Clem Sees More Working Days Ahead

Big Pension Increase Follows 2-Year Study

New Rates In Effect On April 1st

A two-year, in-depth study of the Pension Trust Fund for Operating Engineers Local Union No. 3, the International Union of Operating Engineers, AFL-CIO, concluded. The study was undertaken by the investment counselors which has resulted in a dramatic increase in the pension available to members who retire after April 1, 1973, based on pension credits earned annually, according to an announcement this week by Al Clem, Co-Chairman of the Pension Trust and Business Manager of the giant, 36,000-member heavy construction union.

"We are also proud to announce that we have been able to add two years (24 months) to the previously established three-year (36-month) guarantee of pension payments regardless of the member's longevity after retiring. This simply means that an engineer and his beneficiary are assured of at least five years of pension payments," said Clem.

The union leader also pointed out that an additional important benefit would come out of the two-year study, in that members who would no longer be limited to earning 55 pension credits, but would be able to accrue up to 85 pension credits in the future.

"What this means," said Clem, "is that since more than one pension credit a year can be earned (five quarters) a member can, new earn (working the maximum number of hours at maximum contribution) his 85 pension credits in 17 years. Clem pointed out that the two-year study which resulted in these important increases would have members currently in the work force a chance to greatly enhance their pension status during their productive years.

The union leader also pointed out that previous actuarial studies and consistent good management had provided a five per cent (5%) increase for pensioners already on the Pension Rolls on September 1, 1972, along with a marked improvement of retirees' pension levels over the years.

From the beginning of the Pension Plan maximum pension credits possible was 25, as of April 1, 1973 this maximum has been extended to 85 pension credits. Since 1969, engineers have had the dollar value of their pension credits determined by the amount of contributions and hours worked.

The value of pension credits were based in part to 1969 at a frozen rate determined by the contribution rate at which the member's employer contributed to the Pension Plan. The rate has been raised from $18 for 10% contribution rates to $137.

The new rates range as high as $19.

See PENSION GROWTH Page 2
Now that the holidays are over we are able to accomplish some business for the Union. We realize that due to the unusual rains there is a great deal of unemployment and with that of course goes some hardships, but that has always been the story of those of us who have worked in the construction industry all of our lives.

What makes it doubly hard, however, is that we have had a recession in construction in California, due primarily to the ecologists and those people who seem to want to stop the progress of civilization in many ways.

As I have said many times before, we of the Operating Engineers believe in ecology, believe in clean air, clean water and clean places for our people to live. However, I believe this can be accomplished without putting a stop to many of the projects that have been scheduled to go ahead in our jurisdiction.

At this time we would like to ask all of you to find the time to attend any meetings dealing with ecology where the construction work will be stopped in your area, for in a democracy we can only be heard if we stand up and are counted.

During the month of January, Recording-Representing Business Managers Mr. T. J. Stapleton and myself attended a Business Managers' meeting at Las Vegas, Nevada, where all the Business Managers of the various hoisting and portable local unions throughout the Western United States were in attendance. At this time, the wage workers were审议 our wages and manning provisions with the different local unions, for the purpose of securing information and giving input on the bargaining table.

Those of you in the construction industry know that this year the California Construction Agreement is open for wages and fringes. You will shortly be receiving a questionnaire, asking you to make a determination in what you are interested, whether it be health and welfare, pensions or vacations. This also applies to the State of Utah.

The Rock, Sand and Gravel Agreements in California are open in their entirety, as well as the Nevada Agreement. You will be receiving the same type of questionnaire. We would appreciate your filling this out and returning it as quickly as possible, so that when we go in to the bargaining table we will have a cross section of the views of the members working in the various industries and geographical locations.

The same controls have been put in place with the exception of the construction industry, Construction Industry Stabilization Committee is still functioning and very frankly, we are just now having some difficulties in getting our January wage increases approved, so I do not know what adjustments we will receive at the bargaining table, or even if they would be approved if they were received.

We have two agreements up for appeal at the present time and I am endeavoring to make arrangements to appear before the Board personally and plead our case, but in talking to the Business Managers of the various locals throughout the United States, we find that many of their increases have been cut back by the Board.

Last month I was in Washington, D.C., ironing out our difficulties with the State, City and County employees. We were able to arrive at an understanding where they withdrew an Article 20 charge against Local 408. We arrived at an understanding where the two Unions would assist each other in organizational drives, for it is very essential that we organize the unorganized, to get their wages on a par with the outside, there will be unfair competition to the members of our Union on construction jobs.

At this meeting with the Nevada AGC people relative to the starting of negotiations early, for this is going to be an extremely busy year for negotiations. We are hopeful to get a start on the administrative sections of these negotiations the latter part of February or the early part of March in Nevada. We hope that by this time we will have some type of idea what the guide lines for wages and fringes will be.

On behalf of myself and the Officers, I want to thank the members who attended the semi-annual meeting. While it was a meeting of short duration, we endeavored to give a

San Jose Retrospect

1972 Wasn't Very Good Engineer Year

By ROBERT E. MAYFIELD, District Representative; JACK BULLARD, Business Manager and Local; TOM CARTER, and ROBERT PLEDRICK, Business Representatives.

By ROBERT E. MAYFIELD

The article which is printed another calendar year will be continued in San Francisco, the latter part of February or the early part of March in Nevada. We hope that by this time we will have some type of idea what the guide lines for wages and fringes will be.

A note should be made in mid-simmer in the aggregate and concrete industry has been at a standstill for two months for a great many of the brothers, as to income for periods that the IBEW has been working the best periods in every year. As a result, many people dropped out of unions such as United, Nevada, and even Oregon where at times jobs were available, and if they were available, they were not for which we are thankful.

Proposition 13 has been passed, and now the long range effects on construction throughout the State are in the process of being shown—w ith many projects now set aside or already stopped by decision and/or by injunction. The picture is meant to illustrate a solution greatly needed as brothers it will still have the same notes that this past year will be as good or better than 1972.

Semi-Annual

(Continued from Page 3)

Members, Craft Union and Apprenticeship) ........ 267

Credits, prior to 1969, will be counted.

(Continued from Page 5)

Money appears to be available in areas of construction of sewers and water treatment plants in several cities throughout the country will be made available in Nevada in 1973. Some highway work also will be had, as from reliable sources we understand that Bob Ray junction between Watsonville and Santa Cruz will not be ad- vised in late January with bids opening in February. This job should be an excellent one, and almost 50 million has been put in the budget for this project. There should be several jobs on this job and a lot of dirt, as means operators instead of carpenters and cement finishers.

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See MORE COLLECTIVELY SPEAKING Page 18.

CIS Committee Postpones Major Contract Approval

The Construction Industry Stabilization Committee in Washington, D.C., has to date postponed any action on most major construction contracts submitted for approval by Operating Engineers Local Union Ten and Members in the states of California, Nevada, Utah, and the Northern Nevada Construction Agreement both are scheduled for increases to become effective as January 1, 1972, but the lead time of agreements presently existing in the Construction Industry Stabilization Committee has prevented approval. It is also probable that the current activity and conclusion concerning first stabilization, and transitional jurisdictions of the Economic Stabilization Program's Phase III are causing further delay in the approvals.

The increases for the Utah Master Construction Agreement scheduled to become effective on October 1, 1971, have been denied by the Construction Industry Stabilization Committee, but it is in the process of appeal by Local 8. Additionally, the Master Agreement for Hawaii has been negotiated and signed and in the process of being forwarded to the Construction Industry Stabilization Committee in order to gain approval of the increases contained within this new agreement. On completion there will be executive any and all of these Agreements will come fully effective.

Pension Growth

(Continued from Page 3)

Under the new formulas, the freeze date for future Service Credits, prior to 1969, will be increased to $15,000 to $17,000 for members working in the Bargaining Unit with contributions at the maximum rate for those who receive a normal pension.
Steel Spider Now Sitting Down Beside Miss Pacifica

Pacifica, Calif.—Since everything that happens, real or imagined, in the San Francisco Bay Area winds up as fodder for the grind-mills of television and motion picture studios, we wouldn't be surprised to see the next dope-chase scene or nude-connection series staged on the giant metal monster currently dipping its eight toes in the Pacific Ocean at Pacifica, California.

Already dubbed by Healy Tihblis Construction Company with the ominous name of Spider II, the 368-ton self-propelled, plodding platform is currently being engaged on a $2.5 million fishing pier and sewage outfall project in this small coastal town south of San Francisco.

Soda Springs

Sewer Set

Seeks Seal

By RALPH WILSON, District Representative; AL DALTON, AL SWAN, MIKE WOMACK, DAVE REA, Business Agents

There's a hoop of trouble lurking beneath the mantle of snow in this small Sierra community (Soda Springs) which depends on septic tanks for its livelihood. The problem is raw sewage—and even more troubling is the fact that a brand new sanitation system ready to accept Ralph Wilson and treat the sewage cannot be used.

The result is that residents and lodge owners in the Donner Lake area are frustrated, bewildered and angered, because with every flash of a toilet there is a good chance that effluent is seeping only yards from their homes.

There is no ready answer as to why the $3.8 million sewage line and a speaking new sewage treatment plant—most of it paid by federal funds—can't be used. Some residents of this popular winter sports area, which attracts as many as 10,000 skiers to its slopes each weekend, complain that the small Donner Summit Public Utilities District and a Southern California contractor who built the sewage system are dragging their feet.

The problem seems to be that the constructing firm just hasn't finished the job of installing the sewer line and readying the sewage treatment plant—most of it paid by federal funds—can't be used. Some residents of this popular winter sports area, which attracts as many as 10,000 skiers to its slopes each weekend, complain that the small Donner Summit Public Utilities District and a Southern California contractor who built the sewage system are dragging their feet.

We Get Letters!

Dear Bill:

May I thank all of the Operating Engineers of Local 3 for everything they have done for me since the death of my beloved husband, Eugene E. Crawford.

Sincerely yours,

Ruby Crawford

MISS MUFFETT would have been more than frightened if that spider that sat down beside her had been Healy Tihblis giant Spider II. Getting the giant eight-legged monster all together was no easy job as shown in the top photo. In the second photo are the dozen Operating Engineers and three Pile Butts that spent several weeks assembling the giant and included: Even White — Spider Operator; Sheedy crane crew: Operator Gordon Conder and Oiler Cliff Verry; Pool Sullivan, Mech. Welder, Joe Martinez, Mech. Welder; Ruben Virgil, Mech. Welder; Bill Courant, Pile Butt; Fred Fine, Mech. Welder; Red Art Smith, Pile Butt Foreman; "Smithy," Pile Butt; Bovny Hammond, Manitowoc Operator; Neil Golecik, Apprentice; Ban Nelson, Welding Foreman; Steve Bowden, Mech-Welder; Charlie Lofors, Welding Mech-Op., Doc Leonard, Mech-Welder and G. E. "Red" Drennan, Manitowoc Oiler. In bottom photo Spider is ready to walk into the Pacific Ocean with a pile driving rig mounted on its back to drive piling for the new fishing pier. The spider weighs approximately 360 tons overall, including Manitowoc pile-driver. It is capable of traveling at speed of 200 ft. per hour with 15 foot step straight ahead or 3 foot step to one side or the other. The spider is capable of working into 35 to 40 feet of water without getting water on its deck.
1973 will be a very good year, also Under-}

rentable area with parking for 315 cars on a six acre site. Wilt-

affection and Gravel. He arranged for 75 tons of washed sand and gravel.

the excavation and Franklin exhibited much initiated and the project was completed. We Curry is still with Pace Engineers fairly well after the first rains

First among our projects, the Southern Pacific purchased 10.27 acres of land on Stetson Avenue at the Santa Cruz, 8 miles north of Elmo in the early 1960's.

Larry Ferrari and his brother Roy showed a lot of class again in December. They own Ferrari Demolition, volunteer to demolish and remove garage, concrete curbs, and brush from a building in Palo Alto. It's the owner of the Peninsula Conservation Center, The Center will house the Environmental Quality Coordinating Council.

A lot of people of many points of view are participating in this effort. Myrna Hoffman voluntarily works for the Center. Her husband owns Bill Hoffman Electric in San Carlos. Bill and Roy showcased the building.

A unique and interesting group of people to represent. Get on the telephone, call us so we can get your support.

By ROBERT FLECKENSTEIN

San Jose Office, tel. No. 295-8788.

By ROBERT FLECKENSTEIN

work on the southern part of District 90 is still going along fairly well after the first rains have come and gone. It's been mightly cold and the ground harding asphalt from their plant in San Ardo to their project in Salinas, which consists of off ramps and approaches off Highway No. 166.

One job we have been waiting for is supposed to come up for bids in February, if not delayed again, is the extension of the Highway No. 1 Freeway from Ruby Ray Junction towards Watsonville. There will be three phases to this job. The Engineers estimate the first phase to be $1.9 million.

We hope that 1973 will be a better work year for our Brothers.

By JACK BULLARD

The Montessori School in San-

Santa Cruz once again benefited from a tremendous畚ing effort. The school needed much help to move the muddy playground area. Jack Ballard is on the school board. Jack asked for help from Jim Anderson, Labor Relations Superintendent, Kaiser Permanent-

gravel and Gravel. He arranged for tons of washed sand and gravel for the Montessori School.

Business Rep. Jack Curtis then got into the act, asked Don of Don Santos Excavating for help. Don came through like a trooper, volunteered the bulldozer for free with his 10-wheelers. Clarence Strow (Strow's Trac-

Madsen had some good news out some work straightening up drainage and installing new storm sewers. The new sewer line is supposed to come up for bid in February.

Kaiser Permanente - Johnny Brown, Steward, and his wife went to the Ramsbo Murita open house December 14. Foil Plant leadmen arbitration will occur in San Francisco January 15, 1972. We've held several meetings regarding lube truck, Wal
ding, crane driver, and electricians. We look like some have to go to Contract Administration meeting.

Surveys - Not too much happen
g of note. Some Younger went back to Shinkan and Rogals in mid-December. Dan Curry is still with Pace Engineers - they came up from San Angeles in late Fall. We've had some work straightening up de-
San Jose Still Awaits Spring Song

Our Man in Guam

Japanese Find Island Charm
Very Popular Tourist Lure

By District Representative and
Agents MIKE POPE, V. D. BELIN and PARK PUNZALAN

This is a city on an island.

Many of the city’s 120 and a half acres are
in the countryside of Guam

where America’s day begins.

Reported to the American market and
is a very popular tourist place in the
city of Guam.

Very Popular Tourist Lure

Guam is to the Japanese
what Hawaii is to the American tourist. Last year
approximately 25,000 Japanese tourists visited Guam. Guam is only 115 miles by air from Japan.

The overwhelming majority of investment capital
coming into Guam is from Japan and it is estimated that since the first part of this year approximately 200 million dollars
have been invested in Guam in property acquisition and development by Japanese and Chi-
inese interests.

The reason behind the heavy flow of investment into
Guam from foreign Alanists, among other factors, is the attrac-
tiveness of Guam to the af-
cial Japanese investor, as a result of climate and nonmilitary
area of climate and nonmilitary
areas of Japan; (2) the anticipation of U.S. military withdrawal from forward Pacific bases on foreign
cost of investment capital into

Guam and into the U.S. The United States and Guam, as such, when it is
flow of investment capital into

the United States, with a view to

flow of investment capital into

the United States and into foreign markets. The United States has never nationalized
private investments however this is a com-
mon practice in American exception, the U.S. government changed it.

This, of course, is a severe capi-
flow of investment capital into

The reasons behind the heavy flow of investment into
Guam from foreign Alanists

has been the most prom-
Rain Styms Most Oakland Area Construction Projects

By BILL REIFFBORD, District Representative and Business Agent

An extensive housing development near the eastern border of Contra County has come to a virtual standstill because of a heavy rains. About the only thing going at this writing is the hammering of iron work and basement work. Valley Cran Service told about two weeks ago that the iron hanging iron will be finished shortly.

Bill Reinford

Wearingham is keeping a crew busy on the Ennsville Marina project.

Silva’s Pipeline is working, weather permitting, on the main drive extension project in Sunwando.

There is one bit of good news for the Brothers employed by the testing labs. We are informed that the testing lab bill 307 (Registered Construction Inspectors) in the Amended Ways to the Senate of the State of Nevada is in the Senate Mora Committee. This bill would eliminate the situation of almost anyone to become a Registered Construction Inspector and have been passworded off the street to do the actual inspection. Thanks to all of you who wrote your Senators and phone your Assemblies to kill this bill.

Well, Brothers, we hope that some long spell of dry weather to cut down on your job in the near future.

Work in the Western Contra Costa area, in general, is down due to the rain and frozen conditions.

In the Walnut Creek area, Teichert Construction is trying to finish some small section of road but are not having much luck, mainly because of the weather. A.B.R. has a plain job in Martinez that is having problems with the weather, and not to mention the weather.

Patton has his two projects in Martinez completed and Gallagher and Burk will be doing the asphalt work.

There are several jobs starting up in Richmond, but none of any size. Undergrad Construction, for the S. Contra Road, but they also have problems with the weather.

Hopefully, the work picture for 1973 will be good for the future of the workers and the environment of the City of Richmond. More will be heard and get the Alta Bates Hospital job in Berkeley.

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STAGES OF J. W. COOP if it isn’t those rough, tough dogie wranglers from old Local No. 3 (l to r) Brothers Mel Bettencourt, Paul Wise, Mike DeWitt and Bob Ingerfield. All are members of the Construction Industry Cowboys’ Association (C. I. C. A.) and are shown together during a recent rodeo at Carson City, Nevada.

Those ‘Good Old Boys’ Cowin’ All For Some Middle Time

By DALE BEACH, District Representative and Business Agent

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Washington—A long-held dream of the American labor movement—to have its own labor college in a campus setting—is only a few months away from full realization.

The AFL-CIO Studies Center, a multi-faceted, 25-acre complex where affiliated unions will conduct their own educational programs, will open January 1, 1973. Designed to be a center of excellence for labor education, the center offers a unique opportunity for unions to develop their own distinctive programs for the education of their members.

The center's focus will be on the education of union members, but it will also be open to the public. The center will offer a wide range of courses, from basic labor law to advanced courses in labor economics and management. The center will also provide a range of services, including research, public relations, and community outreach.

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The center will be located on a 25-acre site in Silver Spring, Maryland, just a few miles from Washington, D.C. It will be a center of excellence for labor education, offering a wide range of courses, from basic labor law to advanced courses in labor economics and management. The center will also provide a range of services, including research, public relations, and community outreach.
Apprentice Systems

By Jack H. McManus

Notebook

A new year has taken over and with it our sincere hopes for a better and more prosperous year than those in the past. We look forward to more work for our trade and hope that politicians, ecologists and labor can join forces to improve our lives.

Politicians must be sensitive to the needs of the people and to the issues that concern our ecology. We have known this for years and construction people are now being asked to do more in the area of ecology. The power of these people must also sense that construction is an important part of our way of life and without construction we would still be living in caves.

Jack McManus

The ecologists must take a new view and realize that we have much in common and should work together to accomplish our goals. They must realize that without proper grades for highways, erosion would develop and destroy the very thing we want to save. Without solid foundations and groundwork, we cannot have home buildings and tight lines in which to live. Without our skills knowledge and knowhow, Mother can get your classroom work done, but you will still need your skills to keep your homes, buildings, heat and lights in which to live.

The construction industry has been in the forefront of all the ecology efforts, working in the Marysville area to save a view of the area that they are expected to be disturbed by the completion of a partially completed freeway that cost millions of dollars to save a view. This project required the removal of the area that they were expected to be disturbed by the completion of a partially completed freeway that cost millions of dollars.

We will have a role in joining with all ecology-minded people in educating and informing everyone of how mutual activities help our entire society. We are construction people and are vitally interested in living in the clean air and all the other rights of people; but, don't stop the progress of the world because you disagree.

We can go on endlessly in examples but one or two cannot be overlooked, such as the idiotic idea of demolishing highways to save a view. If we do this we would be overlooking, such as the idiotic idea of demolishing highways to save a view. If we do this we would be overlooking, such as the idiotic idea of demolishing highways to save a view.
**Scanning The System**

By ART PENNEBAKER  
Assistant Administrator

Training for an occupation is only a part of becoming a whole man capable of earning a living for himself and his family. An Operating Engineer Apprentice, for instance, can contribute to other organizing activities taking place regularly by individual union members. A great deal of personal effort was expended in developing this gigantic Local Union No. 3 into a sound, strong, viable organization with structure, leadership and finances dedicated to serving its members. It wasn’t always here, it didn’t always exist. Individuals, working together, made it happen. As the world changes around us, the patterns and directions of activities must also change!

At this point in our lives, political decisions are being made by every level of government. From the President of the United States, Congress, the state legislatures, the boards of Supervisors, the City Councils, Environmental Agencies, layer upon layer of government—all of these decision makers affecting the personal lives of all the members of Operating Engineers Local Union No. 3 are busy deciding the fate of us all.

Such things as legislation which bars the building of dams, roads, and other needed highways, or housing developments where there are hundreds of millions of dollars of damage each year along these same waterways, was decided in the name of environmental protection and the cost of the decision will be the continued look at it, all the warm clothing Erickson is in Valley Medical Center has for grab the opportunity now. Come structure of the system.

We are enclosing a price list of the books that are currently available and supplemental instruction, grade 7 and above. The book has been sharpened his skills, he is a man who demands proper clothes for the existing training program. The Apprentice has two Apprentice, superb counseling has been heard. Many Engineers work actively in the political realm. It would seem that if there are to be jobs to work and benefits to enjoy then, the individual Operating Engineer must prepare himself to fight for survival in the competitive field of work by bettering his skills.

The organization and structure of the union and utilizing the knowledge and knowhow of your experienced union leadership, the individual can be effective in the protection of his job opportunity. In almost every area of Local Union No. 3, the call has gone out for members to appear at hearings before political entities and the Engineers have been heard. Many Engineers work actively in the political realm.

_See More Scanning Columns 3 and 4_

**Answer Brother Esquer’s Letter**

Frank L. Esquer  
1416 Melody Lane  
San Jose, California  
Dear Brother Frank:

Thank you for your letter and request for information on books. We are enclosing a price list of the books that are currently available for sale through the apprenticeship program. These books and these books that have been published are available for purchase.

We are unable to sell or rent to individuals the reference text books to you because of a prior commitment we have made with the publisher; however, if you will return the enclosed price list indicating books you wish to purchase, we will be able to mail them to you, per our sales tax laws, we shall certainly comply with the matter.

I am forwarding your letter to the editor of the "Engineers News" because he is particularly interested in receiving your newspaper.

Sincerely,  
Jack H. McManus,  
Administrator.

**Snow Slows Nevada Jobs**

_By ROBERT HOBBS_  
Snow and cold weather has all but stopped construction in Nevada. Temperatures as low as 20 to 10 below zero were reported around the state, the seasonally slow job in Carlin Canyon, the mercury dipped to a staggering 40 below, bringing their tunnel operation to a halt for a day or two. Locals have two Apprentices working for them.

We are well aware that all of the Apprentices have gone to Rancho Murietta expecting the usual banana bell weather out to find that California is also experiencing a cold wave.

**RMTC Tour Has Pluses**

_By LOU JONES_  
Apprenticeship Training at Rancho Murietta Manufactory—The following is a report from the politicians set up by the Joint Apprenticeship program:

Each apprentice who has completed his 1000-hour period but who has not fulfilled the requirement of two (2) weeks of related training at Rancho Murietta Training Center shall be suspended from on-the-job training and the out-of-work-district list.

We are well aware that all of these apprentices who are working would like to keep the craftsman coming in, and who didn’t. But there are many who could have gotten the requirement for Rancho Murietta Training in the time they were employed but did not elect to do so and are waiting until it becomes mandatory. They will be notified in the meantime that they are unemployed, given the opportunity to come down to the dispatch office. A dispatch to Rancho Murietta for two weeks and get this requirement taken care of. You will need $10.00 to $15.00 worth of books, proper clothes for the existing training program. The Apprentice has two Apprentice, superb counseling has been heard. Many Engineers work actively in the political realm. It would seem that if there are to be jobs to work and benefits to enjoy then, the individual Operating Engineer must prepare himself to fight for survival in the competitive field of work by bettering his skills.

The organization and structure of the union and utilizing the knowledge and knowhow of your experienced union leadership, the individual can be effective in the protection of his job opportunity. In almost every area of Local Union No. 3, the call has gone out for members to appear at hearings before political entities and the Engineers have been heard. Many Engineers work actively in the political realm.

**More Scanning The System**  
(Continued from Column 1)

Campaign of Assemblyman and Congressman, Boards of Supervisors, School Board Members, etc.

Obviously, if every member flew off in a different direction, the Engineers would be very ineffective. Discuss the political activities with a Business Agent, with a District Representative, with an Apprenticeship Coordinator who can give direction so that the Engineers' accumulated voice will be loud and clear on the issues. Direction can come from the Engineers News, "Vote Views," town meetings, regular district meetings. When an issue you have read about in a local newspaper seems to adversely affect your job opportunities, bring it to the attention of your union officials. It may be a small thing affecting a small area, it may be a very large issue affecting all Local Union No. 3 members. Through your union organization it can be slotted into the overall battle plan.

If each person does a small amount, expands a small amount of effort and will funnel his activity through the structure of the union in each district, if your voice is not just a lonely cry in the wilderness—but all of the voices of the Engineers that the politician hears.

This is what we mean by the "whole man" he has told me, he has sharpened his skills, he is a man who demands a good day's pay for a good day's work and he has invested some of himself in making certain that his job will still be there.

The structure, the leadership is here, it takes only a bit of your personal involvement to move those political mountains and to insure your right to use your skills to make a decent living.
Marysville Snowfall Proves Real Crowd Pleaser

By HAROLD HUSTON, District Representative and Auditor

Two days behind us, we can look forward to Christmas and New Years. Your union has given us our blessings. Sometimes we take them for granted, unemployment, and other problems bear down on us and our families and it seems as though we have nothing to be thankful for or cannot see a Harold Huston ray of sunlight. Surely if we really try something will come along to brighten our day so we can be thankful for. When we cast our attention on these good things we are surprised how much better life really is.

Although, this article is being written in December just prior to Christmas, you will receive it until the January issue of the Engineers News. On behalf of all the persons who serve you in the Marysville District office we take this opportunity to wish everyone of you and your families a Merry Christmas and a very prosperous New Year.

It has been a great privilege and honor to work for you for the past twenty years in this area as your District Representative. We are looking forward with great enthusiasm to face the many problems to come before labor in the forthcoming years. Together we can get the job done.

BUSINESS REPRESENTATIVE TOWN MEETINGS — Under the leadership of our Business Manager, Brother Al Clen and officers, your Business Representatives have been holding a special meeting once a week with the members in the various towns throughout the Marysville District.

We have had a total of 8 meetings and a total of 95 brothers have been in attendance. These meetings are held to bring you a first hand report on your local union.

We want to personally thank all the brothers who have taken time away from their families during the holiday season to attend. Also for the enthusiasm that has been shown at each meeting.

Some of the many things that are discussed are: duties of your Officers; District Representative, Business Representatives, Dispatcher, Executive Board, and Grievance Committee. Also discussed are: By-Laws, Legislation, Collective Bargaining Agreements, Ecology, Local, State and Federal elections, Health and Welfare Plan, Pension Plan, Credit Union, Roacho MTV Video Training Center, Apprenticeship Program and the Marysville District Blood Bank and all other benefits and services that are available to you when belonging to this great organization.

We know that it will take several meetings in each town to cover the many facets of this union. Your Business Representative has many questions asked at these meetings so you want to be a part of the team to keep your local union going forward.

Your Business Representative will notify you when the meeting is to be held in your town. Please continue to give him 100% effort.

THANK YOU!

ALMOST A WHITE CHRISTMAS — Early December’s surprise snowfall was breathtaking, even to those who’ve been through it before. By most standards it wasn’t much of a snow. Back in Chicago or New York a few inches or two of the powdery stuff would go unnoticed. But here in the Marysville-Yuba City area it was enough to turn an ordinary winter day into a day few will ever forget.

In many parts of the Marysville-Yuba City area, the day’s snowfall came to an end around 4:30 p.m. in the afternoon. After the snow fell, the Marysville City Public Works Department got to work building up Stock boys, secretaries and managers, not to mention an occasional base or two, stopped whatever they were doing to gone out at a light fire from 11,000 area homes. This morning was no exception.今

Surely if we really try something will come along to brighten our day so we can be thankful for. When we cast our attention on these good things we are surprised how much better life really is.

Everywhere you looked there were children. Some catching snowflakes in their hands, other were eating the snow that had built up in the gutter. Children and adults alike have been making snowmen, snow angels, and snow forts. Some of the younger ones were afraid at first, not exactly sure how to handle the new situation. But any inhibitions they might have had were dropped as soon as the first ice-cold snowball hit the back of their necks.

Where there was enough snow, children and their parents were seen making the inevitable snowmen (snowmen) of the season. Walls some suffered from the in-experience of their makers, several showed a mark of professionalism, complete with hats, pipe, gun, and carrot noses.

Snow was measured at 1 inch at the weather bureau station here, but amounts varied widely throughout the area. Live Oak had about two inches on the ground that morning, while Beale Air Force Base had almost none.

The combination of the long spell of cold temperatures and the snow made it the most unusual winter weather old-timers have remembered in almost "Norther" in December of 1932, when the snow was recorded at 16 degrees was recorded. It has been down to 16 degrees this winter.

Elias Lake froze over enough during that period that people could walk and skate on it. Much of it has been frozen during this cold spell which has seen a dozen straight days of sub-freezing temperatures. The unusual snow was the first ever recorded in December, according to weather bureau records, and the most recorded since March of 1942, when it snowed two inches on the same.

State Division of Highways crews worked all night, clearing the 10th Street and E Street bridges. They put sand down on all danger spots on state highways in the area.

ENGINEERS KEMP BURY — Our branch engineers in the Butte County Road Department did their usual winter road sanding in the foothills, but two of the few trucks worked had the unusual experience of working in the valley as well.

Brother Engineers in the Butter County Road crews also were working in the morning on Butte Mine Road, but also had to get sand on valley roads in the county buildings including the new library.

Brother Engineers in the city of Marysville Public Works Department keeps the Fifth Street bridge and approaches cleared of ice and the Yuba City crews sanded approaches to the 10th Street Bridge and around Yuba City School.

Marysville Public Works Supervisor, E. C. Onderick said that the pumps at the city sewer plant were operated regularly at night to keep them from freezing, as well as the new Water Treatment plant in Yuba City.

In addition to Elias Lake, Gil- ston was frozen from some mornings as was the pond in the Feather River bottoms, south of the Fifth Street Bridge. The cold weather continued to trigger false alarms due to frozen fire sprinkler sys-

WINTER SCENES ABOUND while school children in the Yuba City School fourths probably enjoyed the big snowfall the past few days and the ensuing holiday-motors and Brother Engineers in the road department have been less impressed with the snow-covered trees and roadsides. With at least several inches of snow covering most roads in the area and up to a foot on some back roads, our Brother Engineers using huge snow removal equipment are keeping most roads open and res-

plealers in Challenge are trying to unburry their cars and driveways from the drifting white stuff.
Scholarship Award Rules

Announced for 1972-73

Recording-Comparing Secretary T. J. "Tom" Stapleton has announced the Local Scholarship Competition for 1972-73. Application forms will be accepted until April 1, 1973, and they are obtainable from T. J. STAPLETON, Recording-Comparing Secretary, Operating Engineers Local Union No. 3, 474 Valencia Street, San Francisco, California 94110.

GENERAL RULES & INSTRUCTIONS FOR APPLICANTS FOR LOCAL 3 COLLEGE SCHOLARSHIPS AWARDED FOR THE 1972-1973 SCHOOL YEAR

Two college scholarships of $500.00 each will be awarded for study at any accredited college or university, one award to a son and one to a daughter of Operating Engineers.

The Local 3 scholarships will impose no restrictions of any kind on the course of study. Winners may accept any other grants or awards which do not in themselves rule scholarship aid from other sources.

WHO MAY APPLY:

 Sons and daughters of Members of Local No. 3 may apply for the scholarships. The parent of the applicant must be a Member of Local 3 for at least one (1) year immediately preceding the date of the scholarship award.

The applicants must be senior high school students who have, or will be, graduated at the end of either the Fall 1972 or Winter 1973 term (in accordance with the beginning in 1972) or:

or (the Spring Semester (beginning in 1973) in public, private or parochial schools who are planning to attend a college or university anywhere in the United States during the academic year and who are able to meet the academic requirements for entrance into the university or college of their choice. Students selected for scholarship must have received no less than a "B" average in their high school work.

Applications will be accepted between December 1, 1972 and March 1, 1973.

AWARDING SCHOLARSHIPS:

Upon the approval of the application and required forms, Local No. 3 will verify the membership of the applicant. The application will then be submitted for judging to a University Scholarship Selection Committee, an independent, outside group composed entirely of professional educators.

Apart from verifying the eligibility of the applicant, Local No. 3 will not exercise any choice among the various applications submitted in any way that one applicant should be favored over another. Based on factors normally used in awarding academic scholarships, the University Scholarship Selection Committee will select three (3) winners from the Local 3 Executive Board recommendations for finalists. The list of potential winners and their qualifications will be reviewed and studied by the Selection Committee and the scholarship winners selected.

Scholarship winners will be announced in time for them to be enrolled, probably in either May or June, and a check for $500.00 will be deposited in each winning student's name at the college or university he plans to attend.

INSTRUCTIONS:

All of the following items must be received by March 1, 1973.

1. Application.—To be filled out and returned directly to Local No. 3 by the officer completing it.

2. Report on Applicant and Transcript.—To be filled out by the school principal or person designated and returned directly to Local No. 3 by the officer completing it.

3. Letters of Recommendation.—Every Applicant should submit a recommendation giving information about his character and ability. These may be from teachers, community leaders, family friends or others who know the Applicant. These may be submitted with the application, or sent directly by the writers to Local No. 3.

4. Photo Copy.—A copy of the applicant's Transcript, preferably 2 inches by 3 inches, with the Applicant's name written on the back. (Photo should be clear enough to reproduce in the Engineers News.)

5. SIMPLER RULES & INSTRUCTIONS FOR GREVIERE COMMITTEES

Section 1—District and Sub-District Greviere Committees

No Member shall be eligible for election, be elected or hold the position of Greviere Committee Delegate (a) unless he is a Member in good standing of Local Union No. 3 and a regular registered voter in the District or Sub-district in which he is a candidate when nominated; (b) unless he was continuously a Member of the Local Union No. 3 for at least 12 months immediately prior to nominating his nomination; (c) if he is an Officer of, or is on the full-time payrolls of, the Local Union; and (d) if he is an owner-operator or a contractor.

No Member shall be nominated unless he is present at the meeting, or unless he has filed with the Recording-Comparing Secretary a statement in writing, signed by him, to the effect that he is eligible to be a Greviere Committee Delegate and will accept the nomination if nominated.

Section 2

The term of office for the three (3) Delegate of the Greviere Committee shall be for one (1) year, and the election shall take place at the first District or Sub-District Meeting of the year in each respective District or Sub-district.

Greviere Committee Rules on Election Are Announced

1972 ELECTION OF GREVIERE COMMITTEEMEN

Recording-Comparing Secretary T. J. "Tom" Stapleton has announced the details of the Local's Annual Greviere Committee elections. Section 10, the election of Greviere Committee members, shall take place at the first regular quarterly district and sub-district meetings of the year. Nominations of such members shall be made at the Greviere Committee members will be elected as follows:

All meetings at 8:00 p.m. except where time is indicated.

DISTRICT AND SUB-DISTRICT MEETINGS:

Bldg. No. Meeting Location

4 Eureka Engineers Bldg., 2006 Broadway, Eureka, received 8:00 p.m., Wed., Feb. 28.

Redding Engineers Bldg., 360 Lake Blvd., Redding ... Wed., Jan. 17-8:00 p.m.

17 Oroville Prospectors Village, Oroville Dam Blvd., Oroville... Thurs., Jan. 24-8:00 p.m.

19 Redding Washington School (Calistoga) 1833 S. King St., Redding..., Wed., Jan. 24-8:00 p.m.

110 Salinas Labor Temple, 701 County Labor Council, 701 Main Avenue, Salinas, California 93911.

More Redding

(Continued from page 1)

name or traffic travels on the segment to the east, 53 to 60 miles per hour, the highway commission had a tough time of it. The Bear Creek project will have the same pavement width with six-foot earth shoulders. Work is scheduled to begin in the Fall of 1973. The project was approved at a later date. Construction is scheduled to start in December and be completed before the summer tour-


In- year period, the area as traffic travels on the segment to the east, 53 to 60 miles per hour, the highway commission had a tough time of it. The Bear Creek project will have the same pavement width with six-foot earth shoulders. Work is scheduled to begin in the Fall of 1973. The project was approved at a later date. Construction is scheduled to start in December and be completed before the summer tour-
Revise Bus Lane Working Smoothly On Waldo

By AL HANSEN

At TESTING TIME, THE NEW YEAR of 1973, we would like to thank all those brothers who were so thoughtful in sending to us the season’s greetings. It is certainly opportune

NOVOY BY-PASS ROUTE 101—Construction of the Novoy By-Pass Route 101, which will provide six lanes of freeway from almost mile south of Route 31 to 1.2 mile north of San Rafael, is on the drawing board. The 25-mile route, more than one mile, is more than one-third completion.

Construction of the project, which is under contract with Lew Jones Construction Company, is planned to be completed by April 1974.

Two Miles of Route 101, from just north of Miller Creek Overpass to Ignacio Boulevard Overpass in Novato, were grooved in a $41,000 safety project, which completed in July. The grooved pavement will reduce skidding during wet weather by providing greater traction between the pavement and vehicle tires. C. W. Hatcher Inc.: did the work.

In October, the California Highway Commission allocated $45,000 for a pavement grooving project on Route 101 in and near San Rafael from the north end of the Richardson Bay Bridge and the north of the Golden Gate Bridge, and Transportation Districts will be constructing the surface course during the afternoon peak traffic periods. The grooving will be done on the major arterial roadways.

The adjoining southbound lane of the two-lane highway is to be grooved using a hand-pushed raised ponsa to provide a buffer for the grooved pavement. The opposing lane will be the grooved pavement. The work has been completed.

I-80,000 highway planning project along portions of Route 101 between I-25 Street and just north of North San Francisco Road in San Rafael was completed in August. A 2 & 2 Shotter Inc. planned the work.

ROUTES 17-101—Grassfield’s is being constructed around sign standard, along Route 101 from its junction with Route 17 to a point about 10 miles south of San Francisco, and also along Route 17 from about a mile-and-a-half south-eastly from that junction. The project, which includes work near Santa Rosa, Sonoma County, was awarded to Aqua Fierce and had an estimated completion date of late November.

ROUTE 1 — An important safety project is on tap at two spots along Route 1 (Sohlerville Highway) in western Marin County, where the two-lane highway by eight feet, and will continue to be used during the winter season, by providing greater traction between the pavement and vehicle tires with C. W. Hatcher Inc.
**Point Arena Atomic Power Plant May Not Break Ground**

BY RUS SWANSON AND BOB WAGNON

**Another 7-Eleven For Point Arena At Point Arena Point Arena** — According to plans and reports, the P.G. & E. is still working on building an atomic powered point area plant at Point Arena. Some citizens, including ecologists, have uncovered evidence of the possibility of previously unanticipated earthquake hazards. The site is under a fault or near the site of an earthquake. Consequently, the Atomic Energy Commission has told P. G. & E. it has very serious reservations about the site because of the potential natural seismic hazards.

The new plant is expected to provide 50,000 kilowatt hour of power, which is enough to supply 10,000 homes. This amount of power is expected to be needed in the future because of the increase in the number of homes and businesses in the area. The P. G. & E. is currently working on the construction of the plant and plans to have it operational by the end of the year. The plant will be located near the town of Point Arena and will be constructed on a hillside to help prevent any possible leaks or spills.
Business Manager Al Clem and the Officers of Local Union No. 3 offered a hospitality luncheon to the families and friends of the following deceased:

Alvin, Cena 
Betty A. Bivens, Bakersfield, Calif.

Donald, Elmer R. 
Deborah E., Wife, Covington, Ky.

Dorothy, Nadine, Wife, South San Francisco, Calif.

Evelyn, Anne 
Ralph, Husband, Contra Costa, Calif.

Harold, Johnson 
Betty, Wife, Folsom, Calif.

James, W., Wife, H. City, Calif.

Johnson, William, Wife, Healdsburg, Calif.


Josey, Sue 
Saul, Husband, Davenport, Calif.

Joyce, Ethel, Wife, Davis, Calif.

Lester, Myron, Husband, Tracy, Calif.

Mary, Sarah, Wife, Long Beach, Calif.

Maynard, Bud, Husband, Livingston, Calif.

Mary, Pauline, Wife, Tracy, Calif.

Norma, Carol, Wife, San Jose, Calif.

Robert, John, Husband, San Jose, Calif.

Robert, Thomas, Husband, Chico, Calif.

Robert, William, Husband, Concord, Calif.

Roy, Patricia, Wife, Redding, Calif.

Roy, Robert B., Husband, San Francisco, Calif.

Sally, Audrey, Wife, Sacramento, Calif.

Sarah, Helen, Wife, N. City, Calif.

Sharon, Muriel, Wife, Chico, Calif.

Teresa, Virginia, Wife, San Jose, Calif.

William, James, Husband, Chico, Calif.

William, Larry, Husband, San Ramon, Calif.

William, Robert, Husband, San Ramon, Calif.

William, Ronald, Husband, South San Francisco, Calif.

William, Richard, Husband, San Jose, Calif.

William, Robert, Husband, San Jose, Calif.

William, Thomas, Husband, San Ramon, Calif.

William, William, Husband, Los Angeles, Calif.

WHEREAS: The completion of the Auburn Dam is absolutely necessary in order to provide water for the future development and continued growth in the Auburn area.

WHEREAS: An integral part of the new dam project is the release of State Highway 49, and

WHEREAS: The Auburn City Council adopted Resolution No. 5, April 4, 1968, establishing the Auburn Dam Project, and

WHEREAS: On May 7, 1968, the Auburn City Council adopted Resolution No. 4, setting forth the terms and conditions for the release of California State Highway 49, and

WHEREAS: The California State Highway Commission after consideration of the Florida Highway Act of May 7, 1968, and adopted the proposed E. D. Route, and

WHEREAS: Approximately 50 million dollars of taxpayers' money has already been spent since May 7, 1968, and

WHEREAS: Roughly 25% of the community is not in favor of the E. D. Route, and

WHEREAS: The E. D. Route will provide an additional en- route service to the citizens of the Auburn area, and

WHEREAS: The E. D. Route is designed to provide an alternative freeway area which is economical in the future to the community, and

WHEREAS: The E. D. Route will provide four traffic signals in the World. 

More Redding (Continued from Page 12)

Near county towns. The Brodies working for the Green Com- munity had reported that they were informed that the Company had negotiated an agreement with the Southern Pacific Railroad to construct some 250,000 cubic yards of crushed ballast and that all the work on the project is now expected to test next year and would probably work about eight months crushing and stocking ballast.

If you have not been called to attend one of the "Town Meet- ings" to be held this month and next month to discuss the E. D. Route, and to come—please call the Redding Office and let us know we will make arrangements for you to attend the out-lying areas in the weeks to come. We would like to have you there to express your sug- gestions and air any problems you might have.

Your Business Manager and Industrial Vice-President Brother Al Clem feels these meetings will serve to help you better and you much more information on this, the finest Labor Union in the World.
SAN RAFAEL

Our deepest sympathy to the family of our late Brother Dagor Pulley who passed away suddenly on November 18th. And deepest condolences to the family of our late Brother Den Monteho who passed away in India December 3rd. Don was working for Santa Fe-Penmerry, as well as Gene Pulley.

Our best wishes for a speedy recovery to Brother Jon Van Doren hospitalized at St. Francis Hospital.

MARYSVILLE

Rough and tough Brother Earl Hart is in the Fremont Hospital in San Leandro undergoing tests. We hope his problems are straightened out in the very near future.

It makes us feel most happy to see Brothers William Vickers and Peter Pierce back to work in Sutton Country. This gives one thing you can’t keep a brother engineer down very long. Brother Vickers is up and about and said hello. He looks real good even though he was recently released from the hospital. Brother Squires says he is returning and going to draw his pension. We hope he will enjoy his retirement in this district along with the many other brothers who have retired.

Revising the stock list is home from the hospital. It was nice to talk with him on the phone the other day. We appreciate the way Brother Carte believes in our union and is always trying to do pension and receive it, will be guaranteed a pension for life.

Our deepest sympathies are extended to the families and friends of the following deceased Brothers: Robert Tingler, Earl Burlhorn, and John Bartley.

Joe Kronen, an Oiler, has another Taxidermist Shop located at 5329 McKeen Road, San Jose, Calif. Phone number: 236-9235. Any one having the services of a taxidermist, please contact Brother Kronen.

SANTA ROSA

Congratulations to Larry OBryant and his wife on the December 26th birth of a 6 lb. 1 oz. baby boy.

Our deepest sympathies are extended to the families and friends of departed Brothers: Vernie Cumlin, James F. Thomas, Charles Maximilian, and Anthony Augustin.

Brothers M. D. "Big" Edwards, Floyd Shields, H. H. McElroy, and E. Edward Roche have been hospitalized or under a doctor's care this past month. A speedy recovery is wished for all.

SACRAMENTO

Our heartfelt sympathy to the families of Clyde Miller, Robert M. Grimes, and Juan A. Arellano, brother engineers who passed away recently.

KING CITY

Retired Brother W. P. Kohl would like to hear from people who would be interested in sharing his home and hobbies of lapidary and mining. He has just returned home from the San Francisco Museum of Science and Industry, 1106 Market St., San Francisco. Phone 625-2354. Reg. No. 1143407.

Our pension trustees met during the month of January to receive the annual evaluation report of the actuaries and the financial advisors to the pension trust, and upon receiving their report and advice, there were certain changes made in the pension plan, of which you will be made aware, either in this issue or a subsequent issue. As you know, sometime back we changed the formula of how pensions would be paid, based upon the earnings of the individual, this was done for a special reason, to take the pension plan out of its bad position.

There is an understanding with the rest of the Trustees that only upon the year end evaluations reports would any changes be made in the pension fund, so it is most important that all of you watch the pension reports very closely, for your pension and receive it, will be guaranteed a pension for life, this is very important to all of us.

In some of the territorial jurisdictions of Local 3 the work picture for the coming year looks good, in other parts it does not look so good, but all we can do is hope that the year of 1973 will be a prosperous one for all of the Operating Engineers all over the country.

During the past month 702 jobs were dispatched from the out-of-work list, and there were a total of 54 contracts signed, 43 short forms and 11 long forms.
Jerry Martin, Job Stewart & Safety Coordinator

The NIE has the following responsibilities:

1. To perform and be responsible for all matters pertaining to the operation of safety in the job shop.
2. To be a liaison between the employer and the Employees and Safety Committee.
3. To assist in the preparation of reports and procedures as required.
4. To review and evaluate all new equipment and materials for safety and to make recommendations to the employer.
5. To assist in the development of training programs for the employees.
6. To keep files and records as required.
7. To inspect the workplace and report any unsafe conditions.
8. To investigate any accidents and report the findings to the employer.
9. To assist in the preparation of accident reports and to submit them to the appropriate government agencies.
10. To keep the Employees and Safety Committee informed of all matters pertaining to safety.

COMMITTEE MEETINGS

- DISTRICT & SUB-DISTRICT MEETINGS
  - FEBRUARY
    - Oakland, Thurs., 8 p.m.
    - Hilo, Thurs., 7:30 p.m.
  - MARCH
    - Salt Lake City, Fri., 8 p.m.
    - Reno, Sat., 8 p.m.
  - APRIL
    - Eureka, Tues., 8 p.m.
    - Honolulu, Wed., 7 p.m.
  - MAY
    - Sacramento, Tues., 8 p.m.
    - Stockton, Tues., 8 p.m.
    - Oakland, Thurs., 8 p.m.
  - JUNE
    - Reno, Fri., 8 p.m.
    - San Francisco, Wed., 7 p.m.
    - Santa Rosa, Thurs., 8 p.m.
  - JULY
    - Eureka, Tues., 8 p.m.
    - Stockton, Tues., 8 p.m.
    - Oakland, Thurs., 8 p.m.
  - AUGUST
    - Eureka, Tues., 8 p.m.
    - Stockton, Thurs., 8 p.m.

- DISTRICT MEETINGS
  - JUNE
    - 17 Oakland, Thurs., 8 p.m.
    - 12 Hilo, Thurs., 7:30 p.m.
  - JULY
    - 15 1-kiah, Thurs., 8 p.m.
    - 17 Eureka, Tues., 8 p.m.
    - 11 Honolulu, Wed., 7 p.m.
    - 2 Reno, Sat., 8 p.m.
  - AUGUST
    - 3 Eureka, Tues., 8 p.m.
    - 1 Provo, Fri., 8 p.m.
    - 20 Fresno, Tues., 8 p.m.

- SUB-DISTRICT MEETINGS
  - JUNE
    - 17 Oakland, Thurs., 8 p.m.
    - 28 Fresno, Tues., 8 p.m.
    - 21 Stockton, Tues., 8 p.m.
  - JULY
    - 26 Hilo, Thurs., 7:30 p.m.
    - 28 Fresno, Tues., 8 p.m.
    - 21 Stockton, Tues., 8 p.m.
    - 1 Reno, Sat., 8 p.m.