Pan American Savings building

Multi-million dollar concrete pour

SAN MATEO — A huge, million-dollar concrete pour, believed to be the biggest in Peninsula history, was completed this month at the site of the $10 million Pan American Savings office building on El Camino Real, reports Business Agent John Jacoby.

On November 21 56 ready-mix concrete trucks representing the total fleet of three firms, headed by Pacific Ready-Mix of San Mateo, rumbled up to the job.

Work continued until 9 p.m. on the 3-foot slab, covering some 50 tons of rebar.

The slab is the base for the six-story office building which will include an underground parking garage.

Regional Manager Les Misselkly for the general contractor, Bank Planning Construction Co., Inc. of Sausalito, was in high gear as he surveyed the three-story pit where 110 men swarmed like ants, using hand equipment to smooth the concrete as it poured out of three 5" Goliath hoses and a continuous conveyor belt, all fed by the steady stream of trucks.

“We have been orchestrating and rehearsing this project for the past three months — just like a ballet — and it looks like it’s really going better than we had hoped,” Misselkly said.

Pat Hennigan, a salesman, reported that by 8 a.m., about 2,000 cubic yards of the total 5,000 cubic yards were poured at the site. It was being handled at the rate of 500 cubic yards an hour.

The continuous, round the clock pour is the fastest way there is to put in concrete, Hennigan explained.

“If this thing doesn’t work, I’m buying the first one-way ticket to Buenos Aires,” commented (Continued on back page)
By T.J. (Tom) Stapleton, Business Manager

Non-union contractors violating Davis Bacon

There appears to be a cooperative campaign throughout the industry by the non-union contractors with some help from public agencies to circumvent payment of prevailing wages and applicable California Labor Code dealing with staffed, union labor. This campaign has become so extreme and competitive that it seems impossible to break their hold in this area of the industry. The trend is widespread and hurts the construction industry.

West Contra Costa closes out good year

Business Representative Bill Dorresteyn reports that work in West Contra Costa has been very good all year, mostly in dirt work and small housing spreads. There has also been a lot of paving work going day and night. The climate in these plants is very hot and the work is very physically demanding.

West Contra Costa contractor will also be carried out in the halls of the legislature. The contest was worked closely with Assemblyman Dick Floyd to pass legislation that would effectively combat wage and tax abuses in the construction industry.

As a result of public hearings held throughout the state by Floyd, a package of legislation was introduced this year that was designed to accomplish the following:

1. Require state and local agencies to establish a labor compliance program similar to what we have instituted in Fresno through ACT.
2. Disqualify a contractor from bidding on a public works job for three years if the contractor willfully violates prevailing wage laws.
3. Increase penalties for failure to pay prevailing wages.
4. Require posting information on the job site regarding the correct prevailing wages for that job and the rights that employees have under the law.

All of these bills, which had the support of both the Building Trades Unions and the contractor associations, passed in both houses of the legislature, but were vetoed by Governor Deukmejian.

As we close out this year, the Officers and Executive Board look forward to expanding it to other problem areas in 1985.

The coming year will be a time of determining that would effectively combat wage and tax abuses in the construction industry.

Increased demand for skilled labor in the construction industry has been creating a situation where contractors are facing difficulty in hiring workers with the appropriate qualifications and experience.

For example, there is a shortage of skilled ironworkers and plumbers, which is causing delays in construction projects. This shortage of skilled labor is exacerbated by the existing high demand for skilled labor in the construction industry, which is leading to increased competition for available workers.

Furthermore, the shortage of skilled labor is leading to increased costs for contractors, as they are paying higher wages to attract qualified workers. This is putting pressure on contractors to increase their prices, which in turn is affecting the cost of construction projects.

In summary, the shortage of skilled labor in the construction industry is posing a significant challenge for contractors, who are facing increased costs and delays in completing projects. This situation is highlighting the need for government and industry to work together to address the shortage of skilled labor and ensure the continued growth and development of the construction industry.

In the meantime, contractors are urged to explore alternative strategies, such as investing in training programs and improving working conditions, to attract and retain qualified workers.
Carpenters make union-busting costly

San Francisco — The Carpenters have employed a new union concept to do battle with Ponderosa Homes, a subsidiary of Aetna Life & Casualty Insurance Co., to a three-year contract in northern California. The builder unilaterally shifted its work to non-union subcontractors.

Ponderosa, which builds about 1,000 high-income homes a year, began to subcontract the work in April 1983, when its contract with the Carpenters' 46 Northern Counties Conference Board expired, and started systematically laying off union workers.

Hiring an anti-union law firm, the developer took the position that since it no longer hired any carpenter employees it did not have to renegotiate an agreement.

1984 pay gains average 4.2%

Nearly three-fourths of the 420,000 workers covered by major contracts negotiated in the first nine months of 1984 will receive wage increases averaging 4.2 percent in the first year of the agreements and four percent annually when measured over the life of the agreements, the Bureau of Labor Statistics reported this month.

One-fifth of workers covered by major contracts — settlement involving 1,000 or more unionized employees — had no wage change and the rest had decreases, however. The result was that the average first-year increase for all workers covered by contracts reached five percent, was a modest 2.5 percent. The average annual increase over the term of the pact ratified in the January-to-September period was 2.8 percent. The average increases were virtually the same as during 1983.

This year’s average 4.2 percent gain in contracts providing wage increases exceeds the 3.8 percent inflation rate from September 1983 through September 1984 as reflected by the government’s Consumer Price Index for Urban Wage Earners & Clerical Workers.

“Construction settlements, covering 420,000 workers, dampened overall wage adjustments in the first nine months of 1984,” BLS said. Construction wage increases averaged only ninetenths of one percent in the first year and 1.2 percent annually over the life of the contracts.

Contracts reached during the January-September period covered 1.4 million workers BLS said.

One-fourth of the workers whose contracts provide for no wage change or decrease in the first year will have wage increases later, BLS reported.

“Thus, by the end of their contracts, nearly four-fifths of the workers will have an increase in wages, averaging four percent,” the bureau said.

The BLS reported virtually no change in cost-of-living adjustment coverage in settlements reached in the first nine months of this year. Sixteen percent of the workers under those contracts were covered by COL clauses while 57 percent of all workers under major agreements have COL protection.

Airline bankruptcy ploy foiled in court

Cleveland — A federal bankruptcy court ruled that Wright Air Lines cannot abrogate its union contracts while undergoing reorganization.

In Nov. 13 decision, the court denied the commuter line’s request for immediate, interim relief from its agreement with the Air Line Pilots. ALPA represented about 110 Wright pilots at the time of the bankruptcy filing in September.

In turning down the request for interim relief, the court cited the bankruptcy law revisions enacted by Congress in June. The new provisions make it more difficult for a company to escape its labor agreement obligations while it is in bankruptcy proceedings.

Spirit of giving — Dozens of specially dressed dolls and stuffed Christmas stockings, all prepared by AFL-CIO headquarters employees, are readied for delivery to the Salvation Army as gifts for needy children.

The federation staff coordinates its crafts-a-doll program with the Operating Engineers and the stocking program is organized by members of the Office and Professional Employees Local 2.

From left are Debbie Perkins and Hazel Astbury who supervise the programs, both of the AFL-CIO Department of Organization and Field Services.
The 30th Annual Educational Conference was held at Orlando, Florida in November. If I asked what the main theme of the Conference was, I would say it had been "Health Care Cost Containment" and, hence, one of the major challenges facing all labor in the 1980's and 1990's is to gain a perspective on the magnitude of the cost problem. In 1965, United States health care cost $4 billion. The cost has increased an average of 12% annually since then, and 17 years later in 1982, the nation's health care costs $22 billion.

The portion of the Gross National Product devoted to health care has soared since 1965 (5.9% to 10.5% today). Total health care cost for 1983 was expected to exceed $350 billion. Many are predicting 25% - 35% increases in medical care costs for 1984. It has been estimated that health care will cost $33 billion in 1985 and nearly $4 trillion by the year 2000.

Almost $1.00 out of every $10.00 spent by Americans now goes for some form of health care. That comes to about $1,361 for every man, woman and child in America. Where does the money go? By far the biggest chunk - forty two cents out of every health care dollar goes for a variety of hospital services. That includes in-patient and out-patient care in public and private hospitals and all services and supplies by hospitals.

Physicians' services account for nineteen cents of all those health care dollars. This pays for services and supplies in doctors' offices, physicians' services in inpatients, and fees ordered by physicians. Just a penny more than the doctor's share of the health care dollar - twenty cents - goes for drugs, medical sundries, dental care, eyeglasses, orthopedic equipment and home health care.

Another eleven cents of that health care dollar may not involve you personally, but it is included in the nation's total health care bill and eventually it comes out of your pocketbook. That's the cost of operating public and private insurance programs, public health programs, research, and construction of health facilities.

Finally, eight cents out of the health care dollar is spent for nursing home care. This includes services in skilled nursing facilities, intermediate care facilities, and personal care homes providing nursing care.

High as they already are, health care costs are rising even faster than the overall increase in the cost of living. In 1982, the Consumer Price Index rose 3.9%. The cost of health care, if we look at it by itself - showed a 12% spending rate. There are several reasons for this. Raising costs have his doctors and hospitals as hard as everyone else. Medical supplies, in some cases, have doubled or tripled over the last few years. Utilities have gone up in cost. Salaries for nurses, technicians and others on doctors' staffs have had to be increased to try to keep up with the rising cost of living. Advanced medical technology, which many patients need, and many more demand, carries a high price tag.

More people are using health services because they can now afford it under coverage provided by Medicare, Medicaid, Union, Employer or private health insurance plans. No one wants any American who needs health care to go without that care. But since Payment under most of these insurance plans is based on the bill that is presented, the higher the bill, the heavier the drain on the insurer. That cost shows up in the overall mounting health care expense.

Our population is aging, and the elderly, especially those over 75, need and use more health care services than younger people. The hospital admissions rate for the elderly, for instance, is three times that of the general population.

When enacted in 1965, the Medicare and Medicaid programs were funded at $3 billion. In 1975, the programs cost $27.8 billion (an increase of over 800% in ten years). Since then, outlays for Medicare and Medicaid have grown to $83 billion. The two programs account for 29% of all personal health care expenditures.

The 12.5% cost increase between 1981 and 1982 was nearly three times the overall inflation rate and 12 times as great as U.S. population growth.

The health care sector was more robust and recession proof than the economy as a whole (between 1981 and 1982):

- Medical care costs grew at twice the rate of personal income.
- The health workers' unemployment rate was less than half the overall U.S. Unemployment rate.
- Payroll growth (at a rate of 15.7%) was seven times as great as private, non-farm payroll growth.

There are several things you can do to help stop the spiraling cost of health care. First, try to keep healthy. Don't smoke. Watch your weight. Get enough rest. Exercise regularly. If you have an existing health problem check with your doctor first to see what form of activity you can engage in safely.

Finally, drink too much.

If you get sick, or have an accident, here are some suggestions for using health services wisely:

- Unless it's a real emergency, don't dash off to the emergency room. It can cost twice as much to treat you in the emergency room as it would in your physician's office. Use good judgment - but wait if possible.
- If you have to go to the hospital, cooperate with your doctor in keeping you story as short as possible. Don't ask for an "extra day" to rest. Recovery at home is often just as beneficial - and it's a lot less expensive.
- Use your health insurance wisely. Just because you're covered, don't insist on treatment your doctor may not think is required. Unnecessary use of services results in higher premiums for everyone.

Power project faces uncertain future

Reno District Representative Les Liparotti reports that the $3.4 billion White Pine Power Project, 40 miles north of Elko, which was scheduled to be completed by 1992, faces a possible delay in construction as a result of decisions by Sierra Pacific Power Co. and Nevada Power Co. regarding their participation commitments. Between the two companies, about 20 percent of the projected power output is now unallocated.

The existing WPPP schedule calls for construction to begin in 1986 and for the first unit to be on line in July, 1991, with the second on line a year later. However, according to the WPPP coordinator, if the 20 percent of the planned power output isn't allocated within about nine months, the schedule will slip. But in spite of this, the project does not appear threatened.

The WPPP is expected to generate about $430 million in assessed value and add about $1,000 million in sales tax revenues during its six-year construction period and 36-year lifetime. White Pine County is expected to reap relatively high tax benefits from the project. The overwhelming majority of the $430 million will benefit state and local government entities outside of White Pine County. However, the money will not actually be tax revenues, since WPPP is owned primarily by White Pine County and is not taxable under Nevada law, the 1979 Legislature created a formula for making payments to other counties and to the state based on what tax revenues would be.

The state Transportation Board approved a temporary $5 million finding shift targeted for the Interstate 580 interchange. The interchange, expected to cost $25 million, will take $580 over South Virginia St. and McCarran Blvd. in Reno. The $5 million will come from the state's road repair fund and be used for right-of-way acquisition until federal funds normally used for this purpose are "hopefully" approved next spring by Congress. The state is expected to buy land for the interchange this winter, before construction begins this spring. Construction is expected to take up to two years.

The Board also approved a 1985 work program change dropping a $3.1 million Churchill County project on U.S. 95 and adding a $5.5 million project on U.S. 69 in Elko County. The project was held during its six-year construction period, due to all of the flooding damage in that area that must be repaired as soon as possible.

According to a recent D.O.T. report, an estimated $54 million has been allocated for state highway work in Northern Nevada for 1985. The first hearing held in the State of Nevada to gather evidence in determining prevailing wages was held on October 16, 17 & 18 in Elko. The Supreme Court has made a decision that the prevailing wage rates were not applicable in the Elko area until after the hearing by the Labor Commissioner, and therefore no decision will be made on the Elko area until around the first of January.
Danville firm wins bid for San Justo Dam contract

A Danville construction company, with a low bid of $11,487,445, last month won the right to build San Justo Dam four miles southwest of Hollister. Seven firms bid on the job, with Ball, Ball and Brosamer, Inc. of Danville offering John to do the work for about $300,000 less than the next highest bidder. High bid was $22,65 million and the Bureau of Reclamation’s estimate was $14,8 million.

The 1,115-foot long, 148-foot high, earth-filled dam will hold back 10,000 acre-feet of water, which will be used primarily for irrigation during the summer. The water will come from the Sacramento River Delta via San Luis Reservoir as part of the San Felipe imported water project.

San Benito County officials are negotiating with the U.S. Bureau of Reclamation, which is in charge of the project, to determine who will decide what recreational activities will be permitted at the reservoir — comparable in size to Calero or Uvas reservoirs in Santa Clara County. Issues to be settled include hours of operations and responsibility for cleanup and law enforcement.

Current consensus is that activities will be limited.

Agreements reached on Metro Center

Foster City — Agreements have been reached to start development of Metro Center, a quarter billion dollars worth of commercial and residential projects, according to Transpacific Development Co., Torrance.

Transpacific’s executive vice president, Peter Adams, said the agreements have been concluded for commercial joint development, Northern California’s largest development area. The 16-acre, 500,000 square foot office center will be one of the most impressive business parks in the area. The plan, along with the formation of the Transportation Management Association, was designed to ensure proper management of the area’s development.

Urban West, when completed, will comprise of four major office buildings focused around a central plaza in a campus type setting. General contractor is Carl N. Swenson of San Jose.

San Francisco — Construction began this month on 90 New Montgomery Street, a brand new office structure on a two-block thoroughfare that boasts several historically significant structures.

The building is located on a relatively small site at the southwest corner behind the Sheraton Palace Hotel. It will rise 15 stories and will encompass some 53,000 square feet of space offering up to 8,700 square feet of office area per floor.

The new building is slated for completion in the spring of 1986 and is being built by Dover Park Investment Corp. Swinerton & Walberg hold the general contract.

Supervisors OK East Stockton sewer project

After six years of planning, the $30 million East Stockton sewer project — largest single capital improvement project ever undertaken by the county — won the Board of Supervisors’ unanimous final approval last month. Work on the project, which has drawn sharp criticism from some area residents because of the projected cost to them, is expected to start early next year.

The new system will be installed in the area bounded by the Stockton Diverting Canal, Farmington Road, the eastern city limits of Stockton and Stadium Drive.

By its action Tuesday, the board set the stage for a January 1985 issue of assessment bonds to cover costs. The owners of 6,000 parcels of land in the project area will repay the bonds.

The county was awarded a $21.8 million federal Environmental Protection Agency grant for the project last June. The bond issue will roughly cover the $9.1 million difference between this grant and actual project costs.

The final bond amount, which will be somewhat lower than $9.1 million, will be determined Dec. 17, after a 30-day period in which property owners may pay their assessments off. Assessments from the bonds are expected to be turned over to the county in early January.

Assessments, spread over the 15 year life of the bonds will range from about $3,000 to $83,000 for churches and commercial offices occupying land in the project area, and from $141 to $2,000 for homes and attendant acreage. A typical assessment will be about $1,072 per parcel.

The sewer project was prompted by deterioration of septic tanks installed on residential property in the area. The area will be connected to the Stockton regional sewage treatment plant with the new system.

Property owners voted to assess themselves, by a 3-1 margin, in a 1980 straw vote, and by a 2-1 margin in a mail-in election a year later.

Construction of the system will be under five separate contracts to be awarded in mid-December. The work is expected to take 18 months to two years to complete.

Construction begins on SF highrise

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Coalition proposes gas tax increase

By John McMahon

Californians for Better Transportation, a coalition of transportation advocates throughout the state, is urging the legislature for an increase in gasoline taxes to keep California roads and streets in good repair. This initiative proposal came at the Third Annual membership meeting held in San Diego last month.

It was formed in 1981 as an ad hoc coalition created to support a single piece of legislation. CBT has given its support to permanent and continuing increases in the gasoline tax to avoid the problems associated with gasoline price increases on state highways. Currently, the gas tax is scheduled to increase in June 1985.

The increase is estimated to raise over $2.5 billion a year in new revenue for state highways, $4 billion for local streets and roads, $15.1 billion for state highways, and $4.1 billion for local streets and roads, giving a total of $25.1 billion for transportation needs.

In a similar study confined to local street needs, the Road Information Program (TRIP) found that nearly two-thirds of city-maintained streets in 112 California cities are substandard and urgently need repair. The TRIP study called for an eight-year renewal program averaging $23 billion a year. By comparison, the 112 surveyed cities will spend an estimated $10 billion on all improvements this year — $92 million less than the amount TRIP says is needed.

If performed by private contracting firms, TRIP's recommendations would create 5,650 jobs, generate $992 million in payroll, return $15.4 million in state and federal income taxes and produce $124.1 million in corporate spending. Eliminating this one-time tax on gasoline would reduce traffic accidents, driving time, fuel consumption and vehicle fuel.

In a survey conducted two years ago, it was determined that substantial roads were costing residents $348 million in extra maintenance (brakes, suspension systems, tire replacements) and wasting $82 million gallons of fuel, often because of delays and congestion. In before-and-after analyses of traffic accidents on roads passing through the center of towns, there was a reduction of up to 44 percent in the number of accidents following resurfacing.

In revealing their funding proposal, Californians for Better Transportation noted the failure to act now can only increase the problems in the future. Even though there was a 25-cent-per-gallon state increase and a five-cent-per-gallon federal increase in recent years, none of the money was designated for city and county street and road needs.

"The cities and counties will continue to fall behind in meeting their requirements, and matters will only get worse," said Jack Maltz, President of CBT. "It is much cheaper to fix streets and roads before they are totally destroyed."

A nationwide survey shows that reconstructing roads that are "poor" or "very poor" costs an average of $600,000 per mile. The nationwide average for resurfacing roads in "fair" shape costs $150,000 per mile.

But because of inadequate revenues, most roads do not get resurfaced until they are 10 years old. Orange County officials say that the average for resurfacing roads every 15 years as they should, they are resurfacing streets and roads before they are totally destroyed.

In the City of Oakland have estimated that certain streets which were resurfaced in 1974 are now in need of resurfacing again. The city is not seeing a new layer of pavement for 200 years.
RMTI completes year of changes and progress

By Paul Headings
JAC Administrator

The ‘84 training season has come to an end and it’s time to take inventory of the accomplishments of the past year. The need for comprehensive H.D.R. training is becoming more apparent with the technological and economic changes affecting the construction industry. Our industry can no longer afford “parts swappers” as mechanics.

In order to make cost-effective repairs on today’s construction equipment, today’s H.D.R. requires a brain full of knowledge rather than a truckload of parts. It is the goal of the new H.D.R. program at RMTI to provide the apprentice with the opportunity to gain that knowledge and then apply those new skills on the job. 1984 has been a success in moving toward that goal.

Changes in the program have taken place through the joint effort of many people devoted to apprenticeship. Administrators, instructors, apprentices, administrative support and contractors; all have contributed to the overall success of this year’s H.D.R. training. The RMTC administration is committed to quality H.D.R. training.

Their attitude has been progressive and open to change, realizing the importance of the well trained H.D.R. to the successful contractor. The H.D.R. instructors at RMTI are enthusiastic and imaginative, and are committed to training the most efficient and competent mechanics and welders possible. Each of the instructors has contributed to a new and more demanding curriculum designed with an emphasis on the basics.

The new curriculum does more than just provide information, it also develops the ability to think logically and analytically when problem solving. Problem solving is dependent on a thorough understanding of the basics and principles of construction equipment, and RMTI courses in hydraulics, electrical, power trains, engine rebuild, welding, etc. all emphasize the basics.

Frequent testing is designed to measure the trainer’s progress during the course.

The tests themselves are aimed at developing important problem solving skills and demand logical thought and a thorough understanding of the material in order to arrive at the correct solution... much like troubleshooting.

Grading has been changed to be more representative of the trainee’s progress and the successful completion of an H.D.R. course is an accomplishment to be proud of. An ability to read and comprehend service manuals is imperative to today’s journeyman. Reading assignments are routinely given, with answers to the homework questions written in the trainee’s own words.

Spelling and grammar aren’t important, but the ability to communicate a problem and its solutions is. An employer wants to know: what’s wrong? How long will it take to fix it? What is the cost? How can it be prevented from happening again?

Maintainers such as engines, hydraulics and electrical components, transmissions, etc. are always needed for training at the Ranch. This year a new spirit of cooperation to better those needs was introduced.

Much of what has been accomplished this year would not have been possible without their assistance. Our thanks and appreciation to: Oliver de Silva, Hayward; Telichert Construction and Aggregates, Sacramento; Morgan Equipment, Sacramento; Bert Loeffel Welding Supply, Sacramento; Conoco Pumping, Concord; Woln and Sons, Plymouth.

Employer support is just another welcome sign of the new direction that the apprenticeship is taking.

All the improvements of the year however, depended on the caliber of trainers coming to the ranch. This new program is seeing a new attitude in the trainers. One of pride and determination.

H.D.R. mechanics are a unique combination of intellect and common sense. Trouble shooters and problem solvers who are persistent and can think on their feet, without whom the entire construction industry would not be able to function.

Trouble shooting and problem solving are the keys to being a successful mechanic. Murphy’s Law states “if it can go wrong, it will” and “if this program can continue to improve the way it has, apprentices will be able to greatly increase their usefulness to a contractor.”

RMTI training center has ‘better idea’

Ford Motor Company boasts that “Ford has a better idea.” Apparently, they would like us to forget that the Edsel was one of them, but twenty years later it still stands as a monument to the fact that a much heralded change does not always work out as planned.

Well, the new administration and staff at Rancho Murieta began the 1984 training year determined to make drastic changes in the program. These changes were tested and the results have been announced.

Ford’s ‘better idea’ training center has a ‘better idea’ for 1984.

The quality of training... the increase in number of seat time hours are distinct improvements.

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As with any change there were stern predictions of disaster, but the staff was committed to one thing; they could and would provide higher quality training.

At least they didn’t have to wait long to learn whether they had an Edsel or Cadillac on their hands. “The students experiencing the changed program were vocal and immediate in their endorsement...”

“...If this program can continue to improve the way it has, apprentices will be able to greatly increase their usefulness to a contractor.”

“I am delighted...”

“...big step in the right direction...”

a vast change from my previous experience...”

I felt like a competent scraper hand.”

(Continued on page 9)
Taking a hard look at health care costs

Health Care plans all over the country are looking long and hard at the rising costs of health care. In California where a day in the hospital costs $800 to $1000 with no special services or guarantee the cost is $1000 to $1200. It is time to evaluate what we are doing.

What's happening to our plan?

The Operating Engineers Health and Welfare Trust Fund continues to be in good financial condition. Because Operating Engineers are again working long hours, the fund is making a little more then it needs right now to provide its benefits package. The cost of health care continues to increase. Let's look at the health care bill. If we can get another opinion?

In 1974 your work hours have increased. Let's look at increased. This has added needed years. In 1984 your work hours have increased. This has added needed revenue to your health care plan. We still need to look at ways to hold costs down without cutting benefits.

Right now, you can help to control health care costs for you and your family. If in 1974 it comes to health care, medically necessary and most expensive do not mean the same thing.

Here are some ways you can hold costs down yourself:

• When your doctor recommends surgery you can and should question what other treatment is available. You may even obtain a second opinion from another physician. Why go through unnecessary surgery?

• Ask your physician or surgeon if surgery can be performed in his office or in a special facility today. Sometimes a center where charges are often low. Many times this will avoid costly hospitalization.

• Ask your physician about cutting hospital days by having tests done before going into the hospital or in the doctor's office or at the hospital on an outpatient basis.

• Shop around for prescription medications. Some pharmacies charge less for medication than others. Call or visit 2 or 3 pharmacies in your area for prices before you buy.

• Use generic prescriptions instead of brand names which may be more costly. When your physician is preparing a prescription, ask him to indicate on the form if generic drugs are acceptable. Your doctor and pharmacist are both good sources of information.

There are just a few of the many ways of saving health care costs. The money really does come out of your pocket.

So be a wise consumer of health care like you are about anything else.

Communication

Many times on this page we have written about the ways we can help you. We still encourage you to call us with questions about your claims or benefits. We want to go one step further. Let us know what you are doing to hold health care costs in line. Call or write the Fringe Benefit Center or your District Office with ideas so we can pass them on to others.

What will we be doing?

During 1985 your Board of Trustees will be studying programs to hold down medical costs. At meeting throughout the year throughout Northern California, we will be looking to you to tell us what you think of the programs. Please attend these meetings and participate. We can have model programs with your help.

Please read this page in future editions of Engineers News for further developments in the effort to cut costs without cutting benefits.

Seasons greetings to the members of Local 5

The staff of your Fringe Benefits Committee extend the best of all of you and your families a happy holiday season and especially a healthy and rewarding 1985. We look forward to working with you in the upcoming year to make your benefit plans work for you and your families.

Hawaii brochure outlines ways to contain costs

Hawaii Operating Engineers were mailed a green brochure in September. The brochure describes a program for holding medical costs down. The program has been successful.

Why control costs?

Medical care costs are going out of sight, costs are skyrocketing. But they can be slowed down. The money for medical care comes out of your pocket, not out of wage increases for which you work hard.

Why a second opinion before surgery?

Hospitalization is the most expensive part of a hospital stay. If you can avoid hospital stays by avoiding surgery, costs are held down. More importantly, many times if you don't have surgery, you don't have the pain and long recovery time that frequently goes with surgery. You benefit and so does your Fund.

The list of surgeries in the brochure are the ones which are frequently unneeded. Sometimes it is necessary to have these surgeries. Sometimes a doctor can suggest a different method of treatment.

In any event, your Fund's trustees are not trying to tell you what treatment to have or who should treat you. You are free to reject the second opinion and suggest you obtain the second opinion and then make your own decision.

Will my doctor care if I suggest a second opinion?

Your doctor wants what is best for you medically. Most plans in the country have some second opinion provisions. Your doctor is used to them.

He probably is being called by others to suggest a second opinion. It is suggested you discuss second opinions with your own physician.

Out-patient surgery

If you are going to have any types of minor surgery, you can often go to a surgical center rather than the hospital. Discuss this with your physician. He may save you time and money.

Birthing centers

Many times uncomplicated deliveries can be performed in a special facility away from the hospital. If you are interested, advise the doctor early in the pregnancy. He must determine if surgery can be performed at a birthing center by a midwife. Call HMSA with any questions you have about these facilities.
Teaching Techs
By Gene Machado, Administrator, Surveys JAC
California surveyors have enjoyed representation by the Operating Engineers Local Union No. 3 in Northern California and Local #12 in Southern California since the 1940’s. Beginning with those early times and continuing until today, the Union and Management working together have felt the need to train a work force that had a job placement center that served a nucleus of employers.

Two items have been our strength in fighting off non-siguiary competition today. It was the foresight of both Union and Management that created the trained work force we have. It was not an easy task nor was it cheap.

Money was negotiated by the Union; the Employers felt it was worthwhile and Apprenticeship grew into a strong training program for the journeymen. The Surveyors Apprenticeship was started in 1964 and those that participated in the program were journeymen and was aimed to improve their skills. It was these journeymen that helped create the curricula that is being used today. Many have their time and experience so that others may learn.

Today that trained work force is saving them from an ever increasing invasion from out of state competition.

In the early seventies a Federal case was heard on the discrimination of minorities and the Union lost and was found in non-compliance. Since then the Apprentice program has taken on a new meaning and has become one of the best things that could have happened.

Construction equipment is anything but quiet so even the more imaginative student was frustrated in trying to communicate with his students. Rancho Murieta leaped into the electronic age this year with the installation of high performance two-way radios on major pieces of equipment. Results? More and faster learning. Instant feedback to the trainee in the seat enabled him to profit from mistakes immediately. It also allowed the instructor to say “nice job” before the end of the day.

A commitment was made to upgrade the equipment as well as the curriculum. In addition to the backhoes and a laser system, a tower crane was purchased by the Ranch. These are only the first of many efforts to upgrade the equipment available for training.

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Of all the changes big and small, the two weeks on the holidays are here again and everyone with the NCSJAC wish all of you a very happy and prosperous Christmas and New Year.

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Training center has better idea
(Continued from page 7)
• "...the two weeks on one rig is the best thing that could have happened."
• "The changes in the training program are astonishing and exciting. I contemplate accomplishing more in my last step than in the years preceding."
• "Keep up the good work."

These apprentices and journeymen have a lot to be enthusiastic about. They found that when they came for training that was exactly what they got. Training... lots of it, an average of seven hours of seat time per day. This is more than twice the amount of hands-on training per week that was found in non-compliance. Since then the Apprentice program has taken on a new meaning and has become one of the best things that could have happened.

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Pictured above is Art Cruz of Creggan & D’Angelo, working on a subdivision in Foster City.

Pipeline job on the Big Island
Work is proceeding on schedule for the Moto Construction Company’s Na'apeopup pipeline job on the Big Island of Hawaii. Once completed, the pipeline will bring increased supplies of fresh water to the south Kona coast. Pictured above left to right are: Business Agent Albert Terry, Hurly Hughes, Jerry Rivera and Howard Alapai.
Santa Rosa,

"Dirt jobs are down," reports Santa Rosa District Representative Chuck Smith. The majority of the brothers and sisters have had a good year and were ready for a rest, having worked quite a bit of overtime. Next year looks fair and we are hoping for more highway construction, namely the Cloverdale Bypass, however, that has been postponed time after time and there is a possibility that it will be put off again.

They have started to fill the Warm Springs Dam and it should take 3 or 4 years to fill. The fish hatchery is up to 50 members working there. Construction permits. There will be a Spud Point under the supervision of Brother Ray Cathey. Bruto is winding down his job in Valley Ford trying to get it paved and winterized before the really hard rains hit.

Don Dowd Company also has a $1.1 million road relocation and parking lot project and a Spud Point under the supervision of "no-growthers" during the public meeting, on the "no-growthers" phase.

In September, 85% of the members were in Rohnert Park planning to stay with it this winter.

Talking to Curly Martin, foreman for Coast Marine has a $4.5 million job at the Cloverdale Bypass, that has been postponed time after time and there is a possibility that it will be put off again.

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Pombo is also trying to get the overlay of 101 at Rohnert Park finished on their night paving job.

Underground Construction has picked up a $5.1 million job north of Cloverdale in Geothermal Resources International Lease that they are starting to develop on the west side of the Geyers. Central California Power Agency is planning to start putting steam powered generators in 1985. It depends on how much steam they get on and how many power plants they put in.

Bob Stoddard reports that Kiewit Pacific is winding up their project on Seven Mile Road on the GRI Lease.

Business Agent Rob Wise says it was the rains and not a lack of work that caused a big slowdown around mid-November. If we use the total number of dispatches as a measuring stick, we can say that 1984 was comparable to the good seasons we had in 1979 and 1980, he said.

Although most of the dirt work is running out, there are a couple of big commercial sites which will continue to work for some of the members over the winter. Williams and Burroughs is general in the $26 million retirement community and they are planning to stay with it this winter. Ruff and Sletten is a $45 million job at the Hewlett-Packard site in Rohnert Park.

The Hewlett-Packard project has spawned lots of man hours for our members. At times this summer, there were up to 50 members working there. It is gratifying since this project received strong opposition from the "no-growthers" during the public meeting.

In response, all of the members donated their time and participated in car rallies, public hearing meetings and other "pro-project" organizing efforts. The time was well spent. Hewlett-Packard got their construction permits. There will be work for Local 3 members as various phases of this project unfold over the next ten years.

"Our members got involved and they were successful! May you all have the best of holidays," Wise said.

(Continued on page 11)
Santa Rosa

(Continued from page 9)

Durell Steele reports that the 1984 season draws to a close, so does a major opportunity for the owners of raised seed jobs complete and abandoned probably until next spring. If the intensity of these early rains are any indication of what is to come, it could be a real dam buster. The only activity in Lake and Mendocino counties at this time are the completing contracts on five power plants with cond. $12,000. Carlos Benton, P.O. Box 337, Tuolumne the survey work on the two sections of Rcb Wise and wife Sharon. They are, if the intensity of these early rains are any indication of what is to come, it could be a real dam buster. The only activity in Lake and Mendocino counties at this time are the completing contracts on five power plants with cond. $12,000. Carlos Benton, P.O. Box 337, Tuolumne the survey work on the two sections of Rcb Wise and wife Sharon. They are, if the intensity of these early rains are any indication of what is to come, it could be a real dam buster. The only activity in Lake and Mendocino counties at this time are the completing contracts on five power plants with cond. $12,000. Carlos Benton, P.O. Box 337, Tuolumne the survey work on the two sections of Rcb Wise and wife Sharon. They are, if the intensity of these early rains are any indication of what is to come, it could be a real dam buster. The only activity in Lake and Mendocino counties at this time are the completing contracts on five power plants with cond. $12,000. Carlos Benton, P.O. Box 337, Tuolumne the survey work on the two sections of Rcb Wise and wife Sharon. They are, if the intensity of these early rains are any indication of what is to come, it could be a real dam buster. The only activity in Lake and Mendocino counties at this time are the completing contracts on five power plants with cond. $12,000. Carlos Benton, P.O. Box 337, Tuolumne the survey work on the two sections of Rcb Wise and wife Sharon. They are, if the intensity of these early rains are any indication of what is to come, it could be a real dam buster. The only activity in Lake and Mendocino counties at this time are the completing contracts on five power plants with cond. $12,000. Carlos Benton, P.O. Box 337, Tuolumne the survey work on the two sections of Rcb Wise and wife Sharon. They are, if the intensity of these early rains are any indication of what is to come, it could be a real dam buster. The only activity in Lake and Mendocino counties at this time are the completing contracts on five power plants with cond. $12,000. Carlos Benton, P.O. Box 337, Tuolumne the survey work on the two sections of Rcb Wise and wife Sharon. They are, if the intensity of these early rains are any indication of what is to come, it could be a real dam buster. The only activity in Lake and Mendocino counties at this time are the completing contracts on five power plants with cond. $12,000. Carlos Benton, P.O. Box 337, Tuolumne the survey work on the two sections of Rcb Wise and wife Sharon. They are, if the intensity of these early rains are any indication of what is to come, it could be a real dam buster. The only activity in Lake and Mendocino counties at this time are the completing contracts on five power plants with cond. $12,000. Carlos Benton, P.O. Box 337, Tuolumne.
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 1985

15th Eureka: Engineers Bldg., 2806 Broadway
16th Redding: Engineers Bldg., 100 Lake Blvd.
24th San Francisco: Engineers Bldg., 474 Valencia St.
29th Honolulu: Kahului Waena School, 1240 Gulick Ave.
30th Hilo: Kapilolani School, 966 Kilauea Ave.
31st Maui: Kahului Elementary School, 410 S. Hina Ave., Kahului

February

12th Stockton: Engineers Bldg., 1916 N. Broadway
19th Fresno: Laborer's Hall, 5431 East Hedges
21st Oakland: Teamsters Local #853, 8055 Collins Dr.
26th Sacramento: Laborers' Hall, 6545 Stockton Blvd.

Semi-annual Meeting

Saturday, January 5, 1985:
1:00 p.m.
Seafarers International Union Auditorium
350 Fremont Street
San Francisco, CA

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 ____________________________

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District 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. ____________________________
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Concrete pour

(Continued from page 1)

Misskelly, surveying the project on a construction platform off Madison Avenue which he said is 22 feet below the water table.
Pumps were at work keeping the work area dry. The recent rainy period had caused concern about a rising water table.

"We have probably gathered here one of the greatest groups of subcontractors and construction workers in history in this area. I see a lot of the old timers here. It's like a last round-up for some of them. We've got great workers here."

While half of the underground area was being poured, a crew of steelworkers was rushing to put 20 more tons of re-bar in place by noon.

"It all depends on the equipment, if we have any breakdown, we will have to slow down," Misskelly said.

"There are so many chances for something to go wrong, so many dangers," Misskelly said.

Ready-Mix concrete trucks were moving through the construction site at the rate of one every 65 seconds and each carried 18 cubic yards of concrete in its big rotating hopper.

Grievance Committee Elections

Recording- Corresponding Secretary James "Red" Ivy has announced that in accordance with Local 3 By-Laws, Article X, Section 11, the election of Grievance Committee members will take place at the first regular quarterly district or sub-district meeting of 1985. The schedule of such meeting at which the Grievance Committee members will be elected is as follows:

January

15th Eureka: Engineers Bldg., 2806 Broadway
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24th San Francisco: Engineers Bldg., 474 Valencia St.
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21st Oakland: Teamsters Local #853, 8055 Collins Dr.
26th Sacramento: Laborers' Hall, 6545 Stockton Blvd.

March

6th Salt Lake City: Engineers Bldg., 1958 W.N. Temple
7th Reno: Musicians Hall, 124 West Taylor
14th Santa Rosa: Veterans Bldg., 1351 Maple St.
21st San Jose: Labor Temple, 2102 Almaden Rd.

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.