The California Transportation Commission has adopted a $13.3 billion, five-year highway improvement program, which calls for over 2,000 projects, including 135 miles of new highway.

The major elements of the plan include $4.3 billion for new highway construction, $2.2 billion for maintenance, $618 million for mass transportation, and $440 million for toll bridges.

Local 3 Business Manager Tom Stapleton hailed the five-year plan as a "giant step in the right direction," for the construction industry, but warned that the Deukmejian administration could not be counted on to enforce prevailing wage requirements on these projects.

"Our work is cut out for us to make sure the Davis-Bacon law is enforced," Stapleton cautioned. "Deukmejian has shown that upholding prevailing wage laws is not one of his priorities, therefore the burden is on us to see that wage standards are upheld—especially on any jobs that might go to non-union firms.

Caltrans approves largest contract in history of the state

In related news, the commission has approved funding for over $165 million in highway projects to be awarded within the next six months. Included in the list is $55.7 million for an interchange project on I-80 in Alameda County.

Caltrans director Leo Trombatore said the project would require the largest single highway construction contract in the department's history. Construction is expected to begin in January 1985 and to be completed by 1989.

The 3.6 mile project will be for the complete reconstruction of the interchange. (Continued on back page)

Members approve amendments to Article VI (Dues)

Local 3 Business Manager Tom Stapleton announced at press time that new amendments to Article VI (Dues) of the Local Union Bylaws have been approved by the membership in a round of specially called meetings which were held in July and August.

"One of the commitments the officers made to the members last year was that if the new dues formula provided more funds than we actually needed to operate the union, we would come back to them with amendments to modify the formula," Stapleton stated.

"Since that time it has been the finding of the Bylaws Committee that, due to careful management of the union's funds by the Officers and Executive Board, and because of an improved economy, the new dues formula was generating a surplus," he continued.

In a meeting of the Bylaws Committee last May, proposed amendments were drafted and approved by the Bylaws Committee. These proposed amendments were then taken to the membership in the special round of meetings where approximately 98 percent of those attending opted in favor of them.

The new amendments basically accomplish the following:

- Eligibility requirements for unemployed "half" dues have been relaxed, so that members can work up to 24 hours in each of two months during the year and still qualify for unemployed dues.
- Groups 11-A, 11-B and 11-C of the Northern California Master Agreement will no longer be used in calculating the "average wage package." Since those are the three highest paying classifications, the net effect of this change is to reduce the amount of the average wage package and therefore the dues rate.

The immediate effect of this change would be an elimination of the $2 dues increase that was scheduled for October 1, 1984 as a result of the wage increase that became effective on June 16 for the Northern California Master Agreement.

- Those working exclusively under an addendum to a Master Collective Bargaining Agreement will have their dues based upon the average wage package of their collective bargaining unit, rather than the Master Agreement. The effect of this change will be a reduction in dues for those who work exclusively under an addendum agreement that provides for a lower wage rate.

Would you vote for this man?

When President Reagan campaigned for the presidency, he promised a radical economic program:

- massive "supply side" tax cuts;
- increases in defense spending with cuts in every other government function;
- restrictive monetary policy; and
- widespread changes in economic and social regulation.

This economic program, he promised, would:

- produce rapid economic growth;
- lower inflation and interest rates;
- produce unprecedented increases in work, saving, business investment and productivity growth;
- reduce total federal spending; and
- balance the federal budget by 1983.

All of this was to take place painlessly with low and fair taxes and rising living standards for everyone. This was much more than an ordinary economic recovery. It sounded too good to be true. It was.

Instead of economic prosperity, the Reagan-Republi- can program has inflicted unfair and unnecessary suffering on many Americans and mortgaged our future with:

- record high unemployment;
- tax cuts which benefit only large corporations and wealth individuals; and
- staggering public debt.

After only one term in office, President Reagan has increased the budget deficit by nearly $600 billion to (Continued on page 7)
As we go to press with this issue of the newspaper, there are less than three months before the November general election. Your union will be making a major voter registration drive during that time.

At the Executive Board Meeting held recently, the executive board was impressed with the success of the voter registration drive. The union has made significant progress in registering voters and has a goal of registering all members of the union by the election.

Recently, the union sent out a letter to all members of the union, inviting them to become involved in the voter registration drive. The letter included information about the importance of voting and how to register to vote.

The union is also planning to hold voter registration drives at the local offices and will be providing materials to help members register to vote.

As union members, we all have a responsibility to participate in the democratic process and to make our voices heard at the ballot box. By registering to vote and voting, we can help ensure that our voices are heard and that our interests are represented.

Let's all do our part and register to vote before the election. By doing so, we can help to ensure that our voices are heard and that our communities are represented.

T.J. "Tom" Stapleton
Business Manager and Editor

ENGINEERS NEWS

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

T.J. "Tom" Stapleton
Business Manager and Editor

Harold Huston
President

Bob Skidgel
Vice President

James "Red" Ivy
Vice-Corres. Secretary

Norris Casey
Treasurer

Wally Lean
Financial Secretary

James Earp
Managing Editor


Washington — TV viewers in more than 155 communities will meet an extraordinary group of union members from around the nation in six all-new episodes of America Works, premiering on public television stations nationwide this Labor Day Weekend.

Among them are:
- Karen Bivins, a Philadelphia teacher who is leading a fight to protect decent paying jobs for herself and other young people;
- Melba Ruiz, a Bronx, N.Y., teenager who is leading a fight to protect decent paying jobs for herself and other young people;
- Dan Liuzzo, a Cleveland steelworker who is leading a fight to protect decent paying jobs for herself and other young people;
- Karen Bivins, a Philadelphia teacher who is leading a fight to protect decent paying jobs for herself and other young people;
- Melba Ruiz, a Bronx, N.Y., teenager who is leading a fight to protect decent paying jobs for herself and other young people;
- Dan Liuzzo, a Cleveland steelworker who is leading a fight to protect decent paying jobs for herself and other young people;

Below is the schedule for those areas within Local 3's jurisdiction:

Area Call Letters CH

CALIFORNIA

Eureka KEET 13
Fresno KMTH 18
Sacramento KJIE 6
San Francisco KQED 32
San Mateo KCBS 60

HAWAII

Honolulu KHET 11
Waikiki KMEB 10

NEVADA

Las Vegas KLUX 10

UTAH

Salt Lake City KUED 7

"...we do not have a right to tell you who to vote for unless we lay out the facts and show you why you should vote for particular candidates and issues."

Beginning with this issue of Engineers News until the November Election, we will be running a series of special reports on national and state election issues of importance to us. It is our firm belief that we do not have a right to tell you who to vote for unless we lay out the facts and show you why you should vote for particular candidates and issues. That is why we will publish special reports on President Reagan's record in office and show you specifically how he has left working men and women worse off than they were four years ago. We will contrast that with Walter Mondale's record as a congressman and former vice president.

We will show you what promises Reagan made and how few he has delivered on. We will show you why Mondale is a more competent, honest and all-around better candidate than Reagan.

Four more years of Reagan could spell a disaster for trade union members. For those of us who must work every day with contract negotiations and labor law enforcement, the drastic changes we have experienced under Reagan are very evident.

We simply cannot survive this trend for another four years. It will leave the labor movement crippled and unable to fight effectively against the onslaught of the open shop, anti-union movement.

New ‘America Works’ series

Washington — TV viewers in more than 155 communities will meet an extraordinary group of union members from around the nation in six all-new episodes of America Works, premiering on public television stations nationwide this Labor Day Weekend.

Among them are:
- Karen Bivins, a Philadelphia teacher who is leading a fight to protect decent paying jobs for herself and other young people;
- Melba Ruiz, a Bronx, N.Y., teenager who is leading a fight to protect decent paying jobs for herself and other young people;
- Dan Liuzzo, a Cleveland steelworker who is leading a fight to protect decent paying jobs for herself and other young people;
- Karen Bivins, a Philadelphia teacher who is leading a fight to protect decent paying jobs for herself and other young people;
- Melba Ruiz, a Bronx, N.Y., teenager who is leading a fight to protect decent paying jobs for herself and other young people;
- Dan Liuzzo, a Cleveland steelworker who is leading a fight to protect decent paying jobs for herself and other young people;

Below is the schedule for those areas within Local 3's jurisdiction:

Area Call Letters CH

CALIFORNIA

Eureka KEET 13
Fresno KMTH 18
Sacramento KJIE 6
San Francisco KQED 32
San Mateo KCBS 60

HAWAII

Honolulu KHET 11
Waikiki KMEB 10

NEVADA

Las Vegas KLUX 10

UTAH

Salt Lake City KUED 7
Section 1
Dues in Parent Local Union No. 3 and sub-divisions A, B, C, E, and Registered Apprentice shall be due and payable quarterly, i.e., on January 1, April 1, July 1, and October 1.

Dues in Sub-division D shall be due and payable on the first (1st) day of each calendar month.

Section 2
(a) Parent Local Union No. 3 and Sub-divisions A, B, C, E, and Registered Apprentice.

(1) Employed dues shall be an amount equal to two (2) hours of the “average wage package” in the last-foregoing construction month in Northern California, rounded to the nearest dollar.

(2) Unemployed dues shall be an amount equal to one-half (½) of the employed dues rate.

(b) 3D and Industrial Bargaining Units and those Working Only Under an Addendum to a Master Collective Bargaining Agreement.

(1) Employed dues shall be an amount equal to two (2) hours of a month’s “average wage package” in the Bargaining Unit rounded to the nearest dollar.

(2) Unemployed dues shall be an amount equal to one-half (½) of the employed dues rate.

(c) 3D Public Employee Units.

(1) The dues shall be an amount equal to two (2) hours a month average wage package of the combined Public Employee Units, subject to (c)(2) and (b).

(2) Effective October 1, 1983, the dues for Public Employee Units paying $15.00 or less in monthly dues as of September 30, 1983, shall be not an amount equal to two (2) hours a month of the averaged hourly wage rate for that Public Employee Unit.

(3) Unemployed dues shall be an amount equal to one-half (½) of the employed dues rate.

(d) The “average wage package” means the averaged hourly wage rate, plus health and welfare, vacation and holiday pay, pay-in-lieu of vacation or holiday, pension, profit sharing and similar benefits for a straight-time period. The averaged hourly rate to be used under (a) above shall be the average of the Area 1 hourly rates for basic groups 1 through 1.

The averaged hourly rate to be used under (b) above shall be the hourly wage rates, for the particular unit. The averaged hourly rate to be used under (c) above shall be obtained by determining an average wage rate for each Public Employee Unit, including those in (c)(2) above, and then calculating an average hourly wage rate for all the Public Employee Units.

(e) Eligibility for Unemployed Dues

(1) A member must be unemployed at the trade for or not employed at the trade for more than 24 hours in each of two (2) full calendar months in a fiscal year (October 1 through September 30), and not be receiving any compensation from an employer covered by a collective bargaining agreement with Local 3, for more than 24 hours.

(2) Unemployed dues begin the first day of the second month.

(3) The member must be available for employment (i.e., registered for work in the Job Placement Center in classifications in which he is normally employed), the full month in order to be considered unemployed that month for eligibility purposes, with the exception of the 24 hours allowed.

(4) If a member has refused three (3) offers for employment during a calendar month, he shall not be considered unemployed in that month for eligibility purposes.

(5) On or before the tenth (10th) calendar day (or the first working day, 10th) after employing a member who was not employed for more than 24 hours, the member must report to the Job Placement Center and certify that he was not employed for more than 24 hours. In the event a member fails to comply with these reporting requirements, he shall forfeit his right to pay unemployed dues.

(6) If the member certifies that he is eligible and is allowed to pay unemployed dues, and it is found that he was employed for more than 24 hours during the period of qualification, he shall be charged the dues for the period for which he paid unemployed dues, while not eligible for unemployed dues for the following year, and in addition the balance to equal the employed dues for said period shall be due and payable the next dues period.

Article VI (Dues)

Below is the entire text of the amended Article VI (Dues) of the Local Union Bylaws, which was approved by the Executive Board and a round of specially-called meetings. All wording in bold face type represents new language.

(i) The member who qualifies for unemployed dues and certifies to the satisfaction of the Executive Board that such member shall be given half day dues credit for the month unless the application is made after the member has been suspended.

(ii) Retired Members’ Dues — with less than thirty-five (35) years in the Master Agreement covering construction in (g) Retired Members’ Dues with less than thirty-five (35) years in the Master Agreement covering construction in which his application is submitted to the Executive Board, the dues shall be fifteen dollars ($15.00) a month due and payable on the first day of each month, or such other amounts as may be determined by the Executive Board.

(g) Changes in the dues rates. (a) Parent Local Union No. 3 and Sub-divisions A, B, C, E, and Registered Apprentice.

(1) $6.00 shall be distributed to Parent Local Union No. 3, Good Standing Fund, and

(2) $2.50 shall be distributed to Local Union No. 3, Good Standing Fund,

(3) $1.50 shall be distributed to the Defense Fund.

(4) $3.00 shall be distributed to the Hardship Strike and Lock-Out, and

(5) $5.00 shall be distributed to the General Welfare Fund.

(b) Sub-division D.

(1) $1.50 shall be distributed to Local Union No. 3, Death Benefit Fund, and

(2) $0.50 shall be distributed to Local Union No. 3, Good Standing Fund,

(3) $1.00 shall be distributed to the Defense Fund.

(4) $1.00 shall be distributed to the General Welfare Fund.

Section 3
All dues shall be deposited in the General Fund and distributed as follows:

(a) The Parent Local Union No. 3 and Sub-divisions A, B, C, E, and Registered Apprentice.

(1) $1.50 shall be distributed to Local Union No. 3, Death Benefit Fund, and

(2) $2.50 shall be distributed to Local Union No. 3, Good Standing Fund,

(3) $1.50 shall be distributed to the Defense Fund.

(b) Sub-division D.

(1) $0.50 shall be distributed to Local Union No. 3, Death Benefit Fund, and

(2) $0.50 shall be distributed to Local Union No. 3, Good Standing Fund,

(3) $1.00 shall be distributed to the Defense Fund.

(4) $1.00 shall be distributed to the General Welfare Fund.

Section 4
A member who is sixty (60) days delinquent in the payment of his dues shall by action of Local Union No. 3 be suspended as of the sixtieth (61st) day unless, on or before the fifteenth (15th) day of the third (3rd) calendar month of such delinquency, he shall have paid his arrears in full.

Section 5
A member who has been suspended for delinquency shall be required to pay a reinstatement fee in accordance with the following schedule:

(a) Parent Local Union No. 3 and Sub-divisions A, B, C, E, and Registered Apprentice.

(1) $5.00 for Reinstatement Fee

(2) $0.00 for Local Fund Payment

Applicable International Tax, if any.

Plus an amount equal to employed dues for the period since the end of the period for which he was last in good standing through the end of the quarter of his reinstatement, and one quarter in advance.

(b) Sub-division D.

(1) $5.00 for Reinstatement Fee

(2) $0.00 for Local Fund Payment

Applicable International Tax, if any.

Plus an amount equal to employed dues for the period since the end of the period for which he was last in good standing through the end of the quarter of his reinstatement, and one month in advance.

Section 6
The Local Fund payment on the reinstatement fee shall be deposited in the General Fund and distributed as follows:

(a) The Death Benefit Fund.

(b) The Good Standing Fund.

(c) The Defense Fund.

Section 7
The dues rate for each month for each member whose dues are paid from the Good Standing Fund shall be twenty dollars ($20.00) per month.

Fund Re-allocations.

(a) When the Death Benefit Fund amounts to $375,000, the monies to be allocated to said Fund by virtue of the application of Articles V and VI may be reassigned.

(Continued on page 3)
A Personal Note From The President's Pen

"Thank you" to all the brother and sister engineers who attended the Semi-Annual meeting in San Francisco on July 7, 1984. We must continue to attend all meetings and take an active part in these meetings in order to keep our union strong.

Your Annual Credit Union meeting generated very little interest from the members which is very hard for me to understand! Most members are anxious to take off as soon as the Semi-Annual meeting has concluded. I hope each of you picked up a copy of the Twentieth Annual Performance Report 1983 for your Operating Engineers Local Union No. 3 Credit Union and read it when you get home.

Report of the Chairman

Banks are selling insurance and stocks. Insurance companies and stock brokerage firms are buying banks. Major non-financial companies are jumping into the financial industry, from Sears to 7-11 to K-Mart. It is on the increase.

where you stand in the market.

It has written 52,355 loans for memberstotaling more than $160 million at interest rates generally below market.

Total income earned on loans and investments since 1964 topped $43 million by year-end 1983 with 62% of that total being paid right back to members as dividends and insurance benefits.

Another 18% of that total went into retained earnings; reserves that benefit members because they build equity, protection and give the Credit Union flexibility in adjusting to changes in the marketplace.

That is value. A financial institution that returns most of its earnings to its members and keeps the rates on its chief source of income competitive with or below what other lenders charge.

Service has always been a keystone of your Credit Union's performance record. Programs are designed to give you quick, efficient and professional service. From applying for loans to making a withdrawal, you can conduct business with your Credit Union by phone.

Membership is the bottom line. As a member you receive the service expected from a membership organization.

As a member you can influence the direction of your Credit Union far more than you can any other single financial institution. When you borrow and save with your Credit Union, you make it all work, for you and for all other members.

Value. Service. Membership. There is a difference among types of financial institutions. And that difference is your own Credit Union. I appreciate the help and support received from members, directors, committee members and the Credit Union staff during 1983.

Respectfully submitted,
Harold Huston
Chairman, Board of Directors

My personal congratulations to the winners of the Operating Engineers Local Union No. 3 Scholarship awards for 1984:

- Hilary Lynn Keller and Ira Curt Ison, winners of a $1,000 scholarship each, and Joann Cecilia Godfrey and Duane Aikka Portlock, who each won a first runners up scholarship in the amount of $500.
- Brother Al Perry was present at the meeting and he's looking better every day. At told me that as of July 7, 1984 he has been a member of Operating Engineers for 61 years!
- All Retirees stood and received an enthusiastic welcome from the members. Also, the following 50-year members received their Local #3 watches: P. L. Brown; L. A. Huntington; Sherman Branscum; Walter Jackson; Ernest House; Eugene E. Holstrom; Verdon Garner; William H. Hake; H. M. Taylor.

Congregational negotiators have agreed on a package of spending cuts designed to help trim federal budget deficits, including a freeze of physicians fees under Medicare and an increase in premiums paid by beneficiaries.

The agreement broke a weeks-long stalemate and cleared the way for resolving remaining tax issues as House and Senate conferences fashioned a down payment on the deficit, estimated to total $600 billion over the next three years.

The $11 billion package of spending cuts included some $8 billion in savings in health and welfare programs and about $3 billion in measures designed to improve government efficiency that were recommended by a presidential panel known as the Grace Commission.

The agreement included a 15 month freeze in the fees Medicare will pay physicians, expected to save $2.9 billion. The measure includes financial incentives designed to persuade doctors to limit their charges to the amount the Medicare system had deemed reasonable, rather than billing patients for an additional amount.

The agreement also included a provision expected to raise premiums paid by Medicare beneficiaries for doctors' coverage to an estimated $19.10 a month in 1986. An increase of $1.40 over the current premium.

Other budget savings through increased taxes were yet to be folded into the agreement. But both sides indicated that once the spending logjam was broken, that should go fairly quickly. The full House and Senate then must vote on whether to accept the conferences' agreement.

The conferences also agreed to some measures that would increase spending, including the raising of some welfare regulations, estimated to cost about $300 million, and extending Medicaid coverage to some poor women and children, estimated to cost about $200 million.

On estate tax provision agreed upon would keep the maximum estate and gift tax rate at 55% through 1987, and then drop it to 50%. Under current law the rate drops from 60 percent to 55 percent this year and would have gone to 50 percent next year.

The negotiators are trying to reconcile differences between a House-passed $182 billion deficit reduction plan and a $140 billion Senate package supported by President Reagan.

I would like to take this opportunity to wish Jean and Don Kinchloe the very best as they start their retirement on August 1. It has been a pleasure working with Don for so many years and I know he will truly be missed by all.

Redding area remains fair

The work picture for the north state is fair, reports Business Representative Tom Hester. Kiewit-Pacific picked up two jobs in this area. The Redding I-5 job and a truck climbing lane on I-5.

Honorary Members

At its meeting on July 7, 1984, the Executive Board approved Honorary Memberships for the following Retirees who have 55 years or more of membership in Local 2.

Name Reg. No.
Dewey Bowers 0572701
Benjamin F. Crebs 0577454
James J. Delaney, Jr. 0281941
Robert O. Engle 0620212
Kermit E. Evans 0620205
Maurice R. Ledoyen 0620010
Raymond H. Mansfield 0516126
Walter J. Marquette 0440836
Flayley Whitworth 0620162
Max S. Winter, Jr. 0610194
Paul Woznick 0620216

Business Representative Tom Hester sent this photo in, which was taken at a quarry in Ruth, Nevada in 1917. Tom's father, "Red" Hester, who was a former District Representative in Redding, is one of the crew members pictured above.

The long awaited I-5 job north of Redding will be advertised in the fall of 1985. The first bid will be for two river crossings with the bids for the dirt going in 1986. There will be four contracts on this 80 mile project for 14.5 miles of new freeway.
Morgan Equip., lends a hand with training

By Gene Herndon

HID Training

The increasing complexity of today's equipment demands an even higher level of training in the basics on the part of HDR apprentices. Our HDR instructors face the challenge of relating classroom training in basics and theory to the "real world" of equipment repair. What's the solution? Leave the classroom and venture out into the industry. To do this requires the willingness and cooperation of dealers and contractors.

An outstanding example is Morgan Equipment of Sacramento.

A class and a field trip to Morgan's shop have been provided this season through the efforts of Morgan's Service Manager, Bob Garrett. Earlier this spring Leonad Simmons, equipment specialist for Morgan Equipment, gave a morning seminar on Detroit Diesel tune-up. Morgan even provided a V-8 Detroit, along with Leonard's time for a very informative and well received class.

This June during a S.R.T. Power Train class, the apprentices were fortunate to have a field trip to Morgan's shop. Under the tutelage of their trainer, Reggie Bacoccini, the class received a first-hand look into the inner workings of the Allison and Clark transmissions. Reggie's expert explanation of the components and the principles of their operation were intriguing to the trainees.

The icing on the cake, however, was the demonstration of the transmission through the class. Reggie set up and test an Allison transmission, giving them the opportunity to see all the components in action. This demonstration placed into perspective the classroom theory presented in the power train class at the ranch.

Work slowing down in Santa Rosa area

Work in the Santa Rosa area has leveled off with quite a few on the Out of Work List, reports District Representative Chuck Smith. Due to the rising interest rates, there are still 2,000 attending the services on July 10 as both officers were active community members. According to the Richmond Police Officers' Association President Tanyozetti, "They will be sorely missed by all. On behalf of the Richmond Police Officers' Association, we are particularly saddened by the loss of these individuals because they exemplified dedication to a profession, family and community services."

Apprenticeship Applications

The Operating Engineers Joint Apprenticeship Committee will be accepting applications and testing during the months of September and October. Anyone interested in joining one of the Local #3 districts offices and talk to either the Coordinator or the Dispatcher, who will have the schedule of testing and can give you the dates, times and locations.

Road. They are approximately 80 percent completed with the construction on Highway 175 and Bottle Rock Road.

Morgan Equipment transmission specialist Reggie Bacoccini explains Allison test procedures to Rancho Murieta power train class apprentices during a recent field trip.

This field trip and demonstration is an example of the positive changes that are taking place in the apprentice program. Industry support along with other improvements at the "Ranch", such as better curriculum and more demanding classes, all contribute to achieving the goal of increasing the value of the operating engineer to the employer.

Our thanks to Morgan Equipment, Bob Garrett, Leonard Sims and Reggie Bacoccini for their support and assistance.

Public Employee, representative Steven Conway reports that Police Officers William L. Whitty, pilot, and Ronald H. Fuller, narcotics, were killed when their aircraft, engaged in drug surveillance detail, was struck by another airplane. William Whitty is survived by his wife Pamela B. Whitty, and children, Christopher and Ronald H. Fuller (9). In excess of 2,000 attended the services on July 10 as both officers were active community members. According to the Richmond Police Officers' Association President Tanyozetti, "They will be sorely missed by all. On behalf of the Richmond Police Officers' Association, we are particularly saddened by the loss of these individuals because they exemplified dedication to a profession, family and community services."

Apprenticeship Applications

The Operating Engineers Joint Apprenticeship Committee will be accepting applications and testing during the months of September and October. Anyone interested in joining one of the Local #3 districts offices and talk to either the Coordinator or the Dispatcher, who will have the schedule of testing and can give you the dates, times and locations.

Road. They are approximately 80 percent completed with the construction on Highway 175 and Bottle Rock Road.

Morgan Equipment transmission specialist Reggie Bacoccini explains Allison test procedures to Rancho Murieta power train class apprentices during a recent field trip.

This field trip and demonstration is an example of the positive changes that are taking place in the apprentice program. Industry support along with other improvements at the "Ranch", such as better curriculum and more demanding classes, all contribute to achieving the goal of increasing the value of the operating engineer to the employer.

Our thanks to Morgan Equipment, Bob Garrett, Leonard Sims and Reggie Bacoccini for their support and assistance.

Public Employee, representative Steven Conway reports that Police Officers William L. Whitty, pilot, and Ronald H. Fuller, narcotics, were killed when their aircraft, engaged in drug surveillance detail, was struck by another airplane. William Whitty is survived by his wife Pamela B. Whitty, and children, Christopher and Ronald H. Fuller (9). In excess of 2,000 attended the services on July 10 as both officers were active community members. According to the Richmond Police Officers' Association President Tanyozetti, "They will be sorely missed by all. On behalf of the Richmond Police Officers' Association, we are particularly saddened by the loss of these individuals because they exemplified dedication to a profession, family and community services."

Apprenticeship Applications

The Operating Engineers Joint Apprenticeship Committee will be accepting applications and testing during the months of September and October. Anyone interested in joining one of the Local #3 districts offices and talk to either the Coordinator or the Dispatcher, who will have the schedule of testing and can give you the dates, times and locations.

Road. They are approximately 80 percent completed with the construction on Highway 175 and Bottle Rock Road.
Mondale-Ferraro a ticket unions can really support

The Democratic convention has nominated a presidential ticket American workers can enthusiastically support and adopted a platform that offers workers a clear alternative to the policies of the Reagan Administration.

For organized labor, the convention action vindicated the AFL-CIO’s break with precedent last October in its pre-primary endorsement of Walter F. Mondale’s presidential candidacy. The endorsement, Federation President Lane Kirkland told Mondale at the time, represented “a commitment to be at your side in every primary and every caucus in every state of the union.”

Labor’s commitment was carried out, through all of the ups and downs of the roller-coaster road to San Francisco.

Mondale’s selection of New York Congresswoman Geraldine A. Ferraro as his running mate proved as popular in labor circles as it was among convention delegates who had come to San Francisco as supporters of the three presidential candidates.

Ferraro’s nomination for vice president is “an added plus,” Kirkland said. He predicted that rank-and-file union members will respond to Gerry Ferraro’s “commitment to peace, strength and freedom,” assailing all forms of dictatorships.

Mondale came to the convention with the delegate commitments assuring him a first-ballot nomination, but the challenge was to unite the supporters of Gary Hart and Jesse Jackson behind his candidacy after a long and hard-fought primary season.

A Mondale ally, New York Gov. Mario M. Cuomo, began the healing process in a keynote speech eloquently stressing the principles that unite Democrats.

Cuomo called for a repudiation of the “social Darwinism” of the Reagan Administration, in which only the strongest are allowed to succeed.

The American people, with all their diversity, are still a family, Cuomo said. There must be a “sharing of benefits and burdens,” he insisted. “The problems of a retired school teacher in Duluth are our problems...the hunger of a woman in Little Rock is our hunger.”

Cuomo challenged President Ronald Reagan to “put his plan on the table next to the delegate commitments assuring him a first-ballot nomination,” it was “a time to cooperate” and join in a new and broader coalition.

Cuomo’s acceptance speech — the opening salvo in the campaign — was aimed at Americans who had voted for Ronald Reagan four years ago. He said bluntly that tax increases will be needed, whichever candidate wins the presidential election, in order to bring down the huge Reagan deficit. Mondale challenged President Reagan “to put his plan on the television time for the two losing candidates to voice the principles that had brought them into the presidential contest and sustained them during the months of primaries and caucuses. And it showed, for both Hart and Jackson, the enthusiasm and loyalty they had inspired in their delegates.

A magnet of unity

By her popularity, Ferraro was herself a magnet for bringing the party together again. In a convention where half the delegates were women, there were many Hart and Jackson supporters who felt that Ferraro’s nomination for the presidency had made them, too, “winners.”

Then, as the balloting confirmed Mondale’s victory, came the emotional closing of ranks so essential to a successful campaign. The battle for the nomination was over.

It was “a time to unite,” Hart told his supporters. “We must now speak with one voice.”

And for Jackson, who had sought to make his campaign a “rainbow coalition,” it was “a time to cooperate” and join in a new and broader coalition.

Mondale came to the convention with the delegate commitments assuring him a first-ballot nomination, but the challenge was to unite the supporters of Gary Hart and Jesse Jackson behind his candidacy after a long and hard-fought primary season.

A Mondale ally, New York Gov. Mario M. Cuomo, began the healing process in a keynote speech eloquently stressing the principles that unite Democrats.

Cuomo called for a repudiation of the “social Darwinism” of the Reagan Administration, in which only the strongest are allowed to succeed.

The American people, with all their diversity, are still a family, Cuomo said. There must be a “sharing of benefits and burdens,” he insisted. “The problems of a retired school teacher in Duluth are our problems...the hunger of a woman in Little Rock is our hunger.”

Cuomo challenged President Ronald Reagan to “put his plan on the table next to the delegate commitments assuring him a first-ballot nomination,” it was “a time to cooperate” and join in a new and broader coalition.

Cuomo’s acceptance speech — the opening salvo in the campaign — was aimed at Americans who had voted for Ronald Reagan four years ago. He said bluntly that tax increases will be needed, whichever candidate wins the presidential election, in order to bring down the huge Reagan deficit. Mondale challenged President Reagan “to put his plan on the television time for the two losing candidates to voice the principles that had brought them into the presidential contest and sustained them during the months of primaries and caucuses. And it showed, for both Hart and Jackson, the enthusiasm and loyalty they had inspired in their delegates.

A magnet of unity

By her popularity, Ferraro was herself a magnet for bringing the party together again. In a convention where half the delegates were women, there were many Hart and Jackson supporters who felt that Ferraro’s nomination for the presidency had made them, too, “winners.”

Then, as the balloting confirmed Mondale’s victory, came the emotional closing of ranks so essential to a successful campaign. The battle for the nomination was over.

It was “a time to unite,” Hart told his supporters. “We must now speak with one voice.”

And for Jackson, who had sought to make his campaign a “rainbow coalition,” it was “a time to cooperate” and join in a new and broader coalition.

Cuomo’s acceptance speech — the opening salvo in the campaign — was aimed at Americans who had voted for Ronald Reagan four years ago. He said bluntly that tax increases will be needed, whichever candidate wins the presidential election, in order to bring down the huge Reagan deficit. Mondale challenged President Reagan “to put his plan on the television time for the two losing candidates to voice the principles that had brought them into the presidential contest and sustained them during the months of primaries and caucuses. And it showed, for both Hart and Jackson, the enthusiasm and loyalty they had inspired in their delegates.

A magnet of unity

By her popularity, Ferraro was herself a magnet for bringing the party together again. In a convention where half the delegates were women, there were many Hart and Jackson supporters who felt that Ferraro’s nomination for the presidency had made them, too, “winners.”

Then, as the balloting confirmed Mondale’s victory, came the emotional closing of ranks so essential to a successful campaign. The battle for the nomination was over.

It was “a time to unite,” Hart told his supporters. “We must now speak with one voice.”

And for Jackson, who had sought to make his campaign a “rainbow coalition,” it was “a time to cooperate” and join in a new and broader coalition.

Cuomo’s acceptance speech — the opening salvo in the campaign — was aimed at Americans who had voted for Ronald Reagan four years ago. He said bluntly that tax increases will be needed, whichever candidate wins the presidential election, in order to bring down the huge Reagan deficit. Mondale challenged President Reagan “to put his plan on the television time for the two losing candidates to voice the principles that had brought them into the presidential contest and sustained them during the months of primaries and caucuses. And it showed, for both Hart and Jackson, the enthusiasm and loyalty they had inspired in their delegates.

A magnet of unity

By her popularity, Ferraro was herself a magnet for bringing the party together again. In a convention where half the delegates were women, there were many Hart and Jackson supporters who felt that Ferraro’s nomination for the presidency had made them, too, “winners.”

Then, as the balloting confirmed Mondale’s victory, came the emotional closing of ranks so essential to a successful campaign. The battle for the nomination was over.

It was “a time to unite,” Hart told his supporters. “We must now speak with one voice.”

And for Jackson, who had sought to make his campaign a “rainbow coalition,” it was “a time to cooperate” and join in a new and broader coalition.

Cuomo’s acceptance speech — the opening salvo in the campaign — was aimed at Americans who had voted for Ronald Reagan four years ago. He said bluntly that tax increases will be needed, whichever candidate wins the presidential election, in order to bring down the huge Reagan deficit. Mondale challenged President Reagan “to put his plan on the television time for the two losing candidates to voice the principles that had brought them into the presidential contest and sustained them during the months of primaries and caucuses. And it showed, for both Hart and Jackson, the enthusiasm and loyalty they had inspired in their delegates.

A magnet of unity

By her popularity, Ferraro was herself a magnet for bringing the party together again. In a convention where half the delegates were women, there were many Hart and Jackson supporters who felt that Ferraro’s nomination for the presidency had made them, too, “winners.”

Then, as the balloting confirmed Mondale’s victory, came the emotional closing of ranks so essential to a successful campaign. The battle for the nomination was over.

It was “a time to unite,” Hart told his supporters. “We must now speak with one voice.”

And for Jackson, who had sought to make his campaign a “rainbow coalition,” it was “a time to cooperate” and join in a new and broader coalition.

Cuomo’s acceptance speech — the opening salvo in the campaign — was aimed at Americans who had voted for Ronald Reagan four years ago. He said bluntly that tax increases will be needed, whichever candidate wins the presidential election, in order to bring down the huge Reagan deficit. Mondale challenged President Reagan “to put his plan on the television time for the two losing candidates to voice the principles that had brought them into the presidential contest and sustained them during the months of primaries and caucuses. And it showed, for both Hart and Jackson, the enthusiasm and loyalty they had inspired in their delegates.

A magnet of unity

By her popularity, Ferraro was herself a magnet for bringing the party together again. In a convention where half the delegates were women, there were many Hart and Jackson supporters who felt that Ferraro’s nomination for the presidency had made them, too, “winners.”

Then, as the balloting confirmed Mondale’s victory, came the emotional closing of ranks so essential to a successful campaign. The battle for the nomination was over.

It was “a time to unite,” Hart told his supporters. “We must now speak with one voice.”

And for Jackson, who had sought to make his campaign a “rainbow coalition,” it was “a time to cooperate” and join in a new and broader coalition.

Cuomo’s acceptance speech — the opening salvo in the campaign — was aimed at Americans who had voted for Ronald Reagan four years ago. He said bluntly that tax increases will be needed, whichever candidate wins the presidential election, in order to bring down the huge Reagan deficit. Mondale challenged President Reagan “to put his plan on the television time for the two losing candidates to voice the principles that had brought them into the presidential contest and sustained them during the months of primaries and caucuses. And it showed, for both Hart and Jackson, the enthusiasm and loyalty they had inspired in their delegates.

A magnet of unity

By her popularity, Ferraro was herself a magnet for bringing the party together again. In a convention where half the delegates were women, there were many Hart and Jackson supporters who felt that Ferraro’s nomination for the presidency had made them, too, “winners.”

Then, as the balloting confirmed Mondale’s victory, came the emotional closing of ranks so essential to a successful campaign. The battle for the nomination was over.

It was “a time to unite,” Hart told his supporters. “We must now speak with one voice.”

And for Jackson, who had sought to make his campaign a “rainbow coalition,” it was “a time to cooperate” and join in a new and broader coalition.

Cuomo’s acceptance speech — the opening salvo in the campaign — was aimed at Americans who had voted for Ronald Reagan four years ago. He said bluntly that tax increases will be needed, whichever candidate wins the presidential election, in order to bring down the huge Reagan deficit. Mondale challenged President Reagan “to put his plan on the television time for the two losing candidates to voice the principles that had brought them into the presidential contest and sustained them during the months of primaries and caucuses. And it showed, for both Hart and Jackson, the enthusiasm and loyalty they had inspired in their delegates.
nearly $1.6 trillion. It took all of Reagan's predecessors 200 years to reach the trillion-dollar debt mark. But with another term, Reagan could reach more than triple that amount.

Clearly, the Reagan program has been, in the words of then-candidate George Bush, "voodoo economics."

The last four years have brought economic suffering to millions of Americans. But the future is even more troubling. The federal budget is completely out of control; the budget deficit is exploding and the Administration refuses to divulge any strategy for reducing it until after the election. Today's huge budget deficits are already producing high interest rates. Tomorrow's even larger deficits threaten inflation, still higher interest rates, and, eventually, renewed recession.

What then, is the reality behind the Republican economic promise?

• one severe recession and the growing probability of another one;
• reduced investment;
• a mountain of public debt;
• a less competitive America; and
• lower living standards for our children.

Instead of prosperity, the Republicans have taken out a mortgage on America's future.

Despite putting the American people through the worst recession of the post-war era in 1981-82, and despite the current specter of rising interest rates and inflation, Republicans have pronounced their economic program a success. They claim to have "created" jobs, reduced interest rates, in fact, they've swept them under the rug. Republican rhetoric touts rising economic growth, reductions in unemployment, and improved business prospects. But their "hard statistics" compare 1984 conditions with the near-depression level of 1980. Instead, when the economy reached the trough of a two-year Republican-engineered economic down turn. Simply stated, they are playing fast and loose with economic statistics.

A recent study shows that the average family's after-tax income in 1984, two years of recovery, is still lower than it was five years ago. Even worse, income equity has decreased; wealthier families are better off and the situation for poor families substantially worse off.

The Reagan record

Even before he took office, Ronald Reagan and the Republican Party promised Americans an "Economic Recovery Program" that would produce sustained economic growth, reduce inflation and interest rates, balance the federal budget, and bring "jobs, jobs, jobs.

It's important to remember that, when the Republicans took control of the White House and the Congress, the economy was in the rise and unemployment was heading downward. Within a year, the Republican economic program changed that.

The basic idea of the Republican program was "supply-side" (or trickle-down) economics, along with a massive dose of wishful thinking. Reagan proposed extensive tax cuts, primarily for wealthy individuals and large corporations. These cuts, he said, would encourage work effort, saving and investment, raise productivity growth, and bring economic prosperity.

• Soaring budget deficits. The Republicans said that inflation and interest rates would decline — without a recession — as a result of tight monetary policies. In fact, the Fed's actions in 1981 to limit money supply growth choked the economy and helped create the devastating recession of 1981-82. The Federal Reserve temporarily abandoned monetarism in mid-1982 when it became apparent that the promised recovery was not arriving on time and in international debt crisis was possible. Passage by the Congress of a partial deficit-reduction package was also a factor in the easing.

But no further progress was made on the deficit in 1983, owing to the President's unwillingness to compromise with Congress. The Federal Reserve has recently been forced to return to a more strict approach to monetary policy because the Reagan Administration has no policies other than tight money to keep inflation from rising to double-digit levels again. This tight money policy, combined with the huge federal deficits, creates the high interest rate environment that sill hamstrings business investment and undermines the competitive position of U.S. goods in international markets.

• Increased government spending. Reagan promised his policies would produce a boom in saving and investment. Instead, saving and investment plunged. The personal saving rate dropped to 4.9 percent in 1982 — a post-war record — and by 1984 is up only 10.5 percent over four years. The shortfall in output — over $450 billion — amounts to some $2,000 for every man, woman, and child in America.

• Industrial production stagnant. From 1980 to 1983, total industrial production barely grew at all, an average annual increase of less than two-tenths of one percent. U.S. iron and steel production dropped 23 percent.

• High Unemployment. In 1980, the unemployment rate was 7.1 percent. By 1984, Reagan promised, unemployment would be down to 6.4 percent. During the Reagan recession, unemployment: reached 10.7 percent. Fully 11.9 million were looking for work; and unemployment for black teenagers hit 51.4 percent. An unemployment rate of 7.5 percent is expected in 1984.

• Saving and investment plunged. Reagan promised his policies would produce a boom in saving and investment. Instead, saving and investment plunged. The personal saving rate dropped to 4.9 percent in 1980 from 6.0 percent in 1980 and will be only 3.7 percent in 1984. Business investment will be 11.0 percent of GNP in 1981 over the 14.5 percent promised, even after two years of recovery — a loss of more than $300 billion worth of business plant and equipment.

• No sustained economic growth. Reagan and the Republicans promised sustained economic growth. By 1984, Republicans promised a GNP 15.5 percent higher than in 1980. Instead, real GNP fell nearly two percent in 1982 — a post-war record — and by 1984 is up only 10.5 percent over four years. The shortfall in output over $450 billion — amounts to some $2,000 for every man, woman, and child in America.

• Increased government spending. Reagan promised his policies would produce a boom in saving and investment. Instead, saving and investment plunged. The personal saving rate dropped to 4.9 percent in 1982 — a post-war record — and by 1984 is up only 10.5 percent over four years. The shortfall in output over $450 billion — amounts to some $2,000 for every man, woman, and child in America.

• Industrial production stagnant. From 1980 to 1983, total industrial production barely grew at all, an average annual increase of less than two-tenths of one percent. U.S. iron and steel production dropped 23 percent.

• High Unemployment. In 1980, the unemployment rate was 7.1 percent. By 1984, Reagan promised, unemployment would be down to 6.4 percent. During the Reagan recession, unemployment: reached 10.7 percent. Fully 11.9 million were looking for work; and unemployment for black teenagers hit 51.4 percent. An unemployment rate of 7.5 percent is expected in 1984.

• Saving and investment plunged. Reagan promised his policies would produce a boom in saving and investment. Instead, saving and investment plunged. The personal saving rate dropped to 4.9 percent in 1980 from 6.0 percent in 1980 and will be only 3.7 percent in 1984. Business investment will be 11.0 percent of GNP in 1981 over the 14.5 percent promised, even after two years of recovery — a loss of more than $300 billion worth of business plant and equipment.

• No sustained economic growth. Reagan and the Republicans promised sustained economic growth. By 1984, Republicans promised a GNP 15.5 percent higher than in 1980. Instead, real GNP fell nearly two percent in 1982 — a post-war record — and by 1984 is up only 10.5 percent over four years. The shortfall in output — over $450 billion — amounts to some $2,000 for every man, woman, and child in America.

• Industrial production stagnant. From 1980 to 1983, total industrial production barely grew at all, an average annual increase of less than two-tenths of one percent. U.S. iron and steel production dropped 23 percent.

• High Unemployment. In 1980, the unemployment rate was 7.1 percent. By 1984, Reagan promised, unemployment would be down to 6.4 percent. During the Reagan recession, unemployment: reached 10.7 percent. Fully 11.9 million were looking for work; and unemployment for black teenagers hit 51.4 percent. An unemployment rate of 7.5 percent is expected in 1984.

• Saving and investment plunged. Reagan promised his policies would produce a boom in saving and investment. Instead, saving and investment plunged. The personal saving rate dropped to 4.9 percent in 1980 from 6.0 percent in 1980 and will be only 3.7 percent in 1984. Business investment will be 11.0 percent of GNP in 1981 over the 14.5 percent promised, even after two years of recovery — a loss of more than $300 billion worth of business plant and equipment.

• No sustained economic growth. Reagan and the Republicans promised sustained economic growth. By 1984, Republicans promised a GNP 15.5 percent higher than in 1980. Instead, real GNP fell nearly two percent in 1982 — a post-war record — and by 1984 is up only 10.5 percent over four years. The shortfall in output — over $450 billion — amounts to some $2,000 for every man, woman, and child in America.

• Industrial production stagnant. From 1980 to 1983, total industrial production barely grew at all, an average annual increase of less than two-tenths of one percent. U.S. iron and steel production dropped 23 percent.

• High Unemployment. In 1980, the unemployment rate was 7.1 percent. By 1984, Reagan promised, unemployment would be down to 6.4 percent. During the Reagan recession, unemployment: reached 10.7 percent. Fully 11.9 million were looking for work; and unemployment for black teenagers hit 51.4 percent. An unemployment rate of 7.5 percent is expected in 1984.

• Saving and investment plunged. Reagan promised his policies would produce a boom in saving and investment. Instead, saving and investment plunged. The personal saving rate dropped to 4.9 percent in 1980 from 6.0 percent in 1980 and will be only 3.7 percent in 1984. Business investment will be 11.0 percent of GNP in 1981 over the 14.5 percent promised, even after two years of recovery — a loss of more than $300 billion worth of business plant and equipment.

The Reagan record

(Continued from page 1)

The Engineers News extends a special thanks to Local 3 member Robert Payton, who took the convention photos on these two pages. In addition to operating a crane, Payton is an excellent photographer.

Republicans cut spending on other programs.

• Unfair taxes. Reagan promised a tax program that would be "across-the-board" and fair. Instead, only corporations and the wealthy received significant tax cuts. Taxpayers with incomes above $50,000 had their federal tax burdens cut significantly. But, after account is taken of inflation and higher payroll taxes, tax burdens of middle-income ($15,000 -- $50,000) taxpayers stayed about the same; for many poorer taxpayers their tax burdens actually increased.

Again, we must ask ourselves the same question Reagan used four years with such success: are we truly better off now than we were four years ago? Hardly.

Dues

(Continued from page 1)

A non-refundable dues credit equivalent to one month of the member's current dues will be issued if the liquid assets of the General Fund reaches an amount specified in Section 9 of the new Article VI. This change will prevent the union from building up more reserves than are actually needed to operate the union.

All language changes in the amended Article VI were designed to accomplish the four basic changes outlined above. (See page 3 for the complete text of Article VI).

Stapleton commented that the turnout at the meetings was not very high. "We would like to have had more attendance at the meetings," Stapleton said. "However, with the number of members working out of area and because the changes were not controversial, the low attendance was not surprising."
October is enrollment month for Kaiser

KAISER ENROLLMENT

Name
S.S.
Address
Zip

☑ ACTIVE
☑ I wish to change from the Comprehensive Insured Plan (Union Labor Life)
☑ I wish to change from Kaiser to the Comprehensive Insured Plan (Union Labor Life)
☐ I need a Kaiser brochure/Health and Welfare Booklet

Cip and Mail to: Operating Engineers Fringe Benefits Center, 474 Valencia Street, San Francisco, CA 94103

---

**Oakland busy purging out-of-work list**

The Oakland office has been swamped trying to purge our out of work list of members who have returned to work. The dispatch center reports Business Representative Brian Bishop. This problem has been extremely multiplied due to the recent strike. Hundreds of members signed on the out of work list due to the strike and returned to work without notifying the Dispatch Hall after the strike was over.

Companies who are looking to end up the year with a good season have been calling for a large number of operators. Some of the dispatchers have called as many as 25 out of 30 members on the one on the out of work list. They have called as many as 25 out of 30 members for a job who were already working.

This failure of members or their employers to notify the Dispatch Hall when they return to work is costing this Union as well as each Brother on the out of work list a great deal of money. Each and every member of this Union should be familiar with their obligations as well as their rights under the Job Placement Regulations. Copies of which can be obtained at the Dispatch Hall.

The work picture here in Oakland slowed down a great deal due to this recent strike, but now the companies in the area, both large and small, are looking forward to regaining up and running out with a good year.

---

**Fringe Benefit Forum**

By Don Jones, Director of Fringe Benefits

American workers and their families all suffer from it. Retirees and their families endure it. Inflation aggravates it. Greed takes advantage of it. Trust Funds, Labor and Management fight it. Kaiser and the Insurance Companies overlook it. And the Government ignores it. I’m talking about rising health care costs and it isn’t getting any better.

In 1980 the cost of a hospital room for one day was $250 and we thought that was outrageous. Today the same room goes for $425, a 70% increase, and that is obscene.

In 1982 Local 3 Retiree Welfare Plan paid in under one half million dollars each month for Hospital-Surgical-Medical benefits. Today we pay $172,000 per month. Over the same period our per capita costs, the amount the Plan pays out each month for each Retiree’s coverage, has increased 59%.

Costs for the Active Plan have increased too. Three years ago it cost the Trust $175 per member per month for full health and welfare benefits. Today we each cost $235.

Our costs have increased over the past years primarily because of a shift in who pays the bills. For the longest time the government has paid the largest portion of the health care bill. They provided grants and subsidies for medical research and development. They helped with hospital construction costs. They even filled hospital beds with Medicare patients. But recently things have changed. Faced with growing federal budget deficits, the government has tightened and even eliminated many programs which subsidized health care providers, doctors and hospitals. As a result, we see those providers shifting their costs to us. We are expected to make up the difference.

If you are unhappy with the situation, we could see hospital beds costing $1,000 per day by the next election. A routine office visit could cost $150 and a physical exam could run $700. And the big ticket items, like surgery, cancer treatment and disability accidents would be absolutely out of sight. Who is going to pay all that? We all have done our share at Local 3. In 1980 our top contribution rate for the Active and Retiree Plans totaled $2.09 per hour—today it totals $2.49. We tightened our belt, but we held the line, increased contributions only as necessary. We ran the plans very effectively in the meantime, increasing benefits levels, to keep pace with rising medical costs. Our Plans are actually better now than during the darkest of times.

We are apprehensive about rising health care costs and it isn’t going to get any better until recent strike, but now the companies in the area, both large and small, are looking forward to regaining up and running out with a good year.

---

**Fringe Benefit Forum**

By Don Jones, Director of Fringe Benefits

American workers and their families all suffer from it. Retirees and their families endure it. Inflation aggravates it. Greed takes advantage of it. Trust Funds, Labor and Management fight it. Kaiser and the Insurance Companies overlook it. And the Government ignores it. I’m talking about rising health care costs and it isn’t getting any better.

In 1980 the cost of a hospital room for one day was $250 and we thought that was outrageous. Today the same room goes for $425, a 70% increase, and that is obscene.

In 1982 Local 3 Retiree Welfare Plan paid in under one half million dollars each month for Hospital-Surgical-Medical benefits. Today we pay $172,000 per month. Over the same period our per capita costs, the amount the Plan pays each month for each Retiree’s coverage, has increased 59%.

Costs for the Active Plan have increased too. Three years ago it cost the Trust $175 per member per month for full health and welfare benefits. Today we each cost $235.

Our costs have increased over the past years primarily because of a shift in who pays the bills. For the longest time the government has paid the largest portion of the health care bill. They provided grants and subsidies for medical research and development. They helped with hospital construction costs. They even filled hospital beds with Medicare patients. But recently things have changed. Faced with growing federal budget deficits, the government has tightened and even eliminated many programs which subsidized health care providers, doctors and hospitals. As a result, we see those providers shifting their costs to us. We are expected to make up the difference.

If you are unhappy with the situation, we could see hospital beds costing $1,000 per day by the next election. A routine office visit could cost $150 and a physical exam could run $700. And the big ticket items, like surgery, cancer treatment and disability accidents would be absolutely out of sight. Who is going to pay all that? We all have done our share at Local 3. In 1980 our top contribution rate for the Active and Retiree Plans totaled $2.09 per hour—today it totals $2.49. We tightened our belt, but we held the line, increased contributions only as necessary. We ran the plans very effectively in the meantime, increasing benefits levels, to keep pace with rising medical costs. Our Plans are actually better now than during the darkest of times.

We are apprehensive about rising health care costs and it isn’t going to get any better until recent strike, but now the companies in the area, both large and small, are looking forward to regaining up and running out with a good year.
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.

Alcoholism is an illness

By Nate Davidson

Alcoholism declared illness

Two generations ago the idea of alcoholism as an illness began to be accepted. In the mid-thirties, A.A. came into existence. About the same time, a movement began which created the Yale School of Alcohol Studies. Later this scholarly approach to alcoholism moved to Rutgers University. In 1956 the American Medical Association (AMA) declared alcoholism to be an illness.

Who has the primary illness?

The alcoholic member of the family involves all of us, including those who are not alcoholics. Perhaps we should go back to the American Medical Association’s definition of alcoholism: “The family members living with an alcoholic are not sick, but are simply reacting to the chronic illness of alcoholism as well as they can.” Daniel J. Anderson, President, Hazelden.

If in my experience, ‘sick as’ or ‘worse than’ usually translates as ‘as bad as’ or ‘worse than.’” Howard F. Stein, Ph.D., Department of Family Medicine, University of Oklahoma.

The family members living with an alcoholic are not sick, but are simply reacting to the chronic illness of alcoholism as well as they can.” Daniel J. Anderson, President, Hazelden.

In my experience, ‘sick as’ or ‘worse than’ usually translates as ‘as bad as’ or ‘worse than.’” Howard F. Stein, Ph.D., Department of Family Medicine, University of Oklahoma.
Talking to Techs
By Frank Morales, Wally Schissler and Jerry Steele

The Evening Division of the City College of San Francisco will offer in the Fall of 1984 two surveying courses: Curves and Earthwork (E.T. 197), two credit units, on Wednesdays 6:00 - 9:00 p.m. and Land Surveying (E.T. 192), three credit units, on Tuesdays 6:00 - 9:00 p.m. Both courses are essential for the L.S. examination. Instruction starts on August 14, 1984 and ends on December 21, 1984. Evening students may also enroll at the first class session on a space-available basis. For further information about San Francisco City College call (415) 239-3308 or (415) 239-3301. For additional information about the content of these classes contact Mr. Benner at (415) 841-8592 or Mr. Colesseum at (415) 355-6999.

Testing and Inspection:

Education in nondestructive testing and visual inspection is one of the ways to improve your skills and earn higher wages. Contra Costa College in San Pablo offers classes that could help you earn those higher wages. The College offers day courses in Ultrasonics, Radio graphic, Magnetic Particle and Penetrant, which will start the end of August. Eddy Current offered at night only. For those with no past experience, introduction to N.D.T. is also offered. For further information contact Mr. Ray at Contra Costa College, (415) 235-7800.

Organizing:
The tech Department would like to welcome G & K Associates of Walnut Creek and Brijkstra-Himmam Associates of Lafayette to Local 3, who have recently signed new contracts with the Tech Engineers.

Utah training center almost one man show
By Norris Casey

On a recent trip to Utah I had the opportunity to visit the apprentice training center. I must say I was very much impressed by what I saw. The job that is being done here by H. K. Pang is simply amazing. H. K. is the whole crew at the center. He does the classroom instruction, the training on equipment and anything else that needs to be done. He, of course, is backed up by Administrator John Thornton and Coordinator Ricky Bryant, but at the center it is all H. K. Pang.

The day we were there, there was a threat of the river flooding, so he had all the equipment and apprentices out doing preventive work. We found H. K. under a piece of equipment doing repair work.

He handles usually six apprentices in a class and works them all the way through the program and is turning out preventive work. We found H. K. under a piece of equipment doing repair work.

He handles usually six apprentices in a class and works them all the way through the program and is turning out preventive work. We found H. K. under a piece of equipment doing repair work.

After meeting him and seeing his work, I can't help but say - Hats Off! to H. K. Pang.

In 1983 Mother Nature, with the help of a lot of rain, caused a slide in Spanish Fork Canyon, Utah. This slide is estimated to be about one billion yards of dirt. It closed the river, took out high-wares and milling machines and flooded the town of Thistle. It took an estimated 72 hours to get all the equipment and apprentices out doing preventive work. We found H. K. under a piece of equipment doing repair work.

The Tech Department would like to welcome G & K Associates of Walnut Creek and Brijkstra-Himmam Associates of Lafayette to Local 3, who have recently signed new contracts with the Tech Engineers.

Pictured above from left to right are Steve Smith, R.C.; Roxanne Kerber, instrument person and Stuart Knot, Party Chief. They are working on the Balsam Meadows hydro-electric project under construction in a joint venture by Dillingham and Guy F. Atkinson. The project is located about 60 miles east of Fresno. Pictured to the right is John Osterloh on the Stanford Collider tunnel project.

Our deepest sympathy is extended to the family and friends of Francis C. Smingle, Civil Engineer of Calistoga, and President of Bay Counties Association.

Pictured above is the Utah apprenticeship training center where H.K. Pang (pictured below with Local 3 Treasurer Norris Casey) is the instructor, chief repairman, one man crew and you name it. The buildings at the far end are classrooms and office.

Utah training center almost one man show
By Norris Casey

On a recent trip to Utah I had the opportunity to visit the apprentice training center. I must say I was very much impressed by what I saw. The job that is being done here by H. K. Pang is simply amazing. H. K. is the whole crew at the center. He does the classroom instruction, the training on equipment and anything else that needs to be done. He, of course, is backed up by Administrator John Thornton and Coordinator Ricky Bryant, but at the center it is all H. K. Pang.

The day we were there, there was a threat of the river flooding, so he had all the equipment and apprentices out doing preventive work. We found H. K. under a piece of equipment doing repair work.

He handles usually six apprentices in a class and works them all the way through the program and is turning out preventive work. We found H. K. under a piece of equipment doing repair work.

After meeting him and seeing his work, I can't help but say - Hats Off! to H. K. Pang.

In 1983 Mother Nature, with the help of a lot of rain, caused a slide in Spanish Fork Canyon, Utah. This slide is estimated to be about one billion yards of dirt. It closed the river, took out high-wares and milling machines and flooded the town of Thistle. It took an estimated 72 hours to get all the equipment and apprentices out doing preventive work. We found H. K. under a piece of equipment doing repair work.

The Tech Department would like to welcome G & K Associates of Walnut Creek and Brijkstra-Himmam Associates of Lafayette to Local 3, who have recently signed new contracts with the Tech Engineers.

Pictured above from left to right are Steve Smith, R.C.; Roxanne Kerber, instrument person and Stuart Knot, Party Chief. They are working on the Balsam Meadows hydro-electric project under construction in a joint venture by Dillingham and Guy F. Atkinson. The project is located about 60 miles east of Fresno. Pictured to the right is John Osterloh on the Stanford Collider tunnel project.

Our deepest sympathy is extended to the family and friends of Francis C. Smingle, Civil Engineer of Calistoga, and President of Bay Counties Association.

Pictured above is the Utah apprenticeship training center where H.K. Pang (pictured below with Local 3 Treasurer Norris Casey) is the instructor, chief repairman, one man crew and you name it. The buildings at the far end are classrooms and office.
down the road is also busy on the creek. The shops in the Yolo area are busy too. The Robert Magnet Company has done a full load of work this month, and Cal State Equipment and Layne-Western are doing fine.

The construction of North Highlands is keeping about five brothers busy on the $16 million Yolo Causeway project.

As for the dirt work in the area, not too much has been going on. What work there has been done has been done by R. C. Collet and A. Teichert & Sons. The same goes for the underground work.

One last reminder — please make sure you all are registered to VOTE for the upcoming Presidential election. It is very important that you register if you are an Engineer.
ATTEND YOUR UNION MEETINGS

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

September
5th Salt Lake City: Engineers Bldg., 1955 W. N. Temple
6th Reno: Musicians Hall, 124 West Taylor
20th San Jose: Labor Temple, 2102 Almaden Rd.
27th Santa Rosa: Veterans Bldg., 1531 Maple St.

October
2nd Eugene: Engineers Bldg., 2806 Broadway
3rd Redding: Engineers Bldg., 100 Lake Blvd.
4th Yuba City: Yuba-Sutter Fairgrounds, Arts/Crafts
Bldg., 442 Franklin Rd.
10th Honolulu: Kailihi Waena
School, 1240 Gulick Ave.
11th Hilo: Kapilolu School, 966
eleua Ave.
12th Maui: Kahului Elementary
School, 410 S. Hina Ave.,
Kahului

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 St., San Francisco, California 94103
Please send me: A Membership card for the Magic Kingdom
Club
My name is: (PLEASE PRINT ALL INFORMATION)
Address: ____________________________
City, State & Zip Code: ____________________________
Social Security Number: ____________________________

CREDIT UNION INFORMATION

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

(my name)

(social security number)

(address)

(city) (state) (zip)

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

IMPORTANT

diiated completion of this form will not only ensure that you receive your ENGINEERS NEWS each month, it will also ensure you receive other important mail from your Local Union. Please fill out carefully and check below to be mailed.

REG. NO.

LOCAL UNION NO.

SOC. SECURITY NO.

NAME

NEW ADDRESS

CITY & STATE ZIP

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

Five-year highway plan approved

(Continued from page 1)

change of routes 580 and 238. The new interchange will feature "flyover" ramps allowing motorists to change freeways without reducing speed.

Auxiliary lanes will be added to

November
1st Ukiah: Grange Hall, 740 State Street
5th Stockton: Engineers Bldg.,
1916 North Broadway
27th Auburn: Auburn
Recreation Center, 123
Recreation Drive
29th Concord: Elks Lodge
1994, 3994 Willow Pass Road

December
5th Ogden: Ogden Union
Station, Dumke Rd., 25th &
Walls Ave.
6th Reno: Musicians Hall, 124
West Taylor

Marin County
$7.3 million for continuation of the
southbound high occupancy vehicle (HOV) lane along Route 101, with the
newest segment going from Route 37 to
the Miller Creek interchange;

$1.5 million for an overcrossing spanning Route 101 at Merrydale Road in
San Rafael;
Napa County
$1.5 million for widening the portion
of Route 121 in the city of Napa which
goes from Soscol Avenue to Transac

San Mateo County
$5.9 million for construction of a
truck climbing lane on Route 92 from
Route 35 to Rollins;

$4.4 million for a park-and-ride lot
located 1.2 miles south of the Daily City
BART Station;

A big thanks to members who came to Lone Star hearing

District Representative Ron Wilson
would like to express a big thank you to
the active members and all the retirees
who showed up at the hearing for Lone Star,
great plant, in Franti.

" If they did not receive a per-
mit, but thanks to Art Lancle, who takes
charge of retirees’ problems at the Fresno
office, and faithful Bob Cowger and
John DeBrum, we got out in force to
be a voice," Wilson said. "It also
want to thank Ron Wood, who behind the
scenes, managed to politically motivate
those in charge in favor of our winning
the decision for Lone Star.

"As I see it, whether or not we take
part in politics in order to survive as a
union, all the members have to take an
active part somewhere. Take the com-
mit election. I would hope that all the
members, their spouses and friends,
would like to express a big thank you to
the active members and all the retirees
who showed up at the hearing for Lone Star,
great plant, in Franti.

"We're doing it! Come one and
all to the best picnic you'll ever
attend. On Saturday, September
22, 1984 we're having a feast
under 18) you can eat till you pop.

REMEMBER! See you there.

THIS IS THE BIG ONE!
Fresno Picnic

Bring the whole family — yep,
kiddies, too.

For only $6.00 per single
person or $12.00 per family
(kids under 18) you can eat till you pop. Soft
drinks to overflowing for our
hot weather. Great food from our
finest cooks. Umm, you can already
dream the deep-pit beef now.
Over again will you say,
"where's the beef?"

Get your advance tickets
through the Fresno district office
now. Let's make this one TO
REMEMBER! See you there.