Delegates elected to IUOE Convention

For Northern California
Annuity plan to be presented

The continuing efforts of Local 3 along with other unions and organizations in the area of rebuilding our infrastructure began to bear fruit this month with the announcement of State Senator David Roberti that a package of Senate bills has been submitted, aimed at helping local government cope with rebuilding California’s deteriorating public facilities.

Five bills authored by four senators tackle the problem.
The package includes a new bill by Sen. Dan Corcoran, D-San Jose, which would authorize localities to establish infrastructure rehabilitation districts. The state would contribute $100 million a year to those districts to supplement local funds.

Rehabilitation efforts would be directed at such public facilities as streets and sidewalks, sewer lines, police and fire stations, libraries and water lines.

Other bills in the Senate infrastructure (Continued on Back Page)

Business Manager Tom Stapleton announced this month that election of delegates to the 32nd Convention of the Operating Engineers has been completed.

A total of 6,898 ballots were received, some 143 of which were determined to be invalid by the Election Committee. Thirty two delegates and two alternate delegates were elected to the convention. A listing according to the number of votes received is shown at right.

Stapleton expressed thanks on behalf of all the Local 3 officers to those members who decided to take the time to vote in the election. “The delegates and officers who attended the International Convention must represent the entire membership, and therefore it’s very important that our members select carefully those who want to represent them,” he emphasized.

The Business Manager also expressed his appreciation to the Election Committee, for the many hours they worked on the election, “It’s no small task to serve on the Election Committee, and we are very grateful to every member of this committee,” he added.

The Election Committee members, who were elected to serve on the committee by their district membership, were: Peter T. Fogarty, tee Zee Sanders, Robert M. Butler, H. L. Spence, Robert L. Daniels, Preston Wolfe, Harry G. Johnson, Jack F. Misener, John Martinez, Robert Wagner, James O. Caumant, Don Osborne and Yoshio Asama.

Local 3 Business Manager Tom Stapleton announced this month that plans for an Annuity Fund for Operating Engineers working in Northern California are currently being prepared by the Trust Fund, and will be presented to the membership for their consideration in a mailed survey this month.

The proposal for an annuity fund to supplement the Local 3 pension has been the result of increasing interest on the part of the membership, Stapleton reported. An Operating Engineers Annuity Plan has already been approved in Hawaii and will be implemented soon.

The proposed annuity plan would specifically include those working in construction, rock, sand & gravel, dredging and technical engineers.

Stapleton added that members working in Utah and Nevada will also have the opportunity to consider an annuity plan in pre-negotiation meetings for upcoming contract negotiations.

An annuity fund is much like an Individual Retirement Account (IRA).

It is designed primarily to provide retirement income benefits by deferring a portion of a participant’s income now and making it available in his retirement years when he will probably be in a lower tax bracket.

Here are the major features of the annuity plan under consideration for Local 3:

**Individual Account**—An account is established when the first contributions are made. You are immediately vested in your individual account.

**Amount of Your Individual Account**—The balance of your Individual Account is the amount of contribution plus any interest credited to the account by the Board of Trustees after consideration of investment return less operating expenses of the plan.

**Distribution of Your Individual Account**—You can receive the amount in your Individual Account when you meet one of the requirements below:

- You reach age 55 and no contributions have been made to the Annuity

(C(Continued on Back Page)
Free speech and the right to vote democratically are the heart and the lifeblood of trade unionism. Without them, a labor union loses sight of the very reasons for existence—to protect the rights of working men and women. That is why in a good labor union, rank and file members are allowed to voice their opinions—even if they happen to be wrong and even if they choose to lie.

Unfortunately, those who choose to deceive their fellow rank and file members for the purpose of their own political ambition can create a lot of damage—even in a union as large as Local 3. Your officers have tried to ignore many of the half truths and outright lies that were circulated during the International Convention Delegate election which has just been completed. But, like you, we are also human beings who can only take so much before it gets under our skin.

Our opponents may find some cheap thrill in knowing that they were able to put out some campaign literature that we found very irritating, but cheap thrills is about all that they got out of this election. The election results showed very clearly one thing: I have always known. You can’t fool Local 3 members with snake oil and fast talk. They want the facts and they want them straight. That’s what got this administration elected in 1982 and that’s why our entire slate of delegates was elected to the International Convention.

Despite the encouraging election results, we feel that some of the statements made by our opponents were so extreme that they have generated an unnecessary dissention within the union. During this critical time, we don’t need some of our own rank and file tearing the union down. We got enough of that from employers and from the political right wing.

Unfortunately then, I must use up time and space in this column to set the record straight.

The opposition (i.e. primarily former business agents and district representatives who were let go because they weren’t doing their job) stated that we promised a dues reduction and gave the membership an increase instead. This is false.

Your officers made a commitment to the membership that we would seek for a "reduction in membership dues if the current dues rate creates a hardship for members in periods of economic slump."

That’s exactly what the Officers, Executive Board and Bylaws Committee proposed in the new dues structure which was approved overwhelmingly by the membership last July and August.

The new dues structure provides for half dues for those who qualify as unemployed. In addition, thousands of Local 3 members throughout the jurisdiction have taken across-the-board decreases in their dues. This is because the new dues structure is based on two hours of the wage/fringe package of your particular collective bargaining unit.

Although it’s too early to make a final determination, it appears that the union is receiving a significant reduction in dues income, because of the new dues formula. If that’s not a dues reduction, I don’t know what is.

Your officers made a commitment to cut the fat out of the union payroll and reduce operating expenses. We have fulfilled that commitment faithfully. Since we took office, there are 19% fewer employees. Officers, business agents and all staff not bound by a collective bargaining agreement took a 6.4% wage cut in September 1982 and have received no wage increase since that time. Your Officers and Executive Board have also:

- reduced audit and legal expenses by 24%
- reduced air fare costs by 25%
- reduced public relations expenses by 25%
- reduced public relations expenses by 25%
- reduced public relations expenses by 25%
- reduced public relations expenses by 25%
- reduced public relations expenses by 25%
Labor Roundup

Union foes to 'spy' on labor movement

The National Right to Work Committee says it plans to spend at least $100,000 to hire private detectives to infiltrate and spy on union political operations.

This unusual public announcement of an espionage operation was made by the committee's president, Reed Larson, at a Washington news conference.

Incredible reporters wondered if it were a spoof. But Larson insisted that his organization was prepared to make "a major commitment" that would run to "six figures" in order to penetrate "Big Labor's massive political apparatus."

The National Right to Work Committee

Legislation sought on health costs

A new legislative proposal that seeks to hold down health care costs and avert a threatened cut in Medicare benefits received a warm endorsement from the AFL-CIO when it was unveiled at a Capitol Hill news conference.


The Kennedy-Gephardt bill would tighten existing controls on hospital charges for Medicare patients.

It would apply the recently begun system of basing payments to hospitals on the anticipated duration of the illness to in-hospital physician fees.

That feature, the bill's sponsors emphasize, would avoid having hospitals and doctors shift excess charges from Medicare to private insurance reimbursement.

Bert Seidman, director of the AFL-CIO Dept. of Occupational Safety, Health & Social Security, said the profit sharing cannot replace wage or health care costs would keep the Medicare system solvent without the need to raise the payroll tax and at the same time, "think for one minute they can tolerate any tampering with health care benefits, "setting off a roar of approval from some 2,500 union delegates.

"It is the automakers' turn to be wage and benefit increases."

Bieber tells auto industry to share wealth

United Auto Workers Union President Owen Bieber warned the automobile industry this month that if auto executives, who received large bonuses last year, "think for one minute they can convince workers to do without an upfront raise this summer, they'd better think again."

Addressing the UAW's Special Collective Bargaining Convention at Cobo Hall in Detroit, Bieber said: "Let me make it absolutely clear. Profit sharing cannot replace wage or benefit increases," setting off a roar of approval from some 2,500 union delegates.

"It is the automakers' turn to be responsible by sharing abundance with us," he said.

During contract negotiations in 1982, the union gave concessions worth $3 billion at General Motors and $1 billion at the Ford Motor Company by accepting a profit sharing proposal in exchange for foregoing two annual wage increases, agreeing to a wage freeze and the deferral of three cost-of-living adjustments and the loss of paid personal holidays.

Bieber also strongly attacked an internal General Motors management document that was leaked to the news media several weeks ago that revealed that GM was planning to try to substitute profit sharing for annual wage increases and increases in the cost of living allowance during the forthcoming collective bargaining negotiations this year.

In 1983, after four lean years, GM earned $13.7 billion and Ford $1.86 billion.

Bieber said the union will seek improvements in job security as well as wage and benefit increases.

He also said that the UAW will not tolerate any tampering with health care programs and would oppose any management demands that workers pick up part of health care costs by making co-payments or having deductibles taken from their wages.

Bieber and his colleagues at the bargaining table have been talking about a profit sharing plan - co-ownerships or the like - for months before the strike began on Jan. 9. The AFL-CIO endorsed a consumer boycott against CU publications and services.

Court upholds right to boycott Coors

San Francisco - The right of workers to engage in consumer boycott activities against anti-union employers was reinforced last month when a federal judge dismissed an antitrust suit that Adolph Coors Co. filed against two coordinators of the Coors Boycott Committee (CBC).

The $145,000 damage suit stemmed from a boycott committee's successful efforts to get a publicly supported local television station to cancel a "Coors Day" during its annual fund raising auction May 29-31, 1981.

Coors had offered to "donate" $13,000 to station KQED TV in exchange for what it later claimed as $84,000 worth of "lost promotional and advertising opportunity afforded by the 1981 auction."

Named in the suit were David Sickler, an AFL-CIO field representative and national coordinator of the boycott, and Howard Wallace, coordinator of the Northern California CBC.

The boycott of Coors beer has been in effect since 1977 when a directly affiliated local of the AFL-CIO struck the Coors bottling plant in Golden, Colo., over non-monetary issues.

Sickler said the lawsuit was "frivolous" from the outset. He charged that it was designed from the beginning to accomplish two goals for Coors: To intimidate community organizations and citizens who were volunteers to make them refrain from supporting the boycott or face being sued, and through the discovery processes of the lawsuit, to find out what ingredients were making this boycott tick, what was making it successful.

Sickler said Judge Williams pointed out in his decision that the boycott effort was not undertaken to drive Coors out of business and would end "if Coors would halt its offensive practices."

Marching on - Striking employees of Consumers Union of Mt. Vernon, N.Y. got some help from the younger set on the picket line. The Newspaper Guild's two-month old walkout was triggered by management refusal to negotiate anything but roll-backs. The Guild had been trying to bargain a new agreement for three months before the strike began on Jan. 9. The AFL-CIO endorsed a consumer boycott against CU publications and services.

Protest union busting - Leading a march to protest the anti-union policies of the Associated Builders & Contractors Association are AFL-CIO President Lane Kirkland and Vice President Charles H. Pillard. A number of other Executive Council members joined the informational picketing by 1,200 demonstrators at a Miami Beach hotel where the non-union organization was meeting. The march was organized by the Miami Building and Construction Trades Council and the South Florida AFL-CIO.

MARCH 1984
The Supreme Court ruled 9-0 on February 22, 1984 that a failing business may escape Union contract obligations by filing for bankruptcy, even if it can't prove that its very survival is at stake. It's enough to show that a contract would be a burden and the best interests of the business, its creditors and employees favor cancelling the contract, "the court said.

The Court upheld a dismissal of the case by companies to rush into bankruptcy when they are really facing only a normal business downturn. "We're disappointed in this decision and we will pursue a "legal remedy," said AFL-CIO Presi- dent, Lane Kirkland.

In another section of the decision, a 5-4 majority held that it is not an unfair labor practice for a company to rip up its union contracts as soon as it files for bankruptcy without first persuas- ing a bankruptcy court to modify them.

In dissenting to the latter section of the opinion, Justice William J. Brennan, Jr. said that such a disregard of the collective bargaining system was not the intent of Congress and would "prevent precisely the type of industrial strife that the National Labor Relations Act was designed to avoid.

Within hours after the court's decision was handed down, House Judiciary Committee Chairman Peter W. Rodino, Jr. (D-N.J.) introduced legislation to reverse the court's misreading of the intent of Congress.

House Speaker Thomas P. O'Neill (D-Mass.) told the leaders of the AFL-CIO meeting in Bal Harbour, Florida, that such a revision will be sent to the House Floor as soon as possible.

The proposed Congressional changes are broader than the case in the ruling. In 1982, the Supreme Court ruled that a key portion of the current bankruptcy law is unconstitutional, and Congress has been wrestling unsuccessfully since then to come up with a solution.

The AFL-CIO Executive Council has announced that the Federation was committed to an all-out effort to "assure that Congress corrects the Supreme Court's mistake and vindicates national labor policy."

Under the Supreme Court's unanimous decision, the justification required by a bankruptcy judge for the abrogation of a collective bargaining agreement would be somewhat greater than that required for cancellation of a business contract, but not much.

Too strict a standard of justification would be at odds with the "flexibility" that Congress intended for the bankruptcy process, the decision said. But it concluded that the only strictures of federal labor policy that need to be served is that the bankrupt company make "reasonable efforts" to "reach a voluntary agreement with the union. It would not be necessary for the parties to have "bargained to impress" before the contract could be cancelled, the court said.

The National Labor Relations Board had maintained that negotiations should be required before a company could unilaterally abrogate a union contract. The AFL-CIO had filed a "friend of the court" brief supporting the NLRB position in the case.

The decision came in a case involving a 1980 bankruptcy filing by a building supply company, Bilsbuck & Bilsbuck in Avenal, N.J. The firm declared bankruptcy in 1980 and cancelled its wage agreement with a local of the Teamsters Union. The New Jersey firm had failed to pay a scheduled wage increase just one month after filing for bankruptcy but eight months before it received a court's permission to end its labor contracts.

The NLRB had ruled that the company's unilateral action was an unfair labor practice but the Appellate Court refused to enforce the NLRB's order. Robert Hughes, a federal bankruptcy judge, noted that the decision does call for a stricter review of the bankruptcy process, the decision said. But it concluded that "the equities balance in favor of the labor court"  and that the decision does call for a stricter review of the bankruptcy process.

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Stanford University is in the midst of beefing up an already impressive linear accelerator facility with the addition of a "collider tunnel." Gates & Fox have been contracted the job, which began last October and is scheduled for completion in October of this year. The work covered by the contract includes:

- Construction of approximately 9,000 linear feet of SLC beam housing, consisting of a bored horseshoe tunnel and 440 linear feet of cut-and-cover box structure. The tunnel will measure 12 feet wide by 13 feet high.
- Construction of three beam adits, one of tunnelled and one of cut-and-cover construction, with paved access roads, staging areas and concrete portals.
- Construction of assorted tunnel chambers, ventilation shafts, survey shafts, utility shafts and reconstruction of the Alpine Access Road.

The brunt of the $8 million project will be done by two Parrot E169 tunneling machines (pictured on this page). These 44-ton machines are being used on a three-shift operation.

They feature a sturdy cutting boom controlled by two pairs of heavy duty hydraulic rams which are the boom horizontally and vertically. The actual cutting head is equipped with a spiral of carbide tipped bits.

According to project manager Roger Rothenburger, the heads are designed to rotate as they cut to produce a longer lasting, even wear on the carbide tips.

Ironically, the bits wear out faster in soft material than they do in harder rock, because the soft material does not allow the heads to rotate.

The machine is also equipped with an arm loader that gathers the material and carries it out under the machine by means of a conveyor. The cutting is guided by a laser and oscilloscope.

Moore says that the machines should cut 200-300 feet a week once they reach full speed on the job.

The collider tunnel is being constructed to attach to the end of the linear accelerator. Its teardrop shape separates molecular particles that have been shot down the accelerator into two paths which come around and collide at the "base" of the teardrop.

Tunnel construction has been divided into three sections. The two boring machines will each take one section and merge at the end of the accelerator. They will then go back and start at opposite ends of the third section and work until they hole through.

The project is expected to employ about 25 Local 3 members when it reaches full capacity next month.
'Betty L' gets ready to go back to work

The Betty L is off dry dock and will be gearing up for the Ocean Beach Outfall project at Pier 31, reports Dredge Representative Chuck Smith. The Bobbys is digging on the site coming in from time to time during severe storms. Dutra Dredging is expecting to assist on the ditch with the Paula Lee sometime around June.

Smith & Rice is currently working on Point Malette with the #24 barge. The scope is down in San Diego in Local 125 area.

Great Lakes has just finished dredging at Chevron Long Wharf and will be involved in some extensive repairs and modifications on dock winches, deck shelves and fair leads. They, along with Smith & Rice, Riedell and Daniels, will be looking at jobs bidding the last part of February in Oakland and Marc Hammond.

The hydraulic work is still going heavy with California Dredging involved in the lower Petaluma River and private work at Point Sonoma. The biggest issue we're working a two shift operation and will be gearing up for the third shift.

Shaw/Blair has three jobs in progress - the upper Petaluma River with the Dredge Beaver, Phase two of the Baldwin ship channel with the dredge Vanguard and the Salt Lake project

Chief Engineer Ernest Frankland does some repair work on an electrical panel in the engine room of the "Betty L."

The dredging has the Paula Lee and their side docks working on various Islands.

The presidential election is coming up. We need to get all of our Brothers and Sisters registered to vote. Ask the other hands on the job if they are registered. If they are not, register them. We need Labor votes in the upcoming election and we can't do it until we get the members registered.

Warm Springs Dam to receive $14 million in projects

Santa Rosa District Representative Chuck Smith reports that the U.S. Corps of Engineers will award $14 million worth of work this year according to Cliff Hendricks, supervisor for the Warm Springs Dam project. Slide damage will account for approximately $5.7 million, with the slide on the spillway using $2.7 million and the slide on Skaggs Springs Rd. and Rockpile Rd. about $3 million.

Also, a slide on Rockpile Rd. in the vicinity of the big bridge over the Warm Springs River will account for $3.4 million. The boat ramp will use about $1.4 million and the rest will go for land and recreational facilities. "We are very optimistic we'll see more money next year," Smith said.

Tom Leitch & Botturr, of Salt Lake City, are doing the D.W.R. power plant at the Geysers and keeping several hands busy, according to Job Stewart. Captains Clark DeLong and track crane operator from Utah, says he'd like to work in the Geysers area until he's ready to retire. Hang in there, Clark.

Up in Mendocino County, M & K is doing emergency repair work on the South Pacific R.R. nine miles north of Willits, working about eight operators ten hours a day, seven days a week. The operators on the job are happy and tired, but since they're doing tunnel work the rain does not affect them in the least.

Phil Hill, Job Steward for Berglund, Inc. in Willits, reports they are real busy trying to complete repairs on equipment making ready for the coming season.

Mendocino Paving, of Willits, has had a very good 3 season and looking forward to a busy 4, with most of its operators presently working. The Sunshine in January and February has given the members and the contractors a good chance to finish up some of the work that was going last fall, reports Business Representative Bill Burns.

Arthur B. Siri, Inc. has picked up the dirt for the new Post Office Sectional Center in Petaluma, along with several sub-divisions. Don Dowd, has several Community Improvement Development projects going on throughout Sonoma County. Pimbo Corp. is setting up a yard in Windsor, getting ready for a busy year.

Empire Tractor & Equipment Co. has kept 11 of the Brothers very busy all through the winter months. Granite Construction is moving right along with its pipeline job that extends from Calagas to Conn Dam, reports Brother Wes Hay.

A special thanks goes to Brothers Dan Ewell and Ted Lyman for walking picket on Manuel Bros. telephone job in Petaluma.

Today's County will be steam ing with activity in 1984 as the geothermal industry really begins to shift into high gear, reports Business Representative Darelle Steel. Two new power plants (D.W.R. at Bottlerock and OXY I) are expected to go on line by year end and several dozen exploratory wells will be permitted. This is probably the most active geothermal development period in Lake County history. P.G.E. is also expected to take another big step this winter when it submits its permit application for Unit #21, a 165-megawatt plant anticipated to go on line in late 1985.

In tandem with a production well approval in September, Natoma Energy Co. is seeking approval for a compact, 25 megawatt plant and 14 wells on Davis Estates, near Anderson Springs. Natoma, is which is in the process of preparing an EIR for the project, would be producing both steam and electricity. P.G.E. is preparing an EIR prior to submitting applications in January 1985 for a major steamfield development while Union Oil Co. is in the process of seeking approval for exploratory wells on the Binkley Estates off High Valley Rd. Increased activity is anticipated in 1984 with Union Oil Co. filing applications for five pools and

Credit Union

We want to thank all members who took the time to vote on the resolution to establish the North Coast Credit Union Administration (NCUA) insurance program and replacing the National Deposit Guaranty Corporation (NDGC).

The number of ballots received was totally unexpected. Of the 19,471 ballots mailed, 7,415 had been returned by March 9, a 38% return. For the NDGC, a total of 3,894 or 27% of those mailed had to be returned.

In one day - Tuesday, March 6 - we received 3,800 ballots almost enough to make the vote valid.

Here's how you voted:

Total ballots returned: 7,415
"FOR" Votes: 7,011
"AGAINST" Votes: 332
Invalid Ballots: 172

The "FOR" vote was 94.5% of the ballots returned. The "AGAINST" votes amounted to 4.9%.

You voted overwhelmingly in favor of converting from the NCUA to the NDGC. The scheduled conversion date is July 1, 1984.

The 72 invalid ballots either didn't indicate a "FOR" or "AGAINST" vote, were unsigned or didn't have sufficient information to identify the member.

The winners of the prizes involved in the ballot will be announced in your First Quarter, 1984 newsletter that you will receive by April 10. The winners will be notified after the article was scheduled to take place after the Engineers News deadline for this issue.

About 30 members called with questions on the conversion to NDGC and they brought up some points that other members may be concerned about.

1. You are not going to do with the life insurance you may have on your share savings account and/or your loan. There is absolutely no chance you'll lose your programs.

2. The vote does not affect the dividends your Credit Union pays you, unless it does so in a positive way.

As the Credit Union realizes a savings in converting to the NDGC then the change could have nothing but a positive effect on dividends or service charges.

3. The conversion does not remove your Credit Union from regulations. We will still be regulated by the State of California Department of Corporations as we have been since the Credit Union was started in 1964.

The NCUA was not our regulator but because they provided insurance to us we did come under some of their regulations. These regulations used to overlap with the State regulations as is the case in such overlapping areas.

Sometimes a federal law would be more lenient than State law; sometimes it would be more strict.

There is one area a situation as to which regulation you abide by. That is any not easy environment to work in.

If you are a member and wanted to convert to the NDGC was to eliminate double work and the difficult operating situation created by two sets of regulations.
**Work appears to be improving in Reno area**

With spring approaching, the work picture appears to be improving somewhat in the Reno area. Reports District Representative Les Lassiter. Approximately $39 million has been appropriated for construction projects for the coming year just in northern Nevada.

A highway job has recently been awarded to J. P. Construction for $5.8 million and will consist of approximately 14 miles of overlay on I-80 nine miles east of Battle Mountain to 2.8 miles west of North Zephyr Valley. Kiewit-Pacific has been working all winter helping the brothers stay busy all year. Telchert, it is rumored, has over $20 million worth of work on the books. So, it looks as though the Sacramento area is finally going to have a good year.

**Sacramento shops going full bore to be ready for spring**

The work picture in the Sacramento area looks very promising for this spring, reports District Representative Ken Bowsemith. All of the shops in the area have been going full bore trying to get the iron ready to go as soon as the weather gets warm.

Granite Construction picked up a $15 million job for the Folson Assessment District. There are over 20 miles of road to put in and 100,000 feet of pipe to put in, including storm, sewer, and water drainage. Other shops are also keeping the brothers busy for two good seasons.

We are still hoping to see the SOFAR (Dozer), John McKinney (all around probably be taking a few brothers over MARCH 1984 Sacramento shops going full bore to be ready for spring

**Upholding tradition of good workmanship**

By Ron Wilson

District Representative

It has been my concern, that when we receive a call for a dozer operator, or any other finished operator, and the job is in northern Nevada, and we frequently turn that offer down because we will lose our position on the list upon completion of the job. In doing so, the dispatcher often just puts the caller on the list until he finds someone hungry enough to take the job (although not always qualified) who figures that it doesn’t succeed at least he will gain experience.

In doing this, we sometimes create a problem with our contractors who are relying on experienced operators. That is what we are supposed to be. The contractor in turn lays the man off and calls for another operator who he knows is qualified, or who has been informed was qualified. He then sends a five or ten year letter for this man. In turn this operator informs his friends and recommends his fellow brothers, which is perfectly legal.

So, we find ourselves doing less dispatching of our own local members. Next we hear the contractors saying that in certain areas, or districts, they don’t have qualified operators. So they ask then to be sure to bring their true and experienced members with them when they get a job in that particular area.

Brothers, I am saying that with all my experience, I don’t know of when ever asked how long a job would last. I felt I could handle it and that if I was productive I would be helping the Union and the all members by upholding the tradition of good workmanship.

I have been sent out for two days and many times I have stayed for six months to two years. One thing of importance, whether it was for two days or two years there was a satisfaction in knowing that I left the job well done.

Remember, a Union is no stronger than its membership. In order to make the Union strong, we need members to attend the District meetings and vote.

**Kiewit-Pacific ends cold but profitable winter**

Kiewit-Pacific has worked all winter on the Somes Bar job with nine to twelve Brothers: Brother Hollis Alexander (Pioneer Cat), Ralph Bentz (Mechanic), and John L. Steward (Backhoe), Mitch Crowe (666 Loader, Curt Jones (Backhoe), Ken Green (Grader), Ron McWilliams (Backhoe), Larry Stiley (Foreman), Dudley Orcutt (Doeher), John McKinney (all around Operator), Carl Powell (Mechanic), Steve Martinez (Apprentice). This has been a cold but profitable year.

Hendrick Construction just picked up a $420,000 job in Anderson (Balls Ferry Road Project) that consists of underground and realignment. Brother Charlie Porter will be Job Superintendent, Brother Gale Easley (Owner) tells us he has a number of good brothers working all over the north state with Buck McConnell (Foreman) and Ron Guthrie (Backhoe) working a job at Crescent City.

The company has small jobs all over the north state and expects to get them underway in the spring. Crystal Creek Construction was low bidder on a $3.8 million job in Arizona. They will probably be taking a few brothers over there. We are hoping for more contracts to keep the brothers busy.

North Valley Construction has a few small jobs in the district—chip seals for the most part. Granite Construction is working on a $2.5 million job in Anderson (Balls Ferry Road Project). That consists of underground and realignment. Brother Charlie Porter will be Job Superintendent, Brother Gale Easley (Owner) tells us he has a number of good brothers working all over the north state with Buck McConnell (Foreman) and Ron Guthrie (Backhoe) working a job at Crescent City.

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As an example, (for an individual with no previous claims) if your total hospital bill came to $3,000 and Operating Engineers Trust paid 90% of the first $3,000, the member would normally pay the $300 balance. However, with the 10% discount applied, the end result would be no cost to the member. Remember that this plan applies only if St. Mary’s Hospital is used.

We are currently negotiating a similar agreement for physicians’ services at St. Mary’s. Further information outlining details of the plan will be mailed to each member.

**Several key races coming up in Oakland District**

By Ron Wilson

District Representative

Financial Secretary and Oakland District Representative Norris Casey reports that Supervisor Don Excell who has served on the Contra Costa County Board of Supervisors, has run to have the election this year. Don has been on the board since 1980 when he defeated Valerie Raymond for the position.

“We were Local 3 were instrumental in getting Don Excell elected,” Casey said. “We had to beat Valerie Raymond if we expected to have any help in our problem. Don Excell has always had a good reputation with the members, and with all the members by upholding the tradition of good workmanship.”

A proposal is now before the Alameda County Planning Commission to develop the Las Positas project. The proposal calls for residential, commercial, and industrial development of approximately 4,417 acres. Development would extend over approximately 20 years, from 1985 through 2005. At buildout, the project would include approximately 18,000 housing units on 2,226 acres, plus commercial uses (103 acres) industrial, employment areas (543 acres), public and institutional uses (420 acres), and recreational and open space areas (815 acres).

Public services would be provided by a combination of existing and new service entities which would be funded, in part, through a proposed county service area. A discrete sewerage system is proposed, with on-site treatment for irrigation of landscaping and open space areas.

The project would be located north of the City of Livermore on the north by Contra Costa County, south by Interstate 580 freeway, east by North Vasco Road, west Collier Road.

As you can see, this project would bring much work and tax money into the area, and we need our members to support Las Positas.

In Pleasanton, a Measure ‘A’ is on the ballot as a direct hit against the hacienda Business Park. Of course, it will expand from there if passed. Controlled growth cannot hurt us. There is growth going all around us. Why let the tax dollars leave here? Why lose the employment that it will bring in, both in construction and future jobs? Vote ‘yes’ on ‘A’.

**Grievance Committee Election**

On April 25, 1984 at 7 p.m., at the regular quarterly District 17 membership meeting, there will be an election for a District 17 Grievance Committee Member to fill the balance of an unexpired term vacated by resignation. The meeting will be held at the Kahlil Waena School, 1240 Gulick Ave., Honolulu, HI.
The above is a convincing illustration of the value on the proposed Annuity Fund. When coupled with the Operating Engineers Pension Plan, Local 3 retirement benefits will remain the best anywhere.
Nothing more costly than alcohol abuse

By Nate Davidson

Today there is nothing more destructive, more costly, more threatening to Labor and the industry than drug and alcohol abuse.

Is it a problem?
Is it a problem?

Can we assume our organization does not have this problem, although it is widespread in our workforce? Drugs and alcohol are a problem in the country and society and in our community, is there a reason to think otherwise?

The problem is not just restricted to the workforce; it has permeated into our homes and into our neighborhoods. Today, more than ever, we must begin to talk about the problem of drug and alcohol abuse in a more open and honest manner.

Toby W. Thomas, DDS
Family Dentistry
420 Main St, P.O. Box 535
Templeton, CA 93465
209/247-4542

Anthony D. Collard, DDS
880 Las Gallinas Avenue
Terra Linda, CA 94903
415/479-6747

Michael F. Edziak, DDS
150 Hospital Drive
Vallejo CA 94589 - 707/642-4403

James T. Phillips, DDS
5439 W. Hillsdale Dr.
Visalia CA 93271 - 209/625-2488

Robert F. Miller, DDS
1901 Olympic Blvd., #105
Walmart Creek CA 94569
415/695-3692

Rocky L. Wiegand DDS
284 Pennsylvania Ave.
Watsonville CA 95076
408/725-1953

*Not open to new enrollees or transfers

WITh SAFETY IN MIND

Role of National Safety Council in union job safety programs

(Written by: Local 3 Director of Safety, James T. Phillips, DDS)

In the beginning, the National Safety Council's (NSC) role was that of an advocate for safety in the workplace. The Council's mission was to promote safety through education and training, and to work with employers, unions, and government agencies to create safer workplaces.

Today, the National Safety Council has evolved into a more comprehensive organization, with a greater focus on prevention and education. The Council's motto is "Safety is everyone's responsibility," and it works to promote a culture of safety in the workplace.

The Council's role in union job safety programs is to provide resources and support to help unions promote safety in the workplace. This includes providing information and training on safety standards, regulations, and best practices, as well as offering assistance in establishing safety programs and policies.

The Council also helps unions to identify and address safety hazards in the workplace, and to develop effective strategies for preventing accidents and injuries. By working closely with unions, the Council can help to ensure that safety is a top priority for workers and employers alike.

In conclusion, the National Safety Council's role in union job safety programs is to support and encourage a culture of safety in the workplace, and to help unions to promote safety as a key component of their mission.

Return This Form

Yes, I would like to attend the First Annual A.R.P. Barbeque.

Name
Address
Phone

Number attending...
Clip out and return no later than April 23rd to:

Nate Davidson
A.R.P. Director
474 Valencia St.
San Francisco CA 94103

MARCH 1984

PAGE 9
Talking to Techs
By Frank Morales, Wally Schissler and Jerry Steele

January 1984 was an outstanding month for the Tech Engineers Department. Not too many layoffs and quite a few Techs being dispatched, which is very unusual for the month of January. Looking back to last year, we really didn’t have any movement until around the later part of April. Then, at the end of May and beginning of June, work really began to pick up and stop until the first rain. And from all information, except for the rain, 1984 is going to be one heck of a year!

Some of the new projects that are underway or going to begin are the Light Rail System in Santa Clara County, the Bank of America job in Concord, Stanford Collider Tunnel in Stanford, the P.T.&T. job in San Ramon, Discovery Bay — just to name a few.

The Tech Department would like to congratulate Jim Mori of Wiley and Ham Engineers, who received his twenty-five year membership pin with Local No. 3.

Teaching Techs
By Gene Machado, Administrator, Surveyors JAC

The demand for Journeymen upgrade courses has increased since the NCSJAC started presenting the HP41CV and the Slope Staking/GradeChecking courses. The biggest drawback we had was deciding when a course should be given. Hopefully that problem has now been solved. A schedule of courses is listed in this article. It will also be posted at union halls or you can call the Tech Department at 283-4400 and we will be glad to help you.

We are enforcing attendance very seriously now and do not want to suspend anyone from work opportunities. If you have any problems attending class contact the NCSJAC office — we must be contacted.

In order for persons wanting to sign the out of work “C” Engineer list as a Journeymen, Instrument Man or Party Chief you first must complete the proper periods of training in the Apprenticeship Program — 4th period for Rodman/Chainman; 6th period for Instrument Man; 8th period for Rodman/Chief or you must pass a qualifying test given at the NCSJAC Administrative Office before signing the “C” list in those classifications. Contact this office for information on those qualifications.

Surveying is an exciting art and it is necessary with the crew concept of today and the technology used that highly trained persons are the persons that local 3 wants.

The NCSJAC is doing its part in trying to maintain the degree of excellence necessary for a unionized industry to compete with the non-union element by our production team and that we are twice as fast as those that make mistakes and by knowing your job well can also increase your production.
Corps considers jetties for Humboldt Bay

(Continued from Page 4)

solve the area’s erosion problems. Corps representatives met with this month with representatives of the county to project the results of a study done on options for the third phase.

Tim Kashuba, from the corps’ Los Angeles office told members of the Humboldt Point Steering Committee that the jetty option which would roughly cost $1.4 million was the most promising of three plans under consideration.

Kashuba said the jetties, one of 450 feet long and one about 750 feet wide, would have been eating away at the King Salmon shoreline in recent years.

Grievance Committee Elections

At its meeting on February 14, 1984, the District 3 Stockton membership re-elected the following to serve on its Grievance Committee for the ensuing year: Robert Barrett, James Johns, and Patrick Shankle.

At its meeting on February 16, 1984, the District 2 Oakland membership re-elected the following to serve on its Grievance Committee for the ensuing year: Raymond P. Chapman, Dennis Roche, and Bob Sheffield.

At its meeting on February 21, 1984, the District 5 Fresno membership re-elected the following to serve on its Grievance Committee for the ensuing year: Robert Danke, Mark Rocha, and Ron Sanders.

At its meeting on February 28, 1984, the District 1 group elected the following to serve as its Grievance Committee members for the ensuing year as follows: Jack Farless, Bob Leath, John Robertson, and Carl R. Richokey. Bob Burns and Albert Rittenhouse, Jr. will no longer serve.

FREE WANT ADS for Engineers

Any Operating Engineer may advertise in these columns without charge. No swap, sell, swap, or purchase. Ads will not be accepted for retail, personal services or sales.

POST OR TYPE YOUR AD in the space provided. If you advertise in a separate sheet of paper, limit yourself to a maximum of two words or one color size. If you wish to include your name, complete ADDRESS and REGISTER NUMBER.

Advertisements are not accepted for the posting of letters and notices of your rights by anyone.

Because the purpose should be served within the period of your employment, not more than three months.

For engineering ads to Engineers News Swap Shop, 247 Valencia Street, San Francisco, Ca. 94110. Be sure to include your regular number. Ads will be published without this information.

Personal Notes

Sacramento: We wish to express our sympathies to the families and friends of departed Brothers William Craig,就是说, Ben R. Morgan, Jack Skirt and Arnold Vanderhoof.

Freeman: We wish to express our deepest sympathy to the family and friends of Frank Fleming who died December 21st, in his 55th year. (wife of Paul Fleming) who died December 29th, in her 51st year. and Susan Cisneros, who died February 18th.

Santa Rosa: Congratulations to Brother Dennis Tatman and his wife, Laour, on the birth of their beautiful baby daughter, Sarah, who was born January 2nd, 1984.

Our deepest sympathy goes to Brother Edgar Hays on the death of his mother, Helen, and to the families and friends of Retirees Harold Earl Ross and E. D. Johnson. We wish to express our deepest sympathy to the families of the deceased for their recent deaths.

Eureka: It is with great sorrow we report the passing of two pensioned Engineers, Charles Robert Vin Fitzugh passed away following a lengthy illness on the 8th of February. Brother Robert Napier passed away on the 22nd of February following a lengthy illness. We extend our condolences to the families and loved ones of the deceased.

MARCH 1984
### 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.

<table>
<thead>
<tr>
<th>April</th>
<th>June</th>
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<tbody>
<tr>
<td>17th Eureka: Engineers Bldg., 2806 Broadway</td>
<td>6th Provo: Provo City Power Bldg., 251 West 800 No.</td>
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<tr>
<td>18th Redding: Engineers Bldg., 220 Lake Blvd.</td>
<td>7th Reno: Musicians Hall, 124 West Taylor</td>
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<td>19th Gridley: Veterans Memorial Hall, 249 Sycamore St.</td>
<td>14th Ukiah: Grange Hall, 740 State Street</td>
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<td>26th Hilo: Kapiolani School, 966 Kualua Ave.</td>
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<tr>
<td>27th Maui: Kaunakakai Elementary School, 410 S. Hina Ave., Kahului</td>
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### Grievance Committee Election

On April 18, 1984 at 8:00 p.m., at the regular quarterly District 7 membership meeting, there will be an election for a District 7 Grievance Committee Member to fill the balance of an unexpired term left vacant by resignation. The meeting will be held at the Engineers Building, 100 Lake Blvd., Redding, CA.

### CREDIT UNION INFORMATION

Dear Credit Union:

Send me the following brochures, kits or applications.
- [ ] Phone-A-Loan Application
- [ ] Membership Card
- [ ] Individual Retirement Account (IRA)
- [ ] Money Market Certificate
- [ ] Vacation Pay Kit
- [ ] Easy Way Transfer
- [ ] Loan Plus
- [ ] Save From Home Kit

Please send me: ____________

My name is: ____________

Address: ____________

City, State & Zip Code ______ Social Security Number ______

### IMPORTANT

Detailed completion of this form will not 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.

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LOCAL UNION NO. ______
SOC. SECURITY NO. ______

NAME ______

NEW ADDRESS ______

CITY & STATE ZIP ______

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

### Local 3 to propose annuity plan

(Continued from Page 1)

Fund for a specified number of months:
- You are out of the construction industry for a specified amount of time to be determined by the trustees.
- You are unemployed and eligible for State Unemployment Benefits.
- You are awarded a Social Security Disability Award.
- You receive a pension benefit from the Pension Trust Fund for Operating Engineers.

Loans from Your Individual Account—You will be able to borrow a portion of your Individual Account for such costs as medical expenses, education expenses for dependent children, purchase of a residence, or payment of related expenses, or funeral expenses of dependents. The interest rates, repayment requirements and other loan program features will be determined by the Board of Trustees.

When you repay a loan, you will be repaying your own account. Loans must be repaid within a set amount of time. The exact terms and conditions of the program will be determined by the Board of Trustees, which will then publish all the rules and distribute them to you.

Payment of a participant’s Individual Account must be made in a lump sum or in an annuity form purchased from an insurance company. Money is deposited into the annuity plan before taxes; therefore this money becomes taxable at income when it is withdrawn.

Annuity plans are designed to supplement the current pension plan. The pension plan provides steady monthly benefits when you retire. Loans from an individual account will make it easier to retire and receive additional retirement benefits over and above your pension when you retire and provide the younger worker with easily available money in the event of prolonged unemployment. Its loan provisions will make cash available for those types of needs such as those described above.

Stapleton explained that the proposal to be presented for the members consideration will allocate between 50 and 50 cents an hour from the upcoming increase towards the annuity plan.

There is also an option to take 50 cents an hour from the Vacation and Holiday Pay and deposit it into the annuity plan. A third option is to take 50 cents an hour from the upcoming increase and 50 cents from the Vacation and Holiday Pay Plan, for a total of $1 an hour.

Stapleton said that survey cards are being prepared and will be mailed to the membership. Those working under collective bargaining agreements for construction, rock, sand & gravel, dredging and technical engineers will receive two survey cards.

One card will ask the member to list his priorities on how he wants his increases allocated. The other card will survey the members on the three options for an annuity plan listed above, or whether they want no annuity plan at all.

“The annuity plan that is being proposed has been the result of a great deal of careful study,” Stapleton said. “The trustees of the pension fund feel it is a good supplemental program to our existing pension plan.

“However, we will implement the plan only if it receives a favorable response from a majority of those who complete the questionnaire and return it. For that reason, it’s very important that we get a good response on the cards, so we must have an idea of what the members want,” Stapleton said.

### Infrastructure gets legislative backing

(Continued from Page 1)

Bills in the package include measures to authorize issuance of an additional $850 million in state bonds for school construction; to create a statewide bond pool authorizing local governments with bond issues; to update the special assessment law and to make technical improvements in the new community facilities district law.

“The approach in this Senate package is to meet the increasingly serious problem caused by wear and tear of public works that we all need,” said Roberti. “We are making a special effort to reinforce the governmental units that already exist to cope with this problem.

“We already have the Water Resources Control Board to run sewer plant grants programs,” he added. “The Leroy Greene School Construction Program has worked splendidly. The California Clean Water Grant program is meeting the challenge in this area. The California Transportation Commission furnishes road and freeway financing on a nonpolitical basis.”

These bills that make up the package will supplement the work of those agencies. Secondly, these bills will help cities, counties and districts rehabilitate existing facilities and finance new ones without creating additional bureaucracy at the state level.

Both the Assembly and governor are also developing “infrastructure” rebuilding packages. Roberti said that the governor’s approach differs from the Assembly’s. One difference is that no new worldwide bond issues, apart from school bond issues, are requested in the Senate bills. The governor’s task force on infrastructure is scheduled to make its recommendations this spring. There are estimates that California needs to spend $24 billion in the next decade to rebuild facilities.

Bills in the package are:
- SB 271 (Sen. Henry Mello, D-Monterey), D-Monterey, makes several important technical improvements in the new Monterey County Community Facilities District law, which has the potential to provide up to several hundred million dollars a year for local public works. SB 271 has passed the Senate and is now in the Assembly.
- SB 311 (Sen. Leroy Greene, D-Sacramento), would authorize issuance of $850 million in state general obligation bonds—$500 million in new construction and up to $350 million for rehabilitation of schools that are over 30 years old.