Hilo
Kapiolani School,
966 Kilauea Avenue
- 31st District 17: Maui
Kahului Elementary School,
410 S. Hina Avenue

February

- 12th District 3: Stockton
Engineers Building,
1916 N. Broadway
- 19th District 5: Fresno
Laborer's Hall,
5431 East Hedges
- 21st District 2: Oakland
Teamsters Local #853,
8055 Collins Drive
- 26th District 8: Sacramento
Laborer's Hall,
6545 Stockton Blvd.

March

- 6th District 12: Salt Lake City
Engineers Building,
1958 W. N. Temple
- 7th District 11: Reno
Musicians Hall,
124 West Taylor
- 14th District 10: Santa Rosa
Veterans Building,
1351 Maple Street

21st District 9: San Jose Labor Temple, 2102 Almaden Road

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.

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

- 15th **District 4: Eureka**
Engineers Building,
2806 Broadway
- 16th **District 7: Redding**
Engineers Building,
100 Lake Blvd.
- 17th **District 6: Gridley**
HTA Hall,
Washington & Norman St
- 24th **District 1: San Francisco**
Engineers Building,
474 Valencia Street
- 29th **District 17: Honolulu**
Kalihi Waena School,
1240 Gulick Avenue
- 30th **District 17: Hilo**
Kapiolani School,
966 Kilauea Avenue
- 31st **District 17: Maui**
Kahului Elementary School,
410 S. Hina Avenue

February

- 12th **District 3: Stockton**
Engineers Building,
1916 N. Broadway
- 19th **District 5: Fresno**
Laborer's Hall,
5431 East Hedges
- 21st **District 2: Oakland**
Teamsters Local #853,
8055 Collins Drive
- 26th **District 8: Sacramento**
Laborer's Hall,
6545 Stockton Blvd.

March

- 6th **District 12: Salt Lake City**
Engineers Building,
1958 W. N. Temple
- 7th **District 11: Reno**
Musicians Hall,
124 West Taylor
- 14th **District 10: Santa Rosa**
Veterans Building,
1351 Maple Street
- 21st **District 9: San Jose**
Labor Temple,
2102 Almaden Road

State Fed seeks legislation

(Continued from page 1)

Scheduled for introduction are bills to require a contractor, developer or owner-builder applying for a building permit to supply a complete list of subcontractors and suppliers before a permit can be issued.

Another measure would require each license applicant or licensee to supply a full financial statement to the State Contractors License Board with the date open to the public, while another bill would provide safeguards to prevent loss to employees and the public before a licensed contractor can file for bankruptcy.

Labor laws

The Federation will sponsor measures to prohibit public educational institutions from encouraging or soliciting students as strike breakers in labor disputes and to prohibit issuance of "work permits" for this purpose. Bills which the Federation is prepared to support in coalition with other forces involve legislation further limiting the use of strikebreakers.

Also scheduled for support in coalition with other forces is legislation to:

- Enact a State wage and benefits bond law for culinary employers;
- Establish the right of school employee unions to finance agency shop elections if the parties cannot agree to provide it due to a collective bargaining impasse;
- Register and monitor activities of labor-management consultants, with strong penalties for law violations;
- Prohibit so-called in-plant or parallel apprenticeship and training programs;
- Prohibit compulsory overtime;
- Index State minimum wage to average manufacturing wage rate for State during the year before, updating each January;
- Require all California employers to provide workers minimum health insurance, pension, sick leave, vacation and holiday benefits;
- Require that unjust discharges not covered by contract be subject to mediation and arbitration;

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

My name is: _____
(PLEASE PRINT ALL INFORMATION)

Address: _____
(Street number & name, or box number)

City, State & Zip Code _____ Social Security Number _____

CREDIT UNION INFORMATION

Dear Credit Union:
Send me the following brochures, kits or applications.

- | | |
|--|---|
| <input type="checkbox"/> Phone-A-Loan Application | <input type="checkbox"/> Membership Card |
| <input type="checkbox"/> Individual Retirement Account (IRA) | <input type="checkbox"/> Homeowner Loan |
| <input type="checkbox"/> Vacation Pay Kit | <input type="checkbox"/> Save From Home Kit |
| <input type="checkbox"/> Easy Way Transfer | <input type="checkbox"/> Loan Plus |

(my name) _____

(social security number) _____

(address) _____

(city) _____ (state) _____ (zip) _____

Operating Engineers Local Union No. 3 CREDIT UNION
P.O. Box 2082, Dublin, CA 94568

IMPORTANT

Detailed completion of this form will not only assure you of receiving your **ENGINEERS NEWS** each month, it will also assure you of receiving other important mail from your Local Union. Please fill out carefully and check closely before mailing.

REG. NO. _____

LOCAL UNION NO. _____

SOC. SECURITY NO. _____

NAME _____

NEW ADDRESS _____

CITY & STATE _____ ZIP _____

Clip and mail to **Engineers News**, 474 Valencia St., San Francisco, CA 94103
Incomplete forms will not be processed



ELECTION COMMITTEE NOTICE

James R. Ivy, Recording-Corresponding Secretary of Operating Engineers Local Union No. 3, announces that in conformity with Article XII, Section 3 Elections (b) of the Local Union By-Laws, elections will be held at the first regular district meeting in each district beginning in March for Members of the Election Committee which will conduct the election of Officers and Executive Board Members in the month of August 1985.

Article XII, Section 3, Elections:

(a) The election of Officers and District Members of the Local Union Executive Board shall be held during the month of August 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 elections shall be conducted by a committee known as the Election Committee, composed of one (1) Member from each District in which nominations will be made. The Member shall be nominated and elected by secret ballot at the regular quarterly or specially called District Meetings by vote of those Members present whose last known address, as shown on the records of the Local Union ten (10) days prior to the first such District Meeting in March preceding the election, was within the area covered by the District. Each nominee shall be a registered voter in the District in which he 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 any Office or Position.

The nominee for Committee Member in each District receiving the highest number of votes shall be elected, and, in the event he 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.

Meetings to Elect Election Committee:

MARCH

- 6th **District 12: Salt Lake City**
Engineers Building,
1958 W. N. Temple
- 7th **District 11: Reno**
Musicians Hall,
124 West Taylor
- 14th **District 10: Santa Rosa**
Veterans Building,
1351 Maple Street
- 21st **District 9: San Jose**
Labor Temple,
2102 Almaden Road

APRIL

- 9th **District 4: Eureka**
Engineers Building,
2806 Broadway
- 10th **District 7: Redding**
Engineers Building,
100 Lake Blvd.
- 11th **District 6: Yuba City**
Yuba-Sutter Fairgrounds,
Arts/Crafts Bldg.,
442 Franklin Rd.
- 18th **District 1: San Mateo**
Electricians Hall,
300 - 8th Avenue
- 24th **District 17: Honolulu**
Kalihi Waena School,
1240 Gulick Avenue
- 25th **District 17: Hilo**
Kapiolani School,
966 Kilauea Avenue
- 26th **District 17: Maui**
Kahului Elementary School,
410 S. Hina Ave., Kahului

MAY

- 7th **District 3: Stockton**
Engineers Bldg.,
1916 North Broadway
- 9th **District 2: Richmond**
Point Marina Inn,
915 W. Cutting Blvd.
- 14th **District 5: Fresno**
Laborer's Hall,
5431 East Hedges
- 21st **District 8: Auburn**
Auburn Recreation Center,
123 Recreation Drive