

Seasons Greetings from Local 3



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Semi-annual Meeting

Recording-Corresponding Secretary James "Red" Ivy has announced that the next semi-annual meeting of the membership will be held on Saturday, January 5, 1985 at 1:00 p.m. at the Seafarers International Union Auditorium, 350 Fremont Street, San Francisco, CA.



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 Jaquysh.

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 Misskelly 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," Misskelly said.

Pat Hennigan, a salesman, reported that by 8 a.m., about 2,000 cubic yards of the total 6,000 cubic yards to be poured was in place. 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)

Building Trades assail AGC non-union job list

AFL-CIO building and construction trades union representatives see a plan of the California chapter, Associated General Contractors, to help provide non-union workers for member companies without union contracts as a "union busting" tactic by the employers' organization.

Jerry P. Cremins, president of the State Building & Construction Trades Council and a California AFL-CIO vice president, this month said the proposed new "service" of the AGC is "clearly another attempt by anti-union employers to break unions by helping non-union contractors find workers who are willing to accept low wages and bad working conditions."

Not only does this hurt union workers, but it also hurts fair-minded AGC members who must compete with companies that hire cheap labor," Cremins said.

Initiating a job referral system to non-union employees will ultimately undermine the AGC's attempt to represent its

own member contractors," Local 3 Business Manager Tom Stapleton warned. "The purpose of the AGC is to act as a bargaining agent for its unionized contractors. How can the AGC claim to be representing the needs of its members if it continues to court the patronage of the open shop sector?"

A few AGC chapters around the country, including one in San Diego, have already started listing names of workers available for non-union jobs. The California chapter's proposed referral list, projected to start next spring, would be the first on a statewide basis and could be the most extensive.

Jim Clark, head of the San Diego District Council of Carpenters, criticized the California AGC plan and the one already in operation in San Diego, declaring, "The so-called referral system of non-union construction workers does a disservice, not a service, to all union workers and to their employers."

A representative of the California
(Continued on back page)

Big highway job scheduled for San Rafael

Construction of bus and carpool lanes will disrupt traffic for 18 months along five congested miles of Highway 101 in Marin County, the California Department of Transportation said this month.

The \$19.7 million project, which was approved by the Metropolitan Transportation Commission, involves ripping up Highway 101 north of San Rafael between North San Pedro Road at the Marin Civic Center and the Miller Creek interchange.

The freeway through the Terra Linda area now has three lanes in each direction and handles 140,000 vehicles a day.

Although efforts will be made to keep traffic flowing through the construction site, motorists will be inconvenienced, said Burch Bachtold, Caltrans director in San Francisco. Construction is scheduled to begin next spring.

In the first stage, new lanes will be constructed in the present shoulder area, freeing the existing center lanes. In the second phase, the old center lanes will be torn out and replaced with the new reserved lanes.

The new lanes will be reserved between 6 a.m. and 9 a.m. and from 3 p.m. to 6 p.m. for buses and automobiles and vans with at least three occupants.



The project will not do anything to unspool the rush hour jam on Highway 101 through San Rafael. Adding lanes there would require costly bridge construction, Bachtold said.

Highway 101 has two other sections of rush-hour reserved lanes in Marin County — a bus-only lane on the Waldo Grade between the Golden Gate Bridge and the south end of the Richardson Bay Bridge, and lanes for buses and carpools from the north end of the Richardson Bay Bridge to the Greenbrae interchange.



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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It's always good this time of year to stop for a moment, catch our breath and take a look at the road we have traveled on this past year, so that we can see where we have been and set a course for tomorrow.

Overall it has been a year where we have reaffirmed our strengths while recognizing that we still have a long way to go before we achieve the goals we ultimately desire.

On the plus side, Local 3 members generally enjoyed a very good year of employment. The work picture in the construction sector was strong and indications are that it will carry through 1985.

1984 was also the year the membership approved a new dues structure which allows for half dues during periods of extended unemployment, and ties the dues rate more closely with the wages earned. This new formula was the culmination of a great deal of research, effort and specially called meetings throughout the union's jurisdiction.

Judging by the overwhelming support of the membership, the new formula represents a much more fair and equitable system than the old one. On behalf of the Officers and Executive Board, I would like to express my deep appreciation for all the hard work done by the Bylaws Committee and for those members who took time out of a busy schedule to attend the special round of meetings.

As we look to the coming year, we are acutely aware of the challenges that face

our union. The construction industry employers have become increasingly militant in their efforts to weaken our collective bargaining strength.

The coming year will be a time when we must build our defenses and identify our weaknesses. We have already begun.

As you will find elsewhere in this issue, Local 3 has formed a coalition of other building trades unions and contractors designed to help enforce the prevailing wage laws on public works projects.

The growing problem of the "underground economy" in the construction industry has been one of increasing concern to us. Non-union and out-of-state contractors are out-bidding fair contractors on public works jobs by cheating on the wages they pay to their employees.

The trend is widespread and hurts both union members and fair contractors. Since we cannot seem to rely on Reagan and Deukmejian to enforce the law, we have formed our own monitoring program, called ACT (Against Cheating Taxpayers).

Monitors are put on jobsites suspected of prevailing wage violations, certified payrolls are obtained and complaints are filed with the proper enforcement agencies. The program was set up on an experimental basis in the Fresno area and is working out so well that we look forward to expanding it to other problem areas in 1985.

The fight against the underground

contractor will also be carried out in the halls of the legislature.

This year we 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:

- Require state and local agencies to establish a labor compliance program similar to what we have instituted in Fresno through ACT.
- Disqualify a contractor from bidding on a public works job for three years if the contractor wilfully violates prevailing wage laws.
- Increase penalties for failure to pay prevailing wages.
- Require posting information on the jobsite 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 wish each and every member and your families a joyful Christmas and may the New Year be a happy and healthy one.

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 sections 1700 through 1777.7 of the California Labor Code dealing with payment of prevailing wages and ap-

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 cranes have been very busy in the rental area but slow in general hoisting. I hope that next year the general hoisting work will improve as we have had a lot of men on the list for hydro cranes. Union Oil and Bechtel are going well and Shell is doing some work using PMI and Foley. This may pick up.

The maintenance work is a bear, as it is in most refineries. Non-union people are always present and this does change the climate in these plants. There have been problems with jurisdiction and manning, especially forks, welding machines and boom trucks. It seems everyone can run or service this work.

Dorresteyn looks forward to seeing a lot of freeway work in 1985 and the Hoffman freeway job is a good start.

prenticeship standards, reports prevailing wage Business Representative Chuck Center.

With the current Federal and State enforcement agencies being under staffed, it has become extremely profitable for the non-union (RAT) contractor to cheat off public works projects. Since President Reagan has been in office the Department of Labor enforcement and compliance staff has been reduced from around 550 to an estimated 240 people.

Business Manager Tom Stapleton, realizing the threat to the survival of our union contractor has made some very progressive moves in the enforcement of prevailing wages.

Choosing Fresno as the testing area for an experimental program Stapleton has, with the help of contractors in the area, been instrumental in forming the new enforcement weapon committee for ACT.

Against Cheating Taxpayers (ACT) is made up of five contractors in the area; Gentz Construction, American Paving, Haskell Construction, Kaweah Construction and W. M. Lyles Co. Joining these companies are leaders of Local #246 of the Plumbers, Local #294 of the Laborers and Operating Engineers Local Union #3.

Curt Thornton, President of W. M. Lyles Co., has been instrumental in organizing the contractors and the AGC. Stapleton has assigned Chuck

Center full time to work with the committee.

"Curt and I have been working hand in hand and we can already see some progress in the three short months that I've been down in Fresno," Center commented.

"By contacting agencies, putting monitors on the jobsites, requesting Certified Payroll and filing complaints with the enforcement agencies, contractors and other agencies, they have become aware of our presence. We have shown that this is a definite working tool in combating the cheater, the rat contractor who pays in cash, requires kick-backs, has no workmen's compensation, unemployment insurance, contractors license and misclassifies his workers on Certified Payrolls."

Other areas have expressed excited interest from union contractors who are aware of what is happening in Fresno. Meetings have been held with Wendell Reed of George Reed, Inc. and Ray Helmick, the District Representative of Stockton and will soon be expanding to the Stockton-Modesto area.

The union and contractors have realized that the only way they can survive is working together to combat the unscrupulous rat contractor who is doing substandard work and cheating workers. The ultimate goal is to have a well organized program stretching from Fresno to the Oregon border.

Instructors Needed

Rancho Murieta Training Center has the following job openings for Operating Engineers looking for a challenge. Only those who have a deep interest in training need apply.

1 Crane instructor (tower crane and conventional)

1 Lube engineer instructor

Must have high school diploma or the equivalent, have a minimum of six years experience in the appropriate classification and the ability to work as a "team player" with staff, and to communicate with the trainees.

Individuals hired will have to attend school for three hours one night each week for 20 weeks, in order to obtain a community college limited service credential.

Job duties includes but are not limited to, developing curricula, instructing, and group presentations.

To obtain application contact Paul Headings, Administrator, either by phone or in writing:

Paul Headings, Administrator
Operating Engineers J.A.C.
7388 Murieta Drive
Rancho Murieta, CA 95683
(916) 354-2029

Carpenters make union-busting costly

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

Ponderosa, which builds about 1,000 high-priced 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 dealt directly with subcontractors and no longer hired any carpenter employees it did not have to renegotiate an agreement.

1984 pay gains average 4.2%

Nearly three-fourths of 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 — settlements 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 so far this year was a modest 2.5 percent. The average annual increase over the term of the pacts 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 nine-tenths 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.

The union took a close look at the tie-in between Ponderosa and Aetna, and concluded that since the insurance firm was a major manager of union pension funds across the country it could exert some leverage by boycotting the parent organization.

Working with the Bay Counties District Council of the Carpenters, the Conference Board persuaded other building trades unions to pull out their pension and health and welfare money from Aetna's coffers. Altogether, an estimated \$600,000 in union funds deposited with Aetna were moved away from the company.

"The long term financial problems that that could mean put Aetna in the right frame of mind to negotiate," said Ed Durkin, the union's special program coordinator, and the result was a three-year agreement.

"It is an example of a positive thing that can be done by unions," Durkin said.

Under the new contract, Ponderosa agreed to the terms negotiated between the Carpenters and other California home builders governing wages, benefits and working conditions.

More importantly, Ponderosa agreed that all carpenter subcontracting would be done with union workers.

Durkin said that the union's call for help met with overwhelming cooperation within the building trades across the country.

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 a Nov. 13 decision, the court denied the commuter line's request for immediate, interim relief from its agreement



Springsteen's helping hand—Rock Star Bruce Springsteen, who donated \$10,000 last month to Steelworkers Local 1845 in Maywood, CA signed autographs at the local's hall. Thousands of USWA members have been unemployed since 1982 when Bethlehem Steel Corp. closed its Vernon plant.

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.

The court held that Wright failed to show that "the relief sought is essential to the continuation of its business or that irreparable damage to the debtor-in-possession will result if the relief is not granted."

The bankruptcy law reforms were passed in the wake of the Supreme Court's *Bildisco* decision and the ongoing Continental Airlines strike. The *Bildisco* decision allowed management to unilaterally abrogate a labor contract without a judge's ruling. Continental filed for bankruptcy, then immediately and unilaterally abrogated its labor contracts.



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 cress-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 Asbury who supervise the programs, both of the AFL-CIO Department of Organization and Field Services.



By HAROLD HUSTON, President

A Personal Note From The President's Pen

The 30th Annual Educational Conference was held at Orlando, Florida in November. If I were asked what the main theme of the Conference was, I would say it had been "Health Care Cost Containment." The challenge 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 \$42 billion. The cost has increased an average of 12% annually since then, and 17 years later in 1982, the nation's health care cost \$322 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 \$360 billion. Many are predicting 25 — 35% increases in medical care costs for 1984. It has been estimated that health care will cost \$438 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.

Physician's services account for nineteen cents of all those health care dollars. This pays for services and supplies in doctors' offices, physicians' services in hospitals, and lab tests 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. Rising costs have hit doctors and hospitals as hard as everyone else. Medical supplies, in some cases, have doubled or tripled over the past few years. Utilities have gone up in cost. Salaries of 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 15.1%) 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. Don't drink too much.

If you do 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 offices. Use good judgment — but wait if possible.
- If you have to go to the hospital, cooperate with your doctor in keeping your stay 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 Lassiter 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 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, however, the overwhelming majority of the \$430 million will benefit state and local government entities outside the county. While the monies 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 \$23 million, will take 580 over South Virginia St. and McCarren 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 \$5.8 million project on S.R. 225 in Elko County, 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



Business Agent Ed Jones submitted these photos of the R.L. Helms Mining and Stripping Project near Virginia City, Nevada. Operating the 245 Cat Hoe with shovel bucket is Henry Sisemore with oiler Bill McMaster.

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 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 operating and responsibility for cleanup and law enforcement.

Current consensus is that activities will be limited.

The Bureau of Reclamation bought 450 acres of ranch land to construct San Justo Reservoir. It also has 120 acres in permanent easement around the lake.

Bill Hart, the bureau's project engineer, said work must be completed in 28 months. But he said he expects little will be done this winter.

"One unusual aspect of the project is that 42 acres of plastic membrane will be inserted in an area (of the reservoir bottom) where we anticipate leakage because of porous soil," Hart said.

He added that the dam, located near the Teledyne ordnance plant on Union Road, will contain instruments to

measure earth movement, water pressure and leakage. The dam site is less than two miles from the San Andreas fault.

When the dam is done in mid-1987, the reservoir it forms will be ready for the Sacramento Delta water that will arrive for San Benito and Santa Clara counties about a year later.

After leaving San Luis Reservoir near Los Banos, the water will be carried by gravity through a tunnel to a point near Casa de Fruta on Pacheco Highway. From there, one pipeline will take water to Santa Clara County, the other to San Justo Reservoir.

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 in cash. Proceeds 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 property in the project area, and from \$414 to \$2,000 for homes and attendant acreage. A typical assessment will be about \$1,012 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 last July.

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 starts on BART project

Walnut Creek — Construction has begun on the first phase of the projected \$90 million Urban West, bordering Walnut Creek in the Bay Area's burgeoning Contra Costa County. According to project manager Steve Ryland of developer Urban West Communities, the 10-acre, 500,000 square foot office center will be one of the most impressive business parks on the I-680 corridor.

The Contra Costa County Planning Department's Pleasant Hill BART Station Specific Plan calls for development of over three million square feet of commercial space. 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 be comprised of four major office buildings focused around a central plaza in a campus type setting. General contractor is Carl N. Swenson of San Jose.

Construction begins on SF highrise

San Francisco — Construction began this month on 90 New Montgomery Street, a brand new office structure on a two-block throughfare 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 140,000 sq. ft. of space offering up to 8,700 sq. ft. 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.



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 venture and lease of a 22-story, 400,000 sq. ft. office tower with the Fox Group, which will occupy up to 200,000 sq. ft.

Corte Madera mall to be renovated

The 25-year old Corte Madera Shopping Center in Marin County will undergo a \$23 million renovation and expansion. According to project designer John Field of Field/Gruzen Associated Architects in San Francisco, the center's rejuvenation will double its existing space and include a new 5-story office building. Plans call for the complete remodeling of the project's three existing buildings, the addition of mall areas, expanded traffic access and improved pedestrian walkways.

The Corte Madera Planning Commission recently gave the design its preliminary approvals. Construction is expected to start in December with completion slated for November, 1985.

in the pivotal 400,000 sq. ft. building to be construction by Rudolph & Sletten Inc., Mountain View-based general contractor.

Members of the Fox Group are Fox & Carskadon Financial Corp., Century Investor, Fox Mortgage Investors, Fox Capital Corp. and Fox & Carskadon Management Corp.

"The joint venture with the Fox Group is of major significance, not only because of its size as a real estate transaction, but also because it allows us to greatly accelerate development of the project," states Bill Cutler, vice president-development, Northern California, for TDC. "As the tallest building between San Francisco and Los Angeles, the building will kick-off what is destined to become a land-mark on the peninsula in the area's newest metropolitan development — Metro Center."

Positioned at the hub of the Peninsula in Foster City, Metro Center will be located immediately south of Highway 92 between the San Mateo Bridge and Highway 101.

The architect's ultimate design plan consists of 1.4 million square feet of offices, 200,000 square feet to retail space, 570 residential units and two hotels. "Metro Center promises to be an architectural showcase,



Credit Union

10% Continues — You'll be earning 10% per annum again on your share savings account guaranteed through June 30, 1985.

No better — You probably won't find another savings account paying that high of rate guaranteed for that long of time... especially when you take in all the other benefits listed immediately below.

Day-in, day-out — You earn dividends on your savings dollars from the day you deposit them to the day you withdraw them. You don't lose any earnings on your savings for withdrawing before the end of an earnings period. Your dividends are paid on January 1 and July 1 of each year so you should have an open account as of December 31 and June 30 to be paid your dividends. Your account is open as long as you have \$100 or more on deposit.

Life insurance — Insurable members can earn up to \$2,000 life insurance on their share savings accounts at no additional charge to them. The amount you earn depends on your age and health at the time you make your deposits.

More than \$100,000 — Every dollar of your Credit Union savings are insured by the National Deposit Guaranty Corporation (NDGC). There's no dollar limit on the coverage. That means you can have more than \$100,000 in a single account and be assured to its safety.

Reserves — Your Credit Union has never relied just on insurance to protect your savings. It has taken extra steps as a matter of sound financial management to build up strong reserves and retained earnings. These reserves give your Credit Union strength and viability and serve to keep your confidence in it as a savings institution.

11.626% on IRAs — The 11% per-annum, compounded daily for an effective yield of 11.626%, continues on existing IRAs. That rate's effective from January 1 through June 30, 1985. It's also the rate you're earning now if you have your IRA opened at the Credit Union.

If you don't have an IRA at your Credit Union, open one now. Call or write for an application. You have until April 15, 1985 to open an IRA for the 1984 tax year... but waiting causes you to lose money in tax-deferred dividends.

Loans to buy homes — You can borrow money from your Credit Union to buy your home. You can finance up to 80% of the purchase price. Repayment term depends on the amount you borrow. Best of all, you'll have a fixed-rate loan, not an adjustable one. You'll be able to count on your payments staying the same for the life of your loan... and there's no prepayment penalties either.

History made — Your Credit Union just crossed \$100 million in assets for the first time in its history. It's a milestone and shows the strong support of its members. Growth in recent years has been remarkable.

Your Credit Union is the only financial institution in business just to serve members of Local Union No. 3 and their family members.

Coalition proposes gas tax increase

By John McMahon

Californians for Better Transportation, a coalition of transportation interests throughout the state, called for an increase in gasoline taxes to help save California's rapidly deteriorating streets and roads. The legislative proposal came at the Third Annual membership meeting held in San Diego last month.

Originally formed in 1981 as an ad hoc coalition created to support a single piece of legislation, CBT has grown into a permanent organization with substantial impact on statewide transportation issues. CBT currently has over 150 members representing major corporations, organized labor, and local governments.

Coming on the heels of several statewide studies, both publicly and privately funded, which indicate a staggering shortage of funds for local street and road maintenance, CBT called for legislation in 1985 increasing the state gasoline tax in order to halt the decline of California's transportation system and provide the new facilities necessary to support economic growth.

The main ingredient in the proposal is a seven cents per gallon increase to finance the maintenance and rehabilitation of local streets and roads. This would raise \$787.5 million annually and \$3.9 billion over five years. The increased revenues would meet the annual requirements identified in a joint Caltrans-local government study of street and road maintenance and rehabilitation needs.

To finance long term financial growth and stability for the street, road and highway transportation system, CBT proposes a one-half percent surtax on the retail sales price of automobiles and automotive related goods. This is estimated to raise over \$1.08 billion over a five year period. Initially, these funds would be dedicated to the rehabilitation and construction of new highways not part of the Interstate Highway system.

Also recommended is a \$200 million state bond issue to finance new local arterials required to accommodate new housing developments. Money raised through this method would pay for 50 per cent of the costs of such projects, the remainder to come from local sources, including special assessments and development fees. This portion of the program would pro-

vide \$400 million in new street and road facilities in the growing areas of California.

Earlier in the year, Governor Deukmejian's Infrastructure Review Task Force reported that California faces a shortage over ten years, of more than \$28 billion in transportation revenues. This shortage included \$15.1 billion for state highways, \$4.1 billion for local streets and roads, \$8.9 billion for both bus and rail elements of the public transit system.

"...nearly two-thirds of city maintained streets in 112 California cities are sub-standard and urgently need repair."

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 sub-standard and urgently need repair. TRIP is a non-profit agency which researches, evaluates and distributes economic and technical data on transportation issues.

The TRIP study called for an eight year renewal program averaging \$223 million a year. By comparison, the 112 surveyed cities will spend an estimated \$131 million 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 \$99.2 million in payroll, return \$15.4 million in state and federal income taxes and produce \$124.1 million in corporate spending. Eliminating ruts, bumps, and broken pavement would reduce traffic accidents, driving time,

fuel consumption and vehicle wear.

In a survey conducted two years ago, it was determined that substandard roads were costing residents \$348 million in extra maintenance (brakes, suspension systems, tire replacements) and wasting 828 million gallons of fuel, often because of delays and congestion. In before-and-after analyses of traffic accident rates on resurfaced roads, there has been 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 two 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 Maltester, 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" shaped is \$125,000 per mile.

But because of inadequate revenues, most roads do not get resurfaced until it is too late. Orange County officials have estimated that rather than resurface or repair streets every thirteen years as they should, they are resurfacing every 66 years instead. Officials in the City of Oakland have estimated that certain streets which were resurfaced in the past two years will not see a new layer of pavement for 200 years.

HONORARY MEMBERS

At its meeting on November 18, 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.
Ray Black	0572622
Russel E. Blackett	0342525
Bert Butterfield	0232961
Leroy Calhoun	0544203
George Cleek	0399504
R. E. Dresser	0461100
Edward S. Garlick	0463873
Henry A. Halbach, Sr.	0309718
Jack R. Harris	0608006
Carl F. Loescher	0615228
Oscar A. Lolax	0524683
George Morcel	0630718
Clayton H. Morris	0569519
William J. Pastorelli	0605111
Louis Rainey	0630725
Frank F. Stimac	0408944

LOOK for the union label.

If union Santas don't look for a gift with the union label, who will?

INT'L. LADIES GARMENT WORKERS UNION, AFL-CIO

RMTC 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 truck load of parts. It is the goal of the new H.D.R. program at RMTC 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, journeymen, dealers 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 RMTC 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 RMTC courses in hydraulics, electrical, power trains, engine rebuild, welding, etc. all emphasize the basics.

Frequent testing is designed to measure the trainee'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 are you going to repair it? Why did it happen? How can it be prevented from happening again?

Training aids such as engines, hydraulic and electrical components, transmissions, ect. are always needed for training at the Ranch. This year a new spirit of cooperation by the contractors, and dealers is apparent by the many valuable components and field trips that have been donated.

Much of what has been accomplished this year would not have been possible without their assistance. Our thanks



More than books, manuals, homework

Mechanics are hand-on people, and the new direction of the H.D.R. program hasn't overlooked that fact. This year a power-shift transmission was diagnosed, dismantled, and repaired. A D-9 engine was also completely overhauled by trainees.

A hydraulic demonstrator (pictured above) was needed to illustrate the theory of hydraulics and leverage. The students built a demonstrator that is capable of lifting 3,600 lbs.

An engine stand capable of supporting and rotating a 7,000-lb. D-9 engine? No problem for the H.D.R. apprentices. Pictured at right are trainees Al Aguilera and Jerry Lusk with the stand in the background.

These are just two examples of the training aids built through the efforts of this year's trainees.



and appreciation to: Oliver de Silva, Hayward; Teichert Construction and Aggregates, Sacramento; Morgan Equipment, Sacramento; Bert Lovell Welding Supply, Sacramento; Conco Pumping, Concord; Wolin 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 trainee coming to the ranch. The new program is seeing a new attitude in the trainees. 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 come to a grinding halt, a victim of wear and tear, and Murphy's Law. This year's H.D.R. apprentices will keep the iron in the dirt in the future.

Changes bring better teaching

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 Murietta began the 1984 training year determined to make drastic changes in the program. These changes have touched every aspect of life at the "Ranch" from the basic curriculum all the way to the manner in which people are treated in the cafeteria. 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 . . . The quality of training . . . the increase in number of seat time hours are distinct improvements."

• "... big step in the right direction . . . a vast change from my previous experience . . . I left feeling 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 equipment, 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 high hours, the fund is taking in a little more than it needs right now to provide its benefit package. The cost of health care continues to increase. Let's look at the rising cost of your health and welfare benefits:

1979	\$19,276,000
1980	21,174,284
1981	28,183,574
1982	26,572,776
1983	27,311,901
1984	29,542,405

Figures are for May through April of each year.

The Plan paid over 232,000 claims during the most recent year. That's almost 20 claims a year for each Operating Engineers family.

What can be done?

As we said earlier, the California Health and Welfare Plan like all of Local 3's plans is in very good financial condition. You have made it so by increasing the contribution rate to the plans whenever necessary over the 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. When 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 whether some 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 some-times called a surgi-center where charges are often less. Many times this will avoid costly hospitalization.

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

- Shop around for prescription medication. 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 form, ask him to indicate on the form if generic drugs are acceptable. Your doctor and pharmacist are both good sources of information on medication.

These 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 with 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 onto others.

What will we be doing?

During 1985 your Board of Trustees will be studying programs to hold down medical care costs. At meeting during 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.**

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 2:00 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

Fringe Benefit Forum

By Don Jones,
Director of
Fringe Benefits



We are continuing our series of articles of special interest to each geographical and age group in Local 3 on this Fringe Benefit page. As we near the end of 1984 and get ready to start 1985, we will look back at one year and forward to the next.

Retiree Association meetings

This page includes the schedule for the winter retiree association meeting. When retirees and their wives gather with their union officers and the staffs of the Credit Union, Fringe Benefit Center and the Trust Funds, there is always a huge turnout. We always have refreshments and most importantly, a healthy exchange of information about the benefits available through your union and in the community. Retirees and their wives re-establish lost contacts and make new friends. Plans are made for special functions to be held through-

out the year. Much of the success of out retiree associations is due to the hard work of the association chairmen. I want to extend my personal thanks and that of Local 3 to each of the chairmen. Here are their names.

Retiree Association Chairmen

Jess Parsons	Oakland/Hayward
Charlie Hansen	Concord
Butch Lafferty	Stockton
Pete Ekberg	Eureka
Merle Shellenbarger	Oroville/Marysville
Art Lance	Fresno
Fred Crandall	Redding
Bud Dalton	Auburn
Ernie Sutton	Sacramento
Harley Davidson	Watsonville
Al Perry	San Jose
Jim Grant	Santa Rosa
Sid Turner	Reno
Henry Willesen	Salt Lake City
Yoshio Azuma	Hawaii

Seasons greetings to members of Local 3

The staff of your Fringe Benefit Center want to extend to 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 mailing describes a program for holding medical costs down. The program so far has been successful.

Why control costs?

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

Why a second opinion before surgery?

Hospitalization is the most expensive part of the health care bill. If we 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 the Fund.

The list of surgeries in the brochure are the ones which are often unnecessary. 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, but we suggest you obtain the second opinion and then make your own decision.

Will my doctor care if I get another 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 give a second opinion. It is suggested you discuss second opinions with your own physician.

Out-patient surgery

If you are going to have some types of minor surgery, you can often go to a surgical center rather than the hospital. Discuss this with your physician. It 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 there is any risk before deliveries 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, Surveyors 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 now, 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.

These two items have been our strength in fighting off non-signatory competition today. It was the foresite of both Union and Management that created the trained workforce 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 that wanted to improve their skills. It was these journeymen that helped create the curricula that is being used today. Many gave their time and experience so that others may learn. Today that trained workforce 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 Apprentive program has taken on a new meaning and has become one method of bringing minorities into the work force and it became a primary function of the NCSJAC.

The NCSJAC is now trying to change the Surveyor Apprentice Program into

a two fold primary purpose, first to train and introduce minorities into the workforce and second, to train and upgrade the knowledge of the Journeyman.

During 1984 some of those changes occurred and many journeymen took advantage of the training that was offered. This coming year it is our goal to bring more journeymen into the training picture and hold as many classes in those areas of training that will help todays surveyor become more knowledgeable and more competitive than ever.

The need to be the best has never been more important than today and tomorrow. If there is to be a tomorrow it will have to be a trained tomorrow with a job placement center that will give Employers the advantage they need to compete against cheap untrained labor.

In meetings with Apprentice programs covering the 50 states and Canada we have found token programs in New York and New Jersey and the state of Washington, which are using our material, however no registered programs are elsewhere. Other areas across the nation have expressed a desire to start their own program and have met with both Local #3 and Local #12 because of our history in the training of surveyors.

If other programs are started in other states, it will be many years before they will achieve any workforce as well trained as in California. We can be proud of this fact — but not over confident. We must expand our program to as many persons as possible in order to stay abreast of the changing times.

We need your support in attending the courses offered and in creating new courses that you feel are necessary. Contact our office for information on courses available or with suggestions on



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

interested in this new course developed in Southern California and purchased for our use.

At the beginning of 1984 experienced Apprentices were almost nonexistent with two fourth period Apprentices and two third periods. The only periods of Apprenticeship that may work on a two man crew. The demand was high and almost three times as many dispatches were made this year.

As most were first or second period Apprentices the Party Chiefs were hard pressed to keep their production up with the training of new hands. We thank all of you that did just that and now in 1985 a broader selection of first through fourth step Apprentices will be ready. The bad times we had in 1981 and 1982 are behind us and a normal situation exists.

Excellence in training has been the keynote for the year and great strides have been made in that direction. Our overall goals have some ways to go as hands on training is not yet available and is a consideration we are making. The time, place and money is not there but the need is recognized.

Lectures and demonstrations of new methods and equipment is another consideration of the NCSJAC. In the coming year we hope some can be accomplished towards a more rounded training program. All of these plans mean changes in personnel and some Saturday workshops that are hard to work into the tight schedules you have in the summer when work is plentiful.

We are considering all of these additions to your training and will inform you when or if they come about.

The holidays are here again and everyone with the NCSJAC wish all of you very happy and prosperous Christmas and New Year.

a new course you feel necessary.

Class attendance has been good in all phases of Apprenticeship and the journeyman training classes offered. The HP41CV was well received and can continue if enough applicants apply. The slope staking, grade checking course has been very popular also. The heavy construction plan reading course got off to a late start but was recently started in Sacramento and Lafayette.

They are doing well except that Lafayette is small in size and more response is requested from Party Chief's

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 ... an atmosphere of dedication ..."
- "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 received in the past. This was achieved through aggressive equipment maintenance, the acquisition of additional equipment and rigid scheduling of trainees to the Center.

Seat time is only part of the reason that 84's trainees have shown great improvements in their operating. The instructors have greater expectations of their students than ever before. Each course has been reorganized and the instructor tests every student for minimum proficiency on a task basic to the equipment. The students responded again by learning more.

Construction equipment is anything but quiet so even the more imaginative instructor was frustrated when 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.

Of all the changes big and small, probably the most significant is one of attitude. The whole team at Rancho Murieta is rededicated to training skilled operators and mechanics, and a professional atmosphere has permeated the Ranch. The instructors are serious about teaching and the students are serious about learning. With the kind of soul searching and well thought out change we've seen this year, it will be a long time before there will be any Edsels conceived at RMTc.



Pipeline job on the Big Island

Work is proceeding on schedule for Ise Moto Construction Company's Napoopoo 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.

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.

Dirt jobs are down

Rains have come to Santa Rosa

"The rains have come and the 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 some 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 producing salmon and steelhead even better than the Department of Fish and Game anticipated. They say that it takes about 5 years before the fish will be adult size, so don't get out the fishing gear yet, but it's looking good. The Army Corps of Engineers would like to go ahead with the access roads and campgrounds, but there are problems with the funding. The boat ramp is near completion so we do have some pluses.

Talking to Curly Martin, foreman for Don Dowd Co., he said that they have had more work this year than they have ever had. Jim Haliway, foreman for Argonaut, says the same thing for that company. Most of the local Contractors report they have had one of their best years ever. "Let's all hope next year is as busy as this one has been," Smith commented.

Business Agent Bill Burns reports that work in District 10 has been relatively good this year with HUD letting a lot of jobs for sewer lines and housing for the elderly and in low income areas of Santa Rosa.

The City of Santa Rosa has also let several road improvement jobs as well as sewer pond repairs.

Sonoma County Parks and Recrea-

tion have allocated about \$8 million for Spud Point Marina in Bodega Bay of which Coast Marine has a \$4.5 million contract to put in boat docking facilities for commercial fishing vessels and do some work on the jetty.

Don Dowd Company also has a \$1.1 million road relocation and parking lot a Spud Point under the supervision of Brother Ray Cathey.

Brutoco is winding down on their job in Valley Ford trying to get it paved and winterized before the really hard rains come in to stay for the winter.

Piombo 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 Geysers. 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.

Brother Bob Stoddard reports that Kiewit Pacific is winding up their contract 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 slow-down 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 rained-out, there are a couple of big commercial sites which will continue to provide 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. Rudolph and Sletten is general on 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. This is especially gratifying since this project received strong opposition from the "no-growthers" during the public hearing phase in 1981 and 1982. In response, lot of 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 its 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)

Is alcohol or drug use causing you or your family embarrassment or guilt?

Alcohol or drugs most commonly used or abused:

Beer, Wine, hard liquor, prescription drugs, street drugs and recreational drugs.

Does the use of any of the above help you to cope with life problems?

Does it really help or does it create greater problems?

There are those of us who found this to be true. We are willing to help you or your family.

If you have a question please call.

All inquiries are handled with strict confidentiality.

Operating Engineers Local Union No. 3
Nate Davidson, Director
Alcoholism Recovery Program
474 Valencia Street
San Francisco, California 94103
(415) 431-1568
A.R.P. 24 hour "Hotline": (415) 621-0796



OPED 3 APR-CIO (3) 3-84 97

Swap Shop: Free Want Ads for Engineers

FOR TRADE: OWNER WILL TRADE EQUITY in 5-yr old Sacramento home FHA assumable loan for truck & trailer or 5th whl approx. 24 ft. Jim Stanhope, 3124 Greenwood Ave., Sacramento CA 95821. Ph. 916/482-1969. Reg. #1058503. 11/84

FOR SALE: 68 MUSTANG B. Pow. brakes, strg. New tires. Top shape, spotless. \$3,000. 68 Jeep Comando. Reblt V6 mot. New front end, trans, brakes, drums. \$2,300. Manuel Romero, 1885 E. Bayshore Rd #5, Palo Alto CA 94303. Ph. 415/326-4218. Reg. #0310699. 11/84

FOR SALE: TWO 6.6 ACRE RECREATIONAL PLOTS, Accord Lake (near Sallina). Gd fishing, hunting. Accessible year round. \$6,200 one plot and/or \$6800 for other. Verl Keisel, Castle Dale UT 84513. Ph. 381-2532. Reg. #0971417. 11/84

FOR SALE: 1975 FORD RANGER 250 w/shell. 25' tr, new paint, very clean. Self-cont. rear bathrm. \$4000 each or \$8000 both. Aldo Poretti, Fremont CA. Ph. 415/793-1222 aft. 5 pm. Reg. #595155. 11/84

FOR SALE: 5+-ACRES, 3 mi. from dwtwn. Remodeled 3 BR farm hs. Inground pool, spa, lighted deck. 7-stall barn, lg workshp, chicken hs, pasture barn. Fenced, x-fenced w/chain link. \$292,000. Michael Dudney, 5143 Tesla Rd, Livermore CA 94550. Ph. 415/443-5695, 828-8700. Reg. #1697151. 11/84

FOR SALE: TWO ROCK RIPPERS D4, D6 two for \$900. One level, tripod & rod \$300. One P.U. tool box \$50. David L. Johnson, 41841 Rd. 144, Orosi CA. Ph. 209/665-1556. Reg. #1229853. 11/84

FOR SALE: HOSPITAL BED/MATTRESS, no rails, manually operated. \$180. James Fagundes, 18501 Bollinger Canyon, San Ramon CA 94583. Ph. 415/837-6212. Reg. #1027821. 11/84

FOR SALE: ATECO CARRYALL 6 YD \$5,000. Atlas drag scraper 12' \$2,000. 8' brush rake for D4, D6 \$500. Asst'd ripper shanks ea \$100. David L. Johnson, 41841 Rd. 144, Orosi CA Ph 209/665-1556. Reg. #1229853. 11/84

FOR SALE: POMERANIAN PUPPIES and older dogs. Two "woops" litters due. Purebred, no papers. Fred Ph Christie, Reno. Ph. 702/677-1049. 0994064. 11/84

FOR SALE: 1979 VACATIONER SQUIRE 8 1/2' overhd camper. Exc. cond. Hardly used. \$2800. Virgil Lindner, 9190 Schmuckley Dr #9, Sacramento CA 95826. Ph. 916/369-2405. Reg. #1148345. 11/84

FOR SALE: 1980 FORD ONE TON PICKUP. Clean, low mileage, w/attachment & 5th whl tr. Nice & roomy. Both for \$15,000. J. Bashom, Pittsburg CA. Ph. 415/439-9056 or 209/786-2242. Reg. #0413422. 11/84

FOR SALE: 5808 CASE BACKHOE 1975, \$14,000. 1966 Ford one ton util. bx \$2,000. 3-axle backhoe tr \$2,195. Take all for \$16,500. W. L. Maddox, 17311 S. Mercy Sp, Los Banos CA 93635. Ph. 209/826-0684. Reg. 1043556. 11/84

Santa Rosa

(Continued from page 10)

Darell Steele reports that as the 1984 season draws to a close, so does a majority of the work, leaving a number of rain soaked jobs incomplete 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 Frazier Construction on D.W.R. Bottle Rock Site, Sterns and Rogers and P.G. & E. Unit 20, Reactor and Control and P.G. & E. Unit 16, Fruin and Colnon at N.C.P.A. 3, and Townsend and Bottum on D.W.R. South Geysers. These jobs will continue throughout the winter providing there isn't a steady downpour creating unsafe conditions.

Swernerton & Wallberg and Underground Construction will be working in between showers this winter as they both have contracted various steam supply lines to these power plants. And if Valley Engineering continues picking up time and materials work from Union Oil they could also work through the winter. "All in all this should mean jobs for approximately 20 of our brothers during the bad weather at the Geysers. I would like to take this opportunity to wish all of you and your families a very happy holiday season," Steele said.

FOR SALE: CEMENT MORTAR LINING equip. 5 pipelining machines, one lining winch, one grout pump, 2" grout hose, other misc. equip. \$30,000. J. W. Thompson, P.O. Box 544, Montague CA 96064. Ph. 916/842-3384. Reg. #491027. 11/84

FOR SALE: VIBRATOR PLATE COMPACTOR. Ingersol Rand BP 9, used 50 hrs \$1,000. R. Poe, P.O. Box 148, Redwood Valley CA 95470. Ph. 707/485-8265. Reg. #360700. 11/84

FOR SALE: 77' GMC ONE TON P.U. Loaded, 2-20 gal. gas tnks & 100 gal. aux. tnk. 76" 22 ft. 5th whl 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: USED TIRES 14", some half down \$5 to \$10 ea. Trk tires 8:25x20, 9:00x20, 10:00x20 \$10 and up. Electric motors \$12.50 & up. Auto. GE dishwasher \$50. Phn Mate Ans. Svc \$75. elec. adding machine \$25. lawnmower \$10, Kenmore auto. washing machine \$40. Leslie E. Mulhair, 97 Southridge Way, Daly City CA 94014. Ph. 415/333-9006. Reg. #154371. 11/84

FOR SALE: CUMMINGS V555 late model trk block & all parts for the short block except crankshaft. Pump for 580 Case backhoe, 1/2 price. Front end bucket for 933 Catloader \$150, b/o. Walking beams for Eaton Hendrickson \$75 ea. Intl. 13" pressure plate & disk new \$25. Leslie E. Mulhair, 97 Southridge Way, Daly City CA 94014. Ph. 415/333-9006. Reg. #154371. 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, wood stove. \$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 whl tr, 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 Sharp, 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 Sheppard, Fremont CA. Ph. 415/490-0313 or 359-4174. Reg. #1006715. 12/84

FOR SALE: MERCHANDISE, COUNTER TOP SHOW CASES, bargain prices. Mint Elvis music box decafter 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-TON MOTOR HOIST cable winch 3/4x5" angle iron construction 9' high. Iron whls, with 5/16" cable. \$500. One piece 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 HYDRAULIC PRESS 4" hvy channel iron constr. 2' wide 4' high on small wls, w/out jack. \$400. One old horizontal 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. GASOLINE ENG. 1 1/2 HP closed flywheels 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

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.

Season's Greetings from Ceres office

Seasons greetings from the Ceres Staff: Joyce Skeen, Office Manager, Bill Reeves, Public Employees Representative, Norby Flanagan, Coordinator, Dave Coburn, Organizer, Bob Sheffield, Organizer and Gerald Steele, Construction Business Representative, recently returned to Ceres from the Bay Area.

"This holiday season finds us with some winter work in our area," Steele reports. Thompson-Hysell is doing all the survey work on the two sections of Oakdale Irrigation District's project being done by Hood Corporation and C.F.B.

These two companies employing 25-35 members will be working right straight through the winter months as they have a deadline of March 18th, 1985 for completion. A lot of dozer and backhoe work plus pre-cast pipe installation and some cast-in-place pipe installation completes the picture of this work scene.

Dyn Construction will also be working through the winter months utilizing 16-20 Brother Engineers on the sewer plant and outfall line.

Brutoco Construction is still working on the Keyes Bypass as dirt is available for the project. The project has been delayed repeatedly due to the unavailability of acceptable dirt in the area.

As of the writing of this article, Genstar is completing the paving work in the widening and resurfacing of Scenic Avenue.

Personal Notes

Ceres: Our deepest sympathy goes out to the families of recently departed Brother Operating engineers: Orville Unruh, Robert Hanna, L. W. Minnis, Roland Ledin, Wallace Nelson, Harry Ramsey and Lee Schuler. Also our sincere condolences to Brother Lynn D. Ensworth in the loss of his wife, Bonnie.

Fresno: We extend our heartfelt sympathy to the family and friends of our members who have recently passed on: Ray Schultz, Honorary Member, died 10/7/84; Robert Morss, son of F. G. Morss, died 10/13/84; Guy Branson, retiree, died 10/8/84; E. D. Carr died 10/31/84; Lola Dill, wife of James Dill, died 10/26/84; Tamara Fink, daughter of Ken Fink, died 11/6/84.

Reno: Congratulations to Mickey & Linda Zimmerman on the birth of their son, Joshua on October 6th, and Merle & Catherine Brandon, on the birth of the daughter, Anna Elise, on November 5th.

And a special congratulations to our dispatcher "Coop" and his wife Gretchen on their newest addition to the family. Sonny Crockett Cooper was born on November 14th, and we all expect that he will be the apple of his daddy's eye.

Sacramento: We would like to express our sympathies to the families and friends of departed Brothers Robert Black, William Briggs, Richard H. Davies, Ellsworth Evans, William Jarvis, Harry Powning, Fred Robbins, Lee Roberts, and Amos Smith.

Our sincerest condolences go to Brother Clarence Facha on the death of his wife Muriel and to Brother Emmett Falconer on the death of his wife Lillian.

Santa Rosa: Congratulations to these families with recent arrivals: Chris Jones and wife, Terri had a little girl. They have named her Nicole. Bill Burns and wife, Vikki had a baby boy. They have named him Adam.

Congratulations to Business Rep. Rob Wise and wife Sharon. They are the proud parents of a baby boy, Ted.

Congratulations to *Engineers News* Managing Editor Jim Earp and wife, Sue on the most recent addition to their family, a son they have named Daniel.

Congratulation to Greg and D'Lorah Gunheim on the birth of their new daughter, Grace, born August 31st.

Deepest regards to Brother Glenn Gourley and family on the recent loss of their son.

Redding: Our heartfelt sympathy to the family and many friends of Brother Ray Black who expired this month after a long illness. Brother Black was retired from Local #3.

Our condolences are extended to the family and many friends of Brother Jesse Benneau. Brother Benneau was a member of Local #3, for many years, in fact one of the first pensioners in the Redding area.

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.
- 17th **Gridley:** HTA Hall Washington & Norman Sts.
- 24th **San Francisco:** Engineers Bldg., 474 Valencia St.
- 29th **Honolulu:** Kalihi Waena School, 1240 Gulick Ave.
- 30th **Hilo:** Kapiolani 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:** Laborer's 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.

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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Dear Credit Union:
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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. _____

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



Building Trades attack AGC plan

(Continued from page 1)

AGC acknowledged most construction industry unions in the state have made "significant concessions" to remain competitive with non-union companies.

However, Cremins charges that no matter how many cuts union workers accept in wages and fringe benefits, "employers will always want more cuts so they can pocket for themselves the money they can keep from their workers."

Richard Munn, executive director of the California contractors' group, acknowledged that "there is no way that the referral system can assure employers of the services of a skilled, readily available, stable work force like the one they get through the unions."

Non-union firms, he explained, must operate in a "real jungle as they scramble to get skilled workers, and most of our members would prefer the skills of highly trained union members."

Union leaders maintain they are already cooperating with management employing union workers to reduce labor costs and they contend the plan to assist non-union companies recruit non-union workers will make future labor-management cooperation much more difficult.

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 rains have caused some 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 great 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. Each carried 10 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 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 **Eureka:** Engineers Bldg., 2806 Broadway
- 16th **Redding:** Engineers Bldg., 100 Lake Blvd.
- 17th **Gridley:** HTA Hall, Washington & Norman Sts.
- 24th **San Francisco:** Engineers Bldg., 474 Valencia St.
- 29th **Honolulu:** Kalihi Waena School, 1240 Gulick Ave.
- 30th **Hilo:** Kapiolani School, 966 Kilauea Ave.
- 31st **Maui:** Kahului Elementary School, 410 S. Hina Ave.

February

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

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.