

Local 3 Signs 3 New Contracts

"Serving the men who move the earth!"

ENGINEERS NEWS

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NEGOTIATING TEAM MEMBERS from Local 3 and the Dredging Contractors Association of California are shown following the signing of a new 3-year contract. Shown standing (l. to r.) are Paul Cushing, Jr., Secretary of the Association; Paul Edgecombe, Local 3 President; Arnold Malley, General Matson. Seated (l. to r.) Don Kinchloe,

Local 3 Treasurer and negotiating team co-chairman; Louis Palmer, Olympian Dredge and co-chairman and T. J. "Tom" Stapleton, Local 3 Recording-Corresponding Secretary and a member of the Local 3 team. Not shown is Walt Louboltz, Utah Construction and a member of management's negotiating group.

State Labor Federation Spells Out Top Policy

"Until responsible men in all walks of life become as militant in their demands for equality and justice as the firebrands and revolutionaries are for destruction, racism and grave internal disorder will continue."

This call to action and involvement by all concerned Americans was made by delegates to the California Labor Federation's Seventh Convention in Sacramento last week when they adopted a strong policy statement on civil rights.

Official delegates to the convention from Operating Engineers Local Union No. 3 included President Paul Edgecombe, Vice President Dale Marr, Recording Corresponding Secretary T. J. Stapleton, Treasurer and Special Representative Don Kinchloe and A. J. Hope, Financial Secretary and District Representative, and Gorth Patterson.

All were in agreement that this is a "vital year in the life of Labor" and that "all members have a debt to the future as well as the past and must join with their working Brothers in pushing this nation toward an accelerated goal of progress and productivity."

While noting that significant legislative progress has been achieved, the representatives of the state's 1.4 million AFL-CIO union members said that "when matched against the need, it is pitifully inadequate."

To underscore the fact that "the situation is worse than most people care to believe," the trade unionists noted the fact that in

many urban ghettos jobless rates exceed 25 percent and pointed out that "when this happened to white America it was called a Great Depression."

What's needed, the AFL-CIO union members declared, are massive and immediate programs:

- To provide jobs for all and ban job discrimination "in practice as well as on paper."
- To build low-cost housing and wipe out the ghettos.
- To insure equal educational opportunities for all.
- To train, retrain and upgrade the skills of minority group members.

Strong support for major improvement in the nation's social security program, including a 50 percent boost in benefit payments, was also voiced by delegates to the convention.

In adopting a policy statement on Social Security, the representatives of some 1,600 AFL-CIO local unions and central bodies throughout the state also called for a national health insurance

system financed by contributions from workers, employers, and the government to "assure that every citizen receives adequate health services."

- Supplementation of the social security payroll tax by monies from general revenue.

- Review of the costs of the medicare program in view of the "extremely rapid" rise in medical and hospital costs.

- A boost in the taxable wage base for social security to \$15,000 to allow increased benefits, particularly for wage earners in upper income brackets whose benefits are now pegged to a relatively small percentage of wages earned.

- Establishment of a flexible zone of retirement between 60 and 65.

The trade unionists pledged their continuing support to the farm workers' organizing drive and called for legislation to:

- Provide coverage for farm workers under both the National Labor Relations Act and a similar state statute.

- Provide unemployment insurance coverage for farm workers.

- Extend the protections of the federal Fair Labor Standards Act

See STATE FED page 10

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Negotiations Prove Very Successful

Operating Engineers Local Union No. 3 of the International Union of Operating Engineers announced this week that most of its major three-year contract negotiations had been signed and ratified by the members.

Most recently completed were agreements with the Dredging Contractors Association of California; Piledriving Contractors Association; and Equipment Dealers Association.

Local 3 Business Manager Al Clem said that members of the Local 3 negotiating team had worked long and hard in numerous sessions with the employers to win for the membership the finest collection of construction agreements ever negotiated.

"Of course," said Clem, "it's the same old story, you can't please all of the members all of the time, however, we know the vast majority of the membership were well pleased with the economic gains not only in direct pay but in the health and welfare and pension and vacation pay areas of the contracts negotiated. Subsistence areas were clearly established and travel pay was increased. Overall, our membership will gain some 40% in economic upgrading during the next three-years of our major contracts."

New sections of recently completed agreements include:

DREDGE AGREEMENT

Section No. 1—General Provisions

A. Definitions—4. The term "employee" as used herein, shall mean any person, without regard to race, creed, color, sex or national origin: (a) whose work for an Individual Employer in the area covered by this Agreement falls within the recognized jurisdiction of the union or (b) who operates, monitors and controls, maintains, repairs, assembles, erects, services or each or all of them, power operated equipment, of the type or kind of equipment used in the performance of work referred to in (a) above, regardless of whether such equipment is mechanically, electrically or electronically, hydraulically, automatically or remotely controlled, and (c) who assists or helps in the operation, maintenance, repairing or assembling, erecting or servicing of such power-operated equipment of the type or kind of equipment used in the performance of work referred to in (a) above and who qualifies to register in a Job Placement Center, provided that the foregoing shall not apply to superintendents, assistant superintendents, general foremen, timekeepers, messenger boys, guards, confidential employees, office help, inspectors and persons specifically excluded elsewhere in this agreement.

Section No. 3—Hiring

For the purpose of hiring under this agreement, an employee or applicant for employment who registers on the Operator's List as a Deckmate only, may at the same time register on the Assistant to Engineer List. Upon being dispatched his name shall be stricken from both Lists and he may not while employed as a deckmate be transferred to an assistant to engineer classification or if employed as an Assistant to Engineer classification be transferred to an operator classification.

For the purpose of this agreement the following are assistant to engineer classification: 1. Bargeman; 2. Deckhand; 3. Leveehand; 4. Fireman; 5. Oiler.

Utah—Referral procedures: Local Union No. 3 and Intermountain Branch A.G.C. 1966-1969 Agreement, and any amendment or amendments thereto.

Section No. 4—Union Security

1. All employees covered by this agreement employed at the site of construction, alteration, painting or repair of a building, structure or other work shall be required, as a condition of employment, to apply for, and to become members of, and to maintain membership, in the union (that is the parent local union or the appropriate subdivision of the union as determined from time to time by the union by classification) within eight (8) days following the beginning of their employment or the effective date of this clause, whichever is the later. This clause shall be enforceable to the extent permitted by law.

2. All employees covered by this agreement not employed on the site of construction, alteration, painting or repair of building, structure or other work shall be required as a condition of employment, to apply for, and to become members of, and to maintain membership in, the Union (that is the parent local union or the appropriate subdivision of the Union as determined from time to time by the Union by classification) within thirty-one (31) days following the beginning of their employment or the effective date of this clause, whichever is the later. This clause shall be enforceable to the extent permitted by law.

3. The Union recognizes its obligations and therefore assumes full responsibility to every employee discharged for failing to comply with the provisions of the paragraphs 1 and 2 last above set out, as a result of a written request from the union to the individual employer of the employee.

4. Any employee discharged for failing to comply with the provisions of paragraphs 1 and 2 above, as the case may be, while actively employed shall, before registering in a job placement center for dispatch under this Master Agreement, tender to the Union his initiation or reinstatement fee and current quarterly dues in the form and manner regularly required by the union, and the union shall issue receipt therefor. Upon presentation of such receipt to the job placement center as evidence of such tender, the employee shall be permitted to register as if he had never been discharged for such non-payment.

See DREDGEMEN page 10



Collectively Speaking with Al Clem

By the time you receive this issue of the paper, the out-of-work list should be at the lowest ebb. As you know, we are coming into the winter months and all the Employers will be anxious to get the jobs buttoned up before the rainy season.

I need not tell you that we had an extremely slow summer and that is reflected by the number of our Brothers on the out-of-work list, however, we are not the only ones that have been hit by the cut in the highway construction for it has affected other parts of the country as well.

The month of November will be a very important month for all of us who work for a living. At this time we make the selection of our choice for not only the President of the United States but equally as important, the Senators and Congressmen who will represent us in Washington. These are the people who have a great deal to do in shaping the economic well being of many of our Brothers and their families. In addition to voting for these candidates, you will also be marking your ballot for the representatives on the state level as well as cities and counties.

We are asking you to read the propositions that appear on the ballot very carefully for some of them are cleverly worded and could cost you money if they passed.

In other portions of the paper you will find the recommendations as set forth by COPE. We know that many of you will not agree with them, however, these people are the ones who assess the voting record of the men and women whose names will appear on your ballot. While many of them have ideologies which do not coincide with our thinking, by and large, I think it is a question of voting for those who will perform the most good in the legislative chambers for the greatest number of our members throughout our jurisdiction.

Recently I was in the State of Hawaii where the work picture looks excellent. In fact, there is a shortage of certain classifications of operators, particularly backhoe operators (small ones) blade operators and other types of dirt hands. However, before making the trip to Hawaii, I suggest you contact Harold Lewis in the Honolulu Office and the address is 2305 South Beretania Avenue. One word of caution—the rents are higher than here and the wages are approximately parallel with those wages paid in Utah, which means they are lower than those in California.

After leaving Honolulu, I continued on to Guam where we conducted negotiations with Employers in this portion of our jurisdiction. Our organizing campaign is coming along as well as can be expected and there are approximately 1,000 members there at the present time. We are encountering some difficulty with the Navy. While in Guam we had meetings with Governor Guerrero and various department heads relating to labor problems. The work is picking up a little there and the situation looks brighter for Local 3 in this area.

With the rest of the Officers, we have been busy concluding negotiations on various agreements, particularly the equipment dealers agreement in the East Bay which was negotiated and ratified. We are still busy signing up the individual or short form construction agreements.

If any of you happen to be employed by a construction contractor and have not received your increase in wages or any retroactive pay you have coming, notify your agent in your district at once.

When America was young most people lived and worked on farms. When a man became too old or too ill to work, his family cared for him for the remainder of his life. However, as industry grew, and more and more people became dependent upon a weekly pay check, the elderly could no longer look to their children to support them. A young man with a family found it difficult enough to feed his wife and children. The added burden of supporting his parents was often more than he could bear. His parents usually had to turn to private charity or to welfare.

The Depression of the 1930's brought this problem to a head, and in 1935 America's first Social Security Law was passed.

Social Security was not then, nor is it now, a charity or welfare program. It is a social insurance program. That is to say, during his working years a man pays social security contributions. These payments are similar to premium payments on an insurance policy. The worker is buying insurance against the loss of income. Thus, when a person receives social security payments he is not receiving welfare or charity. He is receiving an income that he bought and paid for during his working years.

The original Social Security law only provided insurance against the loss of income because of retirement at age 65 or later. Subsequent improvements have added many benefits, so

See CLEM page 16

Nine Propositions To State Voters

California voters will be confronted with at least nine propositions on the general election ballot on November 5.

For the information of Federation affiliates and other trade unionists, here is a run-down on the nine propositions:

Proposition No. 1—Constitutional Revision—If adopted would complete the second of three phases of the work of the California Constitutional Revision Commission created in 1962 to update, modernize and shorten the California Constitution. Among other things it would allow the legislature to choose some method other than direct election by the people of the State Superintendent of Public Instruction and would also allow the legislature to increase the membership of the State Public Utilities Commission. It would also make various changes in the State Constitution relating to schools, state institutions and public buildings, cities and counties, corporations and public utilities, water use, state civil service and procedures for future constitutional revisions. It is embodied in Assembly Constitutional Amendment No. 30.

Proposition No. 2—Assessment of Publicly Owned Property Located Outside Boundaries—Would provide that after 1968 lands located outside of the county, city and county, or municipal corporation owning same, which were taxable when acquired, shall be assessed in accordance with prescribed formula based on total population and assessed value in the state. Its aim is to insure that publicly owned land held by one municipality but located in another will not be taxed at an exorbitant or unfair rate. This proposition is embodied in Senate Constitutional Amendment No. 10.

Proposition No. 3—Higher Education Bond Act—Would provide a \$250 million bond issue, with \$200 million tagged for higher educational facilities and \$50 million for renewal and rehabilitation of urban schools. It is embodied in SB 705.

Proposition No. 4—Simplifying personal income tax reporting and collection—Would permit the legislature to provide for the reporting and collecting of California personal income taxes by reference to federal laws but prohibits change in state rates based on future federal rates. It is embodied in Senate Constitutional Amendment No. 18.

Proposition No. 5—Loans for Non-Profit Hospital Facilities—Would authorize the legislature to insure or guarantee loans to non-profit corporations and public agencies to construct, improve and/or repair any public or non-profit hospital. It is embodied in Senate Constitutional Amendment No. 28.

Proposition No. 6—Taxation of Premiums on Retirement Benefits of Public and Non-Profit Educational Institutions—Would permit the legislature to exclude from the base of the gross premium tax on insurance companies, those premi-

ums on contracts providing for retirement benefits for persons employed by public schools, public educational institutions of collegiate grade, or school or non-profit organizations engaged in scientific research. It is embodied in Assembly Constitutional Amendment No. 34.

Proposition No. 7—Allocation of State Funds to Local Government—Would permit the legislature to provide that money allocated from the state general fund to any county, city and county, or city may be used for local purposes. It would permit local governments to use state funds for purely local purposes as well as state-prescribed purposes, including state cigarette and fuel tax funds. It is embodied in Assembly Constitutional Amendment No. 20.

Proposition No. 8—Apportionment of Local Sales and Use Tax—Would permit the legislature to authorize counties, cities and counties, and cities to contract to apportion between themselves revenues derived from the sales or use tax imposed by them which is collected by the state so long as the voters of each local entity approved the contract by majority vote. Such contracts may provide that the recipient of such funds may use them for the same purposes as its own revenues.

Proposition No. 9—Property Tax Rate Limitation—Would limit the ad valorem tax burden on all property after July 1, 1969 to one percent of the market value for property-related services (defined as all costs except those for education and welfare) plus 80 percent of base cost of people-related services (defined as the cost of education and welfare) with the percentage of the base cost for people-related services reduced 20 percent annually and eliminated after July 1, 1973.

This proposition, popularly known as the "Watson Initiative" is an initiative constitutional amendment that, after July 1, 1973, would require the total cost of education, at all levels, and welfare to be borne by the state government.

The rundown above is an unofficial list of the propositions to appear on the November 5 general election ballot. The official ballot pamphlet prepared by the Secretary of State's office is not expected to be available until about September 20.

Op. Eng. Local 501 Is Named To State Conciliation Job

San Francisco—Albert C. Beeson, Director of the Department of Industrial Relations, announced the appointment of Mr. Edward Allen and Mr. Frederick Wendt to the position of State Conciliator in the State Conciliation Service.

Mr. Allen has been appointed to the Service's Fresno office and Mr. Wendt to Los Angeles.

Allen, 40, has been assistant business manager for Local 1969 of the International Brotherhood of Electrical Workers in the Bay Area for the last 11 years during which he participated in many contract negotiations. Previously he was a journeyman electrician and then superintendent in the electrical construction industry.

Allen has been chairman of the Redwood City Planning Commission, active in the Redwood City Chamber of Commerce, a member of the Board of Directors of the local American Red Cross chapter, a member of the San Mateo charter study commission and a member of the Peninsula Manufacturers Association.

Wendt, 40, has been Business Representative and Chief Executive Officer of Local 501, Operating Engineers, working out of their San Diego office. He was also a member of the San Diego County Central Labor Council Executive Board, Labor Trustee of San Diego Stationary Engineer Health and Welfare Fund, and Labor Trustee of Operating Engineers Security Fund.

"The Beefer"

*There's one in every local
You know the type we mean
The guy who's always beefin'
But at a meeting is never seen*

*He's always causing trouble
And has a lot to say
But it's never at a meeting,
From them he stays away.*

*He puts the Union on the pan
It never does what's right,
But when we hold a meeting
This bird is not in sight.*

*He's forever spreading rumors,
With him we must contend.
But when we hold a meeting
We think he should attend.*

*We admit he's right to talk
It's only just and fair,
But the place is at the meeting
So we urge him to be there.*

CHECK MEETING SCHEDULE
ON PAGE 16.
ATTEND REGULARLY!

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AL CLEM.....International Vice President
Business Manager and Editor
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DALE MARR.....Vice-President
T. J. STAPLETON....Recording-Corresponding Secretary
A. J. HOPE.....Financial Secretary
DON KINCHLOE.....Treasurer
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Pleasanton High On Industrial Park

By NORRIS A. CASEY, GUY JONES, TOM CARTER, ALEX CELLINI, JERRY ALLGOOD and DON LUBA

Three large rapid transit and freeway projects from Walnut Creek to the Orinda cross-roads are keeping many of the Brothers busy at this time and will continue to do so until winter.

Most of the dirt work on the Gordon Ball job from Orinda to Lafayette has been moved and they are placing rock and started paving.

The Kiewit section is still in the

dirt moving stage and the concrete crews are busy pouring the concrete wall that will separate the traffic lanes from the Rapid Transit lines.

Polich Benedict have completed the "T" bar columns for the overhead section through Walnut Creek and Bigge Crane has started to set the pre cast girders to finish the job.

The State Highway Department has called for bids to landscape six (6) miles of Highway 680 from Concord to the Carquinez Bridge. The Engineers estimate for the job is \$300,000.

THE NEW PLEASANTON

Pleasanton officials are enthusiastic about a proposed industrial service park where most visitors will get their first impression of the City.

They are enthusiastic about a new industrial park that will be the first of its kind. This one, named "The Hopyard," is the first one anywhere; but, by the time it is built, it will be second because one in the model city of Reston, Virginia, already has been copied from it and construction there is underway.

The Hopyard will look vastly

different from the average industrial park for several reasons. There will, for instance, be a fifteen acre lake with fountains bordering a night lighted nine-hole golf course and on a promontory will be a sort of Fisherman's Wharf-Jack London Square type motel and restaurant complex.

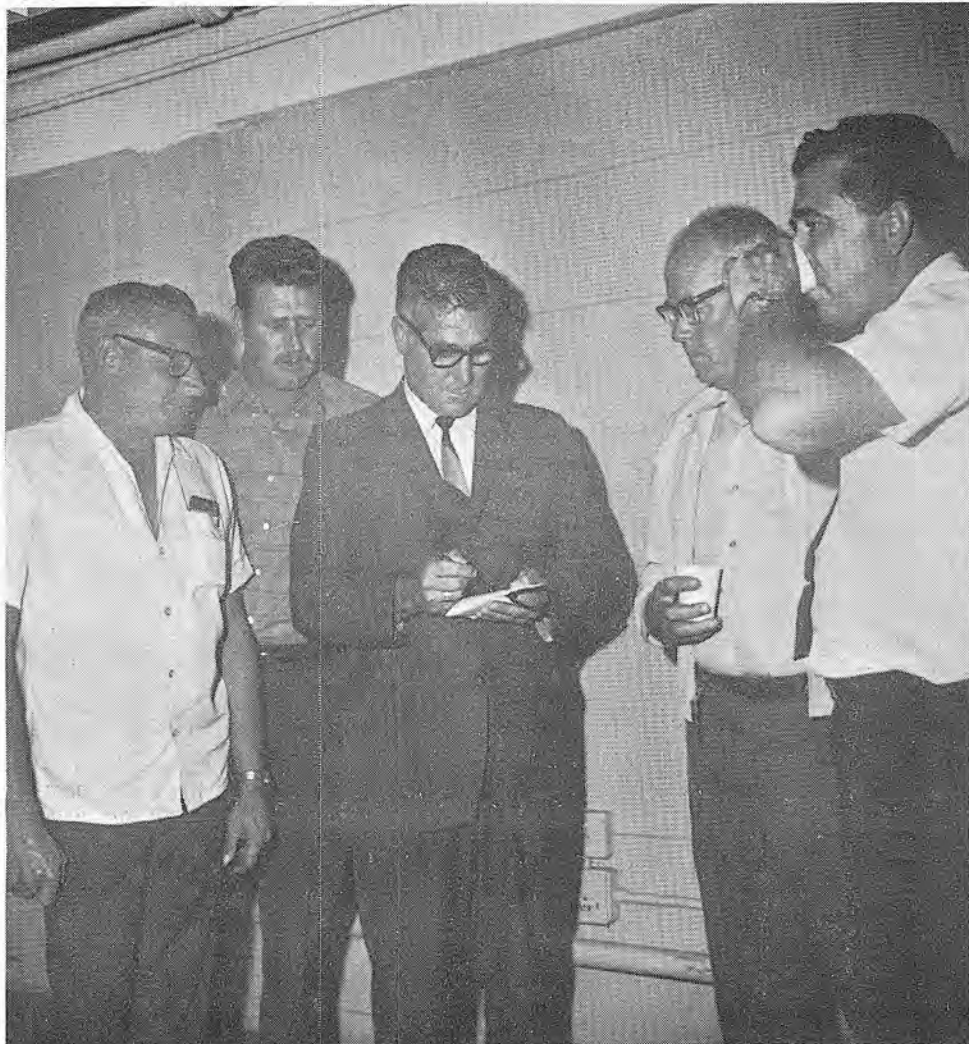
The Hopyard also plans to have a theater and in time, a second motel or inn. Some of the industrial tenants also will be unusual, the developers anticipate. The plan for a section to be used by new car dealers with another area set aside for shops specializing in

boats, boating supplies, camping, skiing, and other recreation goods.

The Hopyard is smack in the middle of the fast growing Amador San Ramon Valley which even pessimists believe must become another San Fernando Valley but this time with proper planning. This park will cover 433 acres and has been in the planning stages for the past ten years.

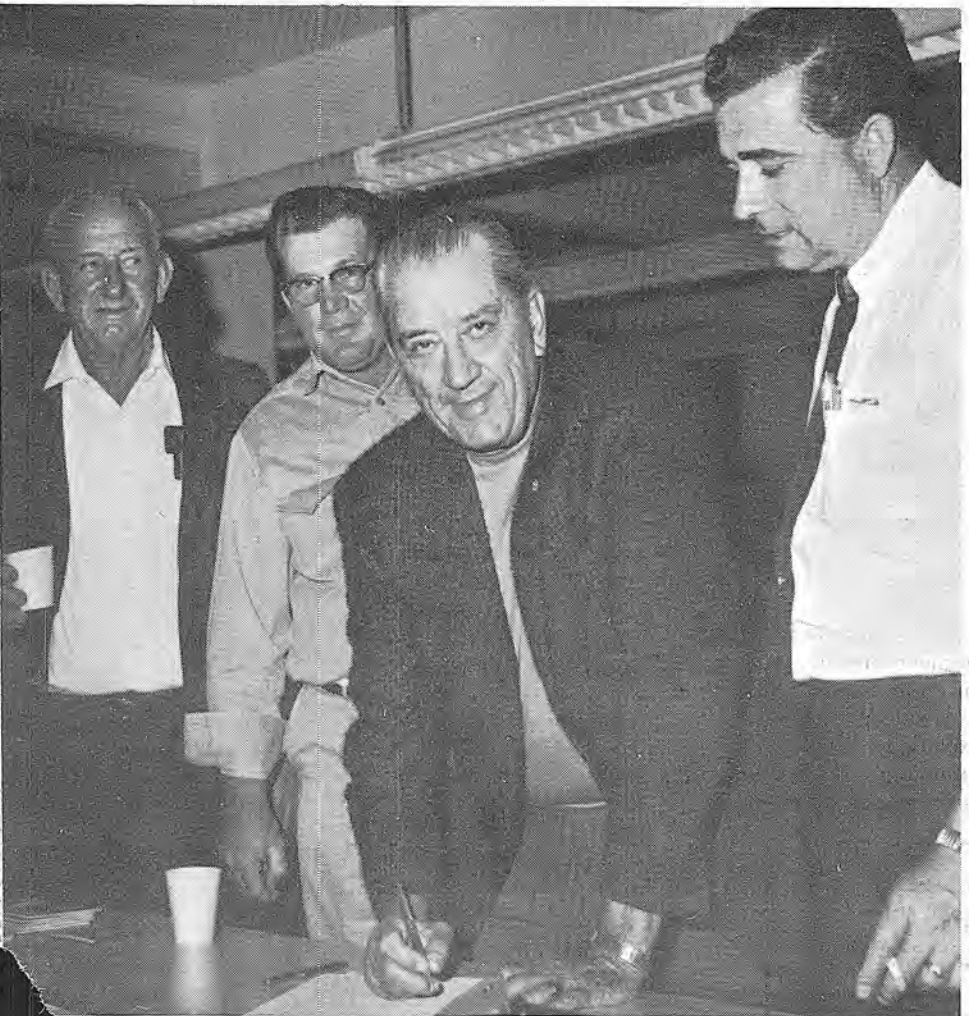
Plans to develop a \$20 million theme amusement park west of Pleasanton, "smaller and better" than Disneyland, have been revealed at a press conference in

See OAKLAND page 4



JOB STEWARD and Safety Committeeman meetings are frequently called throughout Local Union No. 3. Shown above are pictures taken at a recent meeting in Oakland, California. At top left (center) Norris Casey, Local 3 Guard and Oakland District Representative discusses job problems and programs with (l. to r.) Bill Squibb, Steward; Ralph Prince, Grievance Committee; Bill Seemann, Safety Committeeman and Jim Jennings, Special Representative for Job Stewards, Safety Committeemen and Health

and Welfare. Top right shows Guy Jones, Oakland BA, passing out safety material to Bill Squibb as Bill Larimer, foreground, Oakland Job Checker, looks over materials. At lower left Jim Rule, Steward, signs in as Hank DeWeese, Steward and Al Huber, Sr., Safety Committeeman await their turn. At lower right Jim Jennings, John Hunter, Steward; Ted Mason, Executive Board Member; Clarence Hazlewood, Grievance Committee and T. Van Dusen, Steward discuss program for the meeting.



Oakland Area Work Picture Bright

Continued from page 3
Oakland. The park would be open in the summer of 1971.

Representatives of the Great Southwest Corp. of Arlington, Texas, developers of two giant theme parks in Texas and Georgia, said the new recreation facilities is planned for the 147 acre Meadowlark Dairy property on Foothill Road.

The park will be located immediately west of Pleasanton at the Northwest corner of the Interstate 680 Bernal Avenue. Construction is scheduled to begin on the site early next summer.

The State Division of Highways has awarded a \$533,036 contract to the East Bay Excavating Company for the widening of Mission Blvd. at Hayward. It is now two lanes and will be widened to four lanes, plus two parking lanes between Peralta Blvd. in Fremont and Gresel Street in Hayward, a distance of 1.9 miles.

Bay Area Rapid Transit officials learned that it will cost much less to build an embankment across Fremont's gravel pit area than they had anticipated.

Earlier this year it was feared some \$2 million worth of fill would be required for 2,800 feet of embankment along the gravel pits.

Silva Brothers contractors, of Hayward, are the apparent low bidders at \$1,340,338 for embankment work between Niles Blvd. and Alameda Creek. Instead of \$2 million for 2,800 feet, the district will pay the Silva Brothers' figure for 7,300 feet. Work in this area is well under way at this time.

O. C. Jones off to a good start on their Central Avenue overcrossing job in Richmond. This is approximately a \$900,000.00 job consisting of 60,000 cubic yards of roadway excavation and mud stripping in advance of a 600 foot overhead structure spanning Hoffman Blvd.

The Haas and Haynie, Berkeley Station Job is well into the cleaning up stages with only three Brothers left on the job. This one right on schedule with a November completion date.

Shea Macco, Berkeley north subway job 85% complete with six Brothers still on the job. This one will be essentially wrapped up about the turn of the year, approximately five months ahead of schedule.

Fruin & Colnon making excellent progress on the North Berkeley station, 80% of the excavation being completed at the time of this writing. We have approximately 24 Brothers employed between this job and the adjoining subway aerial contract on the North end of the station.

Three jobs going at V. C. Lathrop Construction of Berkeley still working on the new four million dollar Moffet Library and kicked off four weeks ago on the new Math Science Building worth approximately eight million. Chet Smith doing the excavation on this one and into some tough rock. Rothschild Raffin, Inc. of San Francisco, thirty-five percent complete on their four million dollar University Art Center.

Murphy Pacific Bridge still bustling with activity at their Richmond yard. This has been an extremely good year for the Brothers on this job now running on their eighth consecutive month of steady overtime. They are also setting up a 4600 Manitowoc in this yard.

The Murphy Pacific docks also booming with work as the Marine Boss is there going on the third week at the time of this writing. She is undergoing some repair and boom extension work.

Two forty foot sections weighing ten tons each are being added giving an overall boom length of 330 feet. When boomed up to a maximum of 80 degrees the tip would be approximately 370 feet above the surface of the water. This giving her a 400 ton lift capacity off the stern at a 70 foot radius. This work being done on a rush schedule of overtime including Saturdays and Sundays.

When completed in about two weeks the Marine Boss will exit the Golden Gate for two months work on the Coronado-San Diego bridge.

Scrap Iron Industry in the Oakland area has picked up somewhat but still hasn't returned to normal as yet.

Rock, Sand, and Gravel in Contra Costa County has again dropped off. But looking to the South Alameda County it has boomed most of the summer.

Work in the Equipment Dealer shops is still about the same with all the Brothers working a regular work week.

The other shops and plants in the area are still moving along well, but looking for more work.

Well informed sources at Bechtel's offices in San Francisco tell us there will be nothing breaking on the Union Oil job in Rodeo until about April 1969.

Dramatic increases in building activity in the Richmond area during August have been reflected in reports of building inspection offices in Richmond, El Cerrito, and San Pablo.

Richmond's \$1,365,984 monthly valuation was more than two and a half times higher than the July value of \$497,783. The August figure also exceeded the August, 1967, total of \$1,253,512, according to Clyde Narvaez, chief building inspector.

The largest single building permit was issued to Noller Controls, 150 E. Standard Ave., for a 30,650 square foot manufacturing addition. The permit had a valuation of \$410,000 for the structure.

A \$100,000 value was set for a medical-pharmacy building to be erected at 3601-3605 Cutting Blvd.

During the past month the city building division issued 26 permits for single-family dwellings, \$532,600; 81 permits for dwelling alterations, \$46,732; 10 permits for alterations to other buildings, \$84,800, and eight miscellaneous permits, \$54,596.

Estimated valuation of San Pablo's construction permits issued in August set a new record for the year, Chief Building Inspector Roland L. Hoblit reported to City Manager Louis Shepard recently.

He said the 29 clearances issued to applicants were worth \$774,394 — \$464,497 above July and \$251,186 over April, the previous high for 1968.

The \$774,394 brought the building valuation of permits for eight months of the current year to \$1,928,886. The total for the same period a year ago was \$1,318,376, Hoblit's report showed.

"Two permits, one for a medical building at 2030 Vale Rd., valued at \$536,306; and another for Sambo's Restaurant at 14500 San Pablo Ave., worth \$120,000,

were responsible largely for the record month," Hoblit commented to Shepard.

"Others that helped swell the total were issued to Antone Almeida for a restaurant at 2215 Chuch Ln., \$38,200; a service station, at 13013 San Pablo Ave., \$24,500; and an alteration and addition to an existing structure at 14272 San Pablo Ave., \$20,556."

In El Cerrito, 69 building permits with a valuation of \$131,066 were issued in August, bringing the total permits issued to date to



JOHN D. MURPHY

1st District Supervisor Is Local 3 Friend

JOHN D. MURPHY, Supervisor of the First Supervisorial District, was appointed by the Governor in December 1960. He was elected to the position in 1962 and again in 1964, at which time (for the first time in the history of the District) there were no opposing candidates. Supervisor Murphy served as Vice Chairman of the Board during the years 1961-1962, and as Chairman during the years 1965-1966. Throughout the years 1967-1968 he chairmans the following committees of the Board: Law Enforcement, Planning, Libraries, and Fairs and Expositions.

The First Supervisorial District is comprised of about three-quarters of the land area of Alameda County—this includes a large portion of the unincorporated area and five entire cities and a portion of the sixth city. (Alameda County has a total of thirteen cities within its borders.) At the time of his joining the Board, the District had 90,500 people — today the First District contains approximately 275,450, making it largest in area and population.

Mr. Murphy, lifetime resident of Alameda County, is the son of the late James and Katherine Murphy of Oakland and the grandson of pioneer settlers of the Amador Valley. He was in Naval Aviation during World War II. He is a graduate of St. Mary's College.

Supervisor Murphy, his wife Rita, and their five children—aged six to fifteen—live at 4385 Entrada Drive in Pleasanton.

John Murphy is a proven friend of Labor, especially Operating Engineers Local 3 and deserves the support of the brothers voting in his district.

481 and construction valuation to \$1,629,554, according to the August report released by the building department.

August permits consisted of one single family dwelling valued at \$29,318; 64 residential alterations totaling \$67,784; three commercial alterations, \$31,000; and one residential swimming pool, \$2,500. This compares with 80 permits issued during July totaling \$209,094.

According to William Martindale, building official, the total to date for this year is \$497,401 less than the total for 1967. Thus far this year, 481 building permits have been issued compared to \$2,126,955 by August of 1967.

City Engineer Robert S. Binsacca recently informed the city council that the Lee J. Immel Company of San Pablo had submitted the apparent low bid of \$638,093 for construction work on the Bay View project.

The bid compares with the engineer's estimate of \$641,651. When awarded, it will be the largest single construction contract in the city's history.

It is anticipated approximately three weeks will elapse before the actual award is made since the bids are sub-agencies in view of the substantial federal grants involved in the project and the requirement that contractors meet federal stipulations on employment.

There were but three bids submitted and they represented a wide range. The O. C. Jones Company of Berkeley submitted a bid of \$747,355. The McGuire Hester Company of Oakland presented a bid of \$832,912.

Binsacca said he is hopeful that work on the project will get started in October. The specifications call for completion of the job in 412 days.

• John Murphy, Supervisor, Alameda County. We represent 50 men from the Road & Flood Control Department. We need him at various times when we go for wage increase etc. He is our friend.

• Jerry Waldie, Congressman from Antioch. A very good friend of ours. Has been for years. Very worthy of our support.

• Nick Petris, State Senator, Alameda County. This man has been our friend, still is and deserves our support.

• Don Mulford, Assemblyman. This man was a friend of Jim Meehan. He appeared at our B. A.'s meeting in San Francisco. Speaks in our behalf and has his door open to us.

• Oakland Residents Take Note: Coming up on your ballot this fall is a proposal for a charter change. . . . proposed by your present City Council. This proposal is to eliminate the present Oakland Civil Service System, which has been in effect for more than 50 years. Study your ballot. . . . Understand the issues and VOTE NO to charter changes.

Military Retirees

The number of military retirees returning to civilian life is increasing rapidly according to the U. S. Department of Labor. Between 55,000 and 60,000 military personnel retiring annually, the total is expected to reach 1,000,000 by 1968.

Work Stoppages

An estimated 2,560 work stoppages involving 1,350,000 workers began during the first half of 1968. The Bureau of Labor Statistics says these strikes resulted in 24.7 million man days of idleness, the highest since 1952.

We get letters!

In Our Mailbag

Dear Al:

Just a few words to let you know how very much I appreciate the wonderful things you have done for Local 3 since becoming our Business Manager.

Not only has there been a thousand percent improvement in our pay, pension plan, retirement and health and welfare, but also in the personal service and attention given to each member of the best labor union in the world.

An unfortunate series of health problems have been my lot in recent years such as the loss of part of a lung; a serious back injury and other illnesses which have not only kept me from work but have meant several long stays in the hospital and expensive medicines.

Without the outstanding health and welfare program that you and your officers worked so hard to win for the members, the financial burden alone would have been impossible to bear.

As it is, all my many medical bills have been paid promptly and the service and assistance given by your staff has been outstanding.

With the wonderful help of our great Local 3 I have finally managed to make it to retirement and am looking forward to a few years of an easier life.

Thanks again to you and all our fine group of officers for making it possible for me and many others to retire in dignity after many years of hard work.

Royal Winfred
San Francisco, California

P.S. The Local 3 Credit Union was another stroke of genius that members can be thankful for. I belong, as does my wife, and my daughter will also be a member some day.

"Roy"

\$3 Million Asked For Sutter County Freeway

By HAROLD HUSTON, W. R. WEEKS, DAN CARPENTER and JOHN E. SMITH

NEW HIGHWAY PROJECTS HOPEFUL FOR MARYSVILLE DISTRICT—A quick look at the work picture in the Marysville District shows about the same as last month, very slow. Many new jobs are planned to go to bid later this year, but that doesn't help our immediate problem. We are looking forward to a good year next year, as we have had in this district for the past several years.

Most of the work on the State water project has been completed in Northern California, and Southern California is now reaping the many jobs like we have had for several years. The huge Oroville Dam, Powerhouse and tunnels produced a good number of jobs for our brothers which all of us appreciated.

We appreciate the increased interest shown by all the brothers in this area toward the Credit Union. This is your Credit Union and our goal is 100% membership in this area. The many advantages of belonging to and using the Credit Union are too numerous to mention in this article.

In order to get the most out of being a member of the Operating Engineers you must take an active part in every function of the union. This is your democratic right, please use it.

Your Business Representatives have completed negotiations for most of the shops and plants for which agreements expired and they have been ratified by the brothers working in each bargaining unit. Again may we express our appreciation to the full cooperation given by all the brothers in all the different shops and plants. We are proud of all the agreements negotiated and know it takes team effort of the brothers and your business representatives to accomplish this important task.

The Marysville District has their own blood bank for the members and their families in this district. Many of the brothers have expressed their appreciation for this service. The only way we can keep a strong reserve of blood available is through the brothers, their families and their friends donating blood to this worthy cause. "Thanks" to all of you who have given a pint of blood! Please keep up the good work.

If any brother is sick or hurt please immediately contact the Marysville District Office! Your Business Representative wants to help you.

New Highway Projects Hopeful for Marysville—The 1969-70 highway budget introduced for the Yuba-Sutter area of construction of the Highway 99 freeway from Lomo Crossing to Highway 20 in Yuba City. The recommended expenditures include \$3 million of the \$3.7 million cost of the Sutter County freeway project. State Highway Engineer John Legarra urged adoption of the project. He said "This work is needed to eliminate a very bad grade crossing which has been the scene of numerous accidents."

The Highway Commission will meet next month to consider final adoption of the budget. Right of way allocations in the budget included \$1,250,000 for four projects in this area. A total of \$400,000 was allocated for purchasing property in the Highway 99 freeway route from Barry Road to Highway 20 in Sutter County. An

additional \$350,000 was included for land purchase on the freeway route from its junction with Highway 20 near Yuba City to the Butte County line.

Acquisition — The 1969-1970 budget included \$400,000 for acquisition of property along Highway 65 between South Beale Road and Highway 70 in Yuba County. An additional \$100,000 is recommended for purchase of Highway 99 property from the Sutter County line to East Biggs Highway in Butte County. The budget includes \$250,000 for right-of-way for a freeway section through Williams from Salt Creek west of Williams to Husted Road east of the city.

Also included is \$2.8 million to complete funding of construction of Interstate 5 from .8 miles north of Wadleigh Road to 1.5 miles south of Willows in Colusa County. The budget includes \$1.8 million for construction of a freeway interchange at the intersection of Highway 20 and Highway 49 at Grass Valley, and construction of Highway 49 to Banner Ridge Road.

Included in the budget is \$1.6 million for improvement of Highway 32 from Hog Springs to Forest Ranch northeast of Chico.

Highway 65 Alignment Adopted—An alignment for 4.4 miles of future Highway 65 freeway in Yuba County was adopted by the California Highway Commission. The alignment, which runs between about one-half mile north of South Beale Road and Highway 70 at Olivehurst, was adopted by the commission at a meeting in Eureka. Commission officials said start of construction would depend upon "availability of future highway funds."

Samuel B. Nelson, commission administrative officer, said the existing highway will remain as an access road to serve adjacent property. Commissioners also adopted a one-half mile long temporary connection from the south end of the new routing to the existing highway at south Beale Road. It will be used as a State highway until the freeway is extended south.

Nelson said the freeway section is planned for four lanes with sufficient divider strip for additional lanes when required at an estimated cost of \$4.5 million, including right-of-way. Cost of the temporary connection south from the adopted freeway route to South Beale Road is estimated at \$240,000, including right-of-ways.

Sutter County Road Project Bids Are Opened — H. Earl Parker, Inc., of Marysville was the low bidder on a project to improve a three-mile section of Progress Road in Sutter County, according to county Public Works Director Milton Skaggs. Parker's bid of \$120,590 was one of 11 submitted on the project, according to the State Division of Highways, which opened bids recently. The job involves a wider, oiled road to replace a gravelled section between Robbins Road and Josephine Station, with surfacing to be complete under a later contract. Traffic will be permitted to use the road during reconstruction, expected to start soon and take about three months.

Sacramento Firm Submits Low Bid — A bid of \$72,111.80 submitted by G & T Construction Co. of Sacramento was low when bids were opened recently on a project to replace a bridge on Highway

162 east of Butte City, according to officials at the Marysville office of the State Division of Highways.

The new bridge will be wider than the existing narrow timber structure over the Sacramento River overflow area and the project also involves elimination of abrupt approach curves.

Highway 49 Project Bids Are Opened — Granite Construction Co. of Watsonville submitted the low bid for resurfacing two sections of Hwy. 49 in Sierra County, according to the Marysville office of the State Division of Highways. The firm's offer of \$117,066 was the lowest of five submitted on a project to apply a new one-inch coat of asphalt to the highway between Downieville and Sierra City and on Main Street in Loyalton, a total of 13 miles.

Street Work Priority Designation Is Asked—City Engineer Leroy Bothwell has asked the Marysville City Council to establish priorities among four projects for street and drainage improvements. About \$170,000 will be available in state gasoline tax money this fiscal year after all projects planned or under way are paid for—enough to finance some but not all of the four new projects, Bothwell said in a report to the council.

The projects are:

- Extension of Third Street behind the Olympic Hotel to J Street. Estimated cost is \$86,000.
- Construction of a ramp over the Yuba River levee at Seventh Street. Estimated cost is \$190,000.
- Extension of 22nd Street to Hwy. 20. Estimated cost is \$126,500.
- Improvement of 14th Street and installation of new storm drains under the street. Estimated cost is \$98,100.

The project or projects given top priority by the council can be constructed next spring, the city engineer said. The 22nd Street and 14th Street projects will require general fund money and the financial participation of property owners, in addition to gasoline tax money, Bothwell said.

Work to Start on Tarke Road—The State Division of Highways plans an improvement at the Tarke Road intersection with Route 20 located 12 miles west of Yuba City. Bids were opened last week on this project.

A single bid of \$79,283.50 was submitted by Hertel Construction Co., Inc. of Sacramento. It will be taken under advisement.

Tarke Road is a north-south route which intersects the state highway at the west end of the bridge across the Sutter Bypass. The causeway will be widened 12 feet at the west end to allow ample distance for installation of two left-turn pocket lanes.

Median Barrier for Yuba-Sutter Route—The State Highway Commission allocated \$118,000 for construction of a concrete median barrier between Marysville and Yuba City along Hwy. 20, across the 10th Street Bridge. State Public Works Director recommended the project to the Highway Commission. He told members that "this section of highway is narrow and has a long history of accidents in which vehicles cross the median into opposing traffic lanes." The work will consist of constructing a barrier between Shasta Street in Yuba City and I Street in Marysville.

Meridian Area Projects Bid—A San Francisco firm was low bidder for repair of two bridges near Meridian, the Sacramento River Bridge and the Meridian under-

crossing, according to the State Division of Highways. Healy Tibbitts Construction Co. of San Francisco bid low at \$65,900. There were four bidders, according to officials at the Marysville district office. Work to be done consists of making repairs to the timber trestles, replacing portions of timber bents and wheel guards, constructing new maintenance roadways and walkways and resurfacing with asphalt concrete. The work will take about three months. There will be short one-way traffic controls during resurfacing operations.

Water Officials Hopeful—A delegation of officials from Yuba and Sutter Counties returned from Washington, D.C. optimistic about requests for federal appropriations for the new Bullards Bar and Marysville Dam projects. Darl Cozad, chairman of the Yuba County Water Agency, said the delegation was "received very well by Senate and House appropriations subcommittees."

About \$4 million has been proposed for New Bullards Bar and \$800,000 for Marysville Dam in the fiscal year 1968-69 federal budget.

Cut Possible—While there is a chance that appropriations for the Yuba County Projects, along with other projects, will be cut 6-10 per cent in an across-the-board cut in federal spending, the effect on the projects will not be serious, Cozad said.

There is "no problem at all that we can foresee" in obtaining Congressional approval of the bulk of the proposed appropriations, he said. Accompanying Cozad to Washington were water agency director Charles Dean, agency

See HIGHWAYS page 9



IT GOES in here, or is it up there, and comes out over there, or is it here? Anyway, Brother Dave Devincenzi is on the 977 loader and Brother L. B. Keller is operating the conveyor that keeps the dirt moving on the Chet C. Smith portion of the BART station at 16th and Mission. Some 200 trucks carry away about 3000 yards of dirt a day.

Labor-Management Deadlocks

Assistant Labor Secretary Thomas R. Donahue has strongly endorsed the principle of third party resolution of labor-management disputes involving federal employees. Donahue made the comment in a speech before the Postal Clerks' Union.



Proposition 9 is no-no!

Experts Cite State Tax Trap

Californians Against the Tax Trap Initiative have charged that Los Angeles County Assessor Philip E. Watson "is fronting for some of California's largest land-owners, real estate speculators and apartment house operators in his sponsorship of Proposition 9 on the November ballot."

At the same time, the organization flatly accused Watson of "planning to use Proposition 9 as a political battering-ram to clear a path to the Governorship."

The statement linking Watson to land speculators and the Governor's office were made by Robert C. Brown, Co-Chairman of Californians Against the Tax Trap Initiative, in an interview with *Engineers' News*.

Californians Against the Tax Trap Initiative is seeking a "no" vote against the Watson ballot initiative, whose passage would wipe out property taxes for schools and scores of public services and terminate hundreds of bond-supported construction projects throughout the State, without providing any alternative tax sources.

Serving with Brown as Co-Chairman of Californians Against the Tax Trap Initiative are Jack Rees, State Executive Secretary of the California Teachers Association, and Joseph Diviny, Vice President of the International Brotherhood of Teamsters.

Rees and Diviny have both denounced the Watson Initiative as "an unmitigated disaster for the State, its schools, its economy and its people."

In his interview with *Engineers' News* Brown declared:

"The motivation for Watson's sponsorship of Proposition 9 makes sense only when it is related to his ill-concealed yearning for political glory. He is a man of consuming political ambition. He sees himself as the occupant of the 'corner office' — the Governor's office — at Sacramento, with Proposition 9 as the vehicle to propel him there.

"Under the cynical slogan 'save our homes and our schools', Watson has teamed up with profit hungry property barons to spring a tax trap of monumental proportions on the people of California, capitalizing on their understandable desire for tax relief.

"But Proposition 9, instead of providing tax relief, would inflict even higher taxes on home-owners and the average tax payer. It is a tax-cutting mirage that puts to

shame even the Ham and Eggs tax-reducing fable of the 30's.

"As a special interest device, it will make a handful of rich land speculators and property tycoons richer, while saddling home-owners and ordinary taxpayers — the very people it is supposed to benefit — with even higher taxes than they are paying now. And let me make it clear, I am talking about land speculators—not about the many responsible developers and land companies throughout the State who contribute so mightily to our welfare.

"Watson must be aware of this. As a professional man he must know the disastrous consequences to the State that Proposition 9 would bring.

"The only plausible explanation for his authorship of this insensible scheme is that it enables him to capitalize politically on taxpayers' understandable discontent and may clear a path for him to the Governor's office.

"Brown disclosed that Watson not only drew up Proposition 9, but actually contracted for the signatures that qualified it for the ballot.

"In so doing, he acted in league with the special interests who will be its only beneficiaries.

"The money for the petition job —and the millions that will now be spent in an attempt to put the scheme over at the polls—is coming from the same pocketbooks, the big-time land speculators and large-scale landlords and property owners.

"At the proper time, we intend to identify them and pin-point the fabulous windfalls they will harvest by its passage.

"It is only logical to assume that they will not turn their backs on their benefactor, Watson, when he hears the call to higher political office—the Governorship—that he hopes Proposition 9 will touch off," Brown observed.

"Whatever else may be said of their economic appetites, they are not ungrateful men."

Brown assailed Proposition 9 in every particular. He declared:

"This unbelievable scheme would make a shambles of our whole educational system, cripple basic public services in all 58 counties, halt the State water project and hundreds of bond-supported public improvements, and undermine the State's credit while

victimizing the very people it is supposed to help.

"Meanwhile, Watson's angels would reap a bonanza from sky-rocketing land prices. The profits of the speculators would soar at the expense of the home-owner, renter and ordinary taxpayer, who would be worse off than ever.

"Watson's scheme contains no provision whatsoever for making-up the \$4,500,000,000 tax deficit it would create. Instead, the Legislature would have to find money for the schools and for essential State and local services. Fiscal experts have reported that the sales tax would have to go from 5 to 12 cents, or, alternately, individual income taxes would rise by at least 300 per cent. Cigarette taxes would jump several cents a pack and a dozen nuisance taxes would plague the public.

"Renters would be victimized since Proposition 9 permits landlords to keep their entire tax savings. They would be under no compulsion to pass even a thin dime on to the tenants in the form of rent reductions.

"It must be remembered that property taxes represent virtually the only cost of doing business for the land speculators backing Proposition 9. They would pay, in the main, only a limited capital gains tax on their huge increased profits. On the other hand, the increases in sales and income taxes, and the nuisance taxes that Proposition 9 would make inescapable would hit the public hardest.

"Along with the public schools and colleges, tax-supported hospitals, sheriffs' offices, prisons, probation departments, juvenile centers, county health departments, mental health agencies and crippled children's services would also be deprived of tax revenues by the passage of Proposition 9.

"Bond financing of public improvement and construction projects, and public service operations such as the Metropolitan Water District, would be sabotaged.

"Farmers and ordinary businessmen would be obliged to pay more taxes because any feasible method of making up for the losses of revenue jettisoned by Proposition 9 would take more in new taxes from them than they presently pay in property taxes.

"At all levels of State and local government, chaos would be the order of the day," Brown stated.

Obituaries

Name — City	Local Social Security No.	Register	Deceased
Adams, Jerry	3	1003149	7/24/68
Linda—Wife	SS# 553-42-5777		
2202 Kenmore Drive Fresno, California			
Ainsworth, H. J.	3	290392	7/23/68
Joy—Wife	SS# 551-10-5286		
P. O. Box 311 Bodega Bay, California			
Bridenstine, Roy	3	865409	7/29/68
Delbert—Son	SS# 519-09-2012		
44 Norma Street Placerville, California			
Buckman, William	3	309654	8/8/68
Beatrice—Wife	SS #570-05-9969		
P. O. Box 113 Jamestown, California			
Carr, Robert J.	3	841590	7/18/68
Donald & Judy Stevenson	SS# 572-07-9145		
—Grandchildren 274 Georgia San Bruno, California			
Colbert, Amelia	3D	1276913	8/2/68
Leo—Husband	SS# 568-34-4420		
1618 Gold Street Marysville, California			
Correll, William*	3	892827	7/26/68
Edith—Mother	SS# 524-05-0856		
1863 Hellar Lane Redding, California			
Frandsen, Andrew	3	1025357	8/7/68
Ruth—Wife	SS# 528-10-8690		
615 North Sixth West Provo, Utah			
Gibson, Wallace	3	367402	7/18/68
Lou Cele—Wife	SS# 453-10-6485		
P. O. Box 212 Danville, California			
Hood, Harvey	3A	1133509	7/29/68
Ruth—Wife	SS# 558-14-2455		
246 Del Monte Avenue Yuba City, California			
Linday, John H.	3A	479836	8/1/68
Margie Green—Sister	SS# 383-10-6767		
622½ Precita San Francisco, California			
Marchetti, Hugo	3	657679	8/10/68
Bernice—Wife	SS# 551-30-0587		
441 F Street Colma, California			
McLeod, Duncan	3A	115419	7/14/68
Marabel Beck—Mother	SS# 548-48-8500		
1953 17th Avenue San Francisco, California			
Mills, Stanley R.*	3	1324958	8/12/68
Jeanette—Wife	SS# 532-09-0836		
6324 MacArthur Blvd. Oakland, California			
Oliphant, James T.	3	328501	8/5/68
Carman—Wife	SS# 568-10-2143		
400 Virginia Street Lodi, California			
Rowley, Harvey	3	862687	8/5/68
Dorothy—Wife	SS# 543-20-6687		
455 So. Mountain Avenue Ashland, Oregon			

Continued on page 7

Drive To Emasculate NLRB

The nation's most powerful employer organizations have begun a large-scale, well-financed drive to destroy the National Labor Relations Act and weaken unions.

They've hired one of America's biggest public relations firms to try to convince the nation that unions are "too strong" and that the National Labor Relations Board has been outrageously pro-union.

The drive is frankly tied to the hope that the November elections will put into office a Congress which will pass an employer-written labor law and a President who will sign it.

Sen. Wayne Morse (D-Ore.) terms this employer campaign "serious and dangerous" in an

article in the September issue of the American Federationist, the AFL-CIO's magazine.

The article is based on a speech Morse made in the Senate in which he warned that "if this campaign succeeds, I fear that it will lead to a new era of labor strife which will merely add to our already lengthy list of national problems."

Morse traces the buildup of the drive to gut the NLRB to the 1965 appointment of a "blue ribbon" committee of management lawyers by the National Association of Manufacturers and the U. S. Chamber of Commerce.

Its report is a 167-page analysis of proposed amendments to the present labor law and, Morse says, "it is punctuated by broadside at-

tacks on the integrity of decisions of the NLRB and the federal courts."

While agreeing that "the legislative remedy should be aimed at the chief offender, the NLRB itself," the management lawyers were apparently divided on whether the labor board's jurisdiction over unfair labor practice cases should be transferred to a new national labor court or to the regular district courts. Either solution would be satisfactory, the committee said.

Morse gives this summary of the employer-proposed "ripper" amendments:

They "begin by deleting from the policy objectives in the law's present preamble any reference to

protecting self-organization and freedom of association.

"They go from there to limit the scope of the bargaining obligation, to restrict the board's power in unit determinations, to toughen a number of sections limiting labor's conduct, to ease various restrictions on employers, to confine the board's none-too-strong remedial authority within much narrower limits, to change the venue provisions for court review and to reverse over a score of Supreme Court, courts of appeals and board decisions in leading cases."

Morse noted that "however profitable for lawyers, this wrecking operation, based as it is on faulty and distorted analysis, would undoubtedly produce new

instabilities and conflicts which would severely damage our labor-management progress."

Morse documents the role of the Hill & Knowlton public relations firm, which has a reputation as an "image maker" for conservative interests. These, Morse told the Senate, have included the gun lobby, the tobacco lobby, the steel industry in the 1937, 1952 and 1959 strikes, the oil and gas lobby in the early 1950s.

The Oregon senator agrees that some amendments are needed to the National Labor Relations Act. The amendments needed, Morse stressed, would strengthen rather than weaken "the objectives of sound labor legislation."



Dredging

By AL HANSEN

\$3 MILLION NOVATO STREET BOND PROPOSAL WINS BACKING—A \$3 Million bond issue for street improvements was approved recently by the Novato City Council. The schedule of five year street improvements calls for \$5,038,200 in street work. The money in excess of the \$3 million in bonds would come from gasoline taxes and property owners' participation. The project calls for construction and reconstruction with curbs and sidewalks of four miles of streets; underground drainage and construction of the center of three additional miles of streets, and resurfacing of 25 miles of streets.

Major street construction and reconstruction calls for the Arthur Street connection, improvement of a portion of Ignacio Boulevard and connection with San Jose, South Novato and Novato boulevards, Center Road and the DeLong connection with the freeway bypass.

Streets which call for major drainage and widening include Wilson Avenue from Novato Boulevard to the city limits, Tamalpais Avenue, Hill Road, a portion of San Jose Boulevard and the San Marin Drive connection with the freeway bypass.

PHOENIX DAM IS STRENGTHENED—Earth movers from Maggiora-Chilotti are piling 15,000 yards of dirt from its bottom against the inner face of the dam at Phoenix Lake, in Ross. The lake was closed in 1964 after the dam was deemed unsafe. When this work is completed, an eight-foot thickness of earth fill will have been added to contain the lakes 172 million gallons.

CONTRACTS AWARDED IN AREA—W. K. McCLELLAN CO. of San Rafael for an access road and bridge to the new school at a cost of \$22,176. SOILAND COMPANY, INC. of Ignacio was lowest of four bidders to construct the second phase of Bret Harte drainage project at a cost of \$54,226, and McGuire and Hester of Oakland made the low bid for converting Highway 101 to full freeway from San Quentin Wye to Manuel Freitas Parkway at a cost of \$1,750,917.

SOMETHING TO THINK ABOUT—A poverty-stricken young woman in Madras, India, gave a striking example of initiative and public service. While carrying bricks for 60 cents a day, the woman came upon 2 motorcyclists covered with blood, lying on the city's main street. Hundreds of busy people hurried past the helpless victims. But the young woman, unwilling to let them bleed to death, dropped her work basket. She began signalling frantically for a cab to bring the injured men to a hospital. Four taxi drivers refused. But a fifth, moved no doubt by her courageous spirit, agreed to bring the bleeding men to the nearest hospital. Opportunities of a less dramatic sort are seldom far from any of us. A sincere regard for all people sharpens our powers of observation and quickens us to action.

Sears Pt. Park Job is now going full bore with two shifts going. They are trying to move all the material they can before we start to get any heavy rain, but we are all thinking positive that we will not get any until around December, or later. This way we know all the boys will have a good Christmas.

BROWN ELY CO. has started a new job at Terra Linda for Kenny Development Company. They have about 170,000 yds. to move on this job. They also have a trailer court that they are going to get started on very soon in Ignacio near Hamilton Field, with some 40,000 yds. to move. They are also going to get started on their job very soon on 101 Highway in Novato, about 2 miles North of the city.

MAGGIORA & CHILOTTI CO. still working on a few jobs that they have in the area. BLASI-ENGELKE CO. moving right along on their job at Paradise Drive in Corte Madera. NORMAN MADSEN CO. have about half of their job finished on Novato Blvd. at the present time. CHILOTTI BROS. has a lot of work in the area and all the crew are keeping very busy. MERZ BROS. has a few jobs around the county and hope to pick up a few more jobs before the rain comes. SMITH RICE CO. finished their job at Corte Madera Creek and have moved to the Oakland area. MCGUIRE & HESTER are still going strong in Petaluma. AL-BAY CONST. CO. with still a lot of work to go on their flood control job in Novato. O. C. JONES doing a small job at the airport at Hamilton Field. PIOMBO BROS. moving right along with their job at Lucas Valley. QUIN ONGARO has a small job at Guide Dogs for the Blind and should be there for about a month. PETER GIORDANO is about finished on the job with Elmer Freethy Co. at Corte Madera Creek. ELMER FREETHY COMPANY is still going right along with their job at Corte Madera Creek also. SYAR & HARMS are still working on their job in Ignacio but at the present time most of the work is finished. E. A. FORD still doing a few jobs in the county and keeping a good crew going. A. J. BRESNAN CO. is also pretty busy in the county. R. MULLOY EXCAVATING COMPANY is going full bore on their dam job at Marshall. BOBO CONST. has a few small jobs in the area. McCLELLAN COMPANY with quite a few jobs in the county and keeping the boys busy.

JEST KIDDING: A top executive had acquired a new secretary. Upon being called out of town suddenly, he told her to write Allis-Chalmers in Milwaukee and inform them that he wouldn't be able to keep their appointment.

Upon his return he found this carbon: "Alice Chalmers, Milwaukee, Wisc. Dear Alice: I'm off for Texas and can't keep our date." Horrified, he immediately telephoned Allis-Chalmers. "I hope you haven't received a certain letter."

"Received it" was the answer. "It's been on the bulletin board for three days."

PERSONAL NOTES: We were all very sorry to hear about Guy Slack's wife being in Marin General Hospital. Best wishes for a speedy recovery. Mrs. Henry Hahne is recovering in Marin General Hospital also and we hope she will be going home soon.

We were sorry to learn of the death of Mamber Martin W. Kelly of Inverness. Our sympathy to his family in their sorrow.

Big Jobs Roll In San Jose

By BOB SKIDGEL, HARLEY DAVIDSON, MIKE KRAYNICK and DOUG FARLEY

The big jobs are finally beginning to roll in San Jose with work picking up every day on the Granite Construction and Stolte Inc. projects for the Guadalupe Freeway and Hwy 280. Brother Engineers overseeing this big joint venture are Bill Young, who is General Superintendent for Stolte and in charge of the structures and Don Brown who is General Superintendent for Granite Construction excavation and grading crews.

Excavation is the big activity at the Urban Renewal Site at West San Fernando and South San Pedro Streets where 40,000 yards of earth were moved by Leo Piazza Construction for the first structures in Park Center, the five-story 120,000 square foot San Fernando Office Building. This phase will also include a 322 car underground garage, a two story office building and three retail kiosks. Actual construction is expected to get underway the week of October 14th and are scheduled for completion in November 1969.

Another big spread is at Hillsdale Avenue near Camden Avenue where Leo Piazza crews are readying the site for the new Handyman Store next to Gemco. Central Underground Construction Company was awarded an \$87,506 contract for utility system improvements at Santa Clara Valley Medical Center. A. J. Raisch was awarded resurfacing contracts amounting to \$62,991 in Milpitas area and \$21,989 in San Jose. They included \$19,987 for Kirk Avenue, \$30,979 for Bernal Road, and \$46,389 for Bascom Avenue. Leo F. Piazza crews are improving Almaden Expressway and the San Jose-Los Gatos Road.

Alviso Park is beginning to be developed with a \$73,133 contract let by the city to Collishaw Sprinkler Company.

Carl Swenson on the University of California job are getting a good start. Granite Construction Company has the excavation work done and the concrete pour has started.

Kester & Son and Roberson Construction have been keeping a full crew busy.

Monterey area has been going good lately. Fisher has the Army Hosiptal Job and Del Webb has the barracks at Ford Ord. Both of these jobs will keep some of our members busy for three years.

Peter Kewitt were low bidders on the Prunedale cut off. This job was awarded for \$1,000,000 and will be starting soon.

Ed Buttler Construction Company were low bidders on two County Jobs in Salinas. This will keep his crews busy this winter.

Freeman-Sondgroth, Raisch Inc. and O. Holmes Inc. are well on their way into the Northerly County with their job on the 280 Expressway.

Huber, Hunt & Nichols and F. P. Lathroy are progressing well on their job for the space program at Lockheed.

Howard J. White Co. of Palo Alto was awarded a contract for \$1.5 million for the Earth Science Building at Stanford.

Obituaries (continued)

Continued from page 6

Staggs, William T. 3	1111179	7/12/68
Alice—Wife	SS# 519-10-7151	
334 Idaho Avenue		
Rigby, Idaho		
Stoner, Charles 3	529296	8/7/68
Alice—Wife	SS# 483-09-4474	
2339 Hammonton Road		
Maryville, California		
Tingen, John 3	299409	8/8/68
Linda Ward—Daughter	SS# 711-14-5084	
#6 Surfside Court		
Pinole, California		
Wamsley, T. L. 3	543528	8/10/68
Yvonne—Wife	SS# 529-07-9259	
191 South Third East		
Providence, Utah		
Alexander, Ernest 3	630664	8/15/68
Agnes—Wife	SS# 553-01-9015	
110 Rodeo Avenue		
Salinas, California		
Alexander, Walt* 3	638329	8/21/68
Route 1, Box 718	SS# 566-12-7884	
Route 1, Box 718		
Gridley, California		
Bertrand, Joseph 3	313347	9/1/68
Doris—Wife	SS# 516-05-7860	
940 Hayes Street		
San Francisco, California		
Blankenship, A. 3	1244945	9/13/68
Ernestine—Wife	SS# 567-16-7475	
4680 W. Capitol Avenue		
W. Sacramento, California		
Coutinho, Manuel 3	577345	9/6/68
Eva—Wife	SS# 572-14-9949	
560 Clifton Avenue		
San Jose, California		
England, Charles 3	1020278	8/23/68
Louise—Wife	SS# 565-54-4489	
4745 E. Garland		
Fresno, California		
Gilbert, Luther 3	883750	9/6/68
Lester—Wife	SS# 417-09-2733	
14350 Cypress		
San Leandro, California		
Hodges, Ronald 3A	1115407	8/3/68
Audrey—Wife	SS# 553-58-6158	
Route 2, Box 576 D75		
Ukiah, California		
King, Albert F. 3	373028	9/11/68
Albert F. Jr.—Son	SS# 562-22-2124	
1227 Stafford Way		
Yuba City, California		
LeMoine, Warren 3	506498	8/31/68
Wanda—Wife	SS# 479-12-8912	
284 Gateway Drive		
Pacifica, California		
Matzek, G. 3	202221	8/24/68
Alta—Wife	SS# 557-01-3289	
380 Perrymont		
San Jose, California		
Moller, Carl 3B	231660	8/23/68
Elsie—Wife	SS# 552-05-3809	
7329 Halliday		
Oakland, California		
Mooney, Howard 3	924958	8/25/68
Phyllis—Wife	SS# 559-16-2843	
2463 Quincy Road		
Oroville, California		
Phillips, Frank 3	456483	8/20/68
Ina—Wife	SS# 558-09-0831	
289 South 31st Street		
San Jose, California		
Post, Edwin 3A	935562	8/8/68
Marjorie—Wife	SS# 561-26-9993	
Route 3, Box 718		
Oakdale, California		
Ross, E. S. 3	1060132	7/22/68
Roberta—Wife	SS# 525-?8-0103	
P. O. Box 791		
Carlin, Nevada		
Ryan, Mike 3	373392	9/11/68
Florence—Wife	SS# 562-05-1689	
163 W. Birch		
Pinedale, California		
Sackreiter, John B. 3	200140	8/22/68
Lila—Wife	SS# 546-09-2418	
4110 25th Street		
San Francisco, California		
Sauermilch, H. 3	491132	9/9/68
Bernice—Wife	SS# 557-16-2209	
1580 Jackson #2		
San Francisco, California		

Continued on page 8

Bible, Mendoza, Slattery Need Labor Vote



LOCAL 3 TRUSTEE Fran Walker and Port Director Joe Sarmeinto as Senator William D. L. Flores, Speaker of the Guam Legislature, signs into law a bill repealing Section 4022 and 4120 of the Government Code of Guam. New laws spell out the right of government employees to become members of a union; protective regulations for participating in union activities and the rights of exclusive recognition. New legislation will be a boon to workers in Guam and will make the job of organizing government employees easier than it has been in the past.

Check Carefully!!!

A New Look At Nixon's Public Record

Republican Presidential candidate Richard Milhous Nixon has been out of office for eight years and, as a result, his record in public office has been largely forgotten.

But California voters as well as voters throughout the nation have a vague uneasiness about Nixon—about Nixon as a poor loser who engages in tirades against the press; about Nixon's private slush fund that rocked the nation during the 1952 Presidential campaign; and about the compact of silence he has apparently won from the reactionary right wing within his own party.

The so-called "new Nixon," who is carefully pacing himself to make sure he doesn't become tired and irritable and lapse into his old self again, is now striking near-progressive stances on a number of critical issues confronting this nation's voters.

Like the question of whether a zebra can change its stripes, the question confronting voters this year is whether Nixon has in fact done an about face on many aspects of his entire public record or whether he is merely assuming new postures for political expediency.

To permit voters to weigh the new posture the Republican candidate is attempting to project against his public record, about which he seldom speaks, here is that record—a voting record 87 percent in opposition to the best interests of working people and the social needs of the nation, according to key votes tallied by the AFL-CIO Committee on Political Education during the years he served as U. S. Representative, Senator and presiding officer of the Senate as Vice President.

- Nixon's dismal voting record on all issues was exceeded only by his record of contempt for working men and women on issues directly affecting working conditions

and in the field of labor-management relations. He is recorded as voting against the workingman on 14 out of 15 key votes in this area of labor legislation.

- Nixon cast 6 votes restricting the rights of workers in connection with the Taft-Hartley Act. These included votes for passage of this anti-labor law, in opposition to its repeal, and in favor of applying the act's injunction provisions against the steelworkers after the giant steel corporations refused to accept a Wage Stabilization Board decision in 1952.
- On minimum wage issues, Nixon voted to remove a million workers from the protection of the federal wage-hour law. He voted for the Portal-to-Portal Act to permit employers to escape penalties and liabilities for violations of the Walsh-Healy, Bacon-Davis and Fair Labor Standards Acts. While vice-president, Nixon even voted for the infamous Knowland amendment to scuttle procedures to determine prevailing wage rates on public works.
- Nixon cast three anti-labor votes to subvert the Labor Department's services to workers, including two votes against sorely needed appropriations and one backing an employer-inspired move to transfer the U.S. Employment Service out of the department.
- Nixon voted during the Korean War to strip the Wage Stabilization Board of its powers to help settle labor disputes.
- Nixon climaxed his anti-labor record with a tie-breaking vote in the Senate in 1959 on a Goldwater motion which converted the Senate's anti-racketeering bill into an anti-labor vehicle paving the way for enactment of the Landrum-Griffin Act.

On matters of public interest concerning the social needs of the entire nation, Nixon compiled the following record of faithful serv-

ice and obedience to the special interest of the few:

- On tax matters, Nixon cast 11 consecutive votes serving the wealthy and corporate interests of the nation.
- In the housing area, Nixon voted 5 times to block programs designed to provide public and private housing to meet the needs of low and middle income families priced out of the market by the high interest rate policies he championed.
- On public power issues, Nixon voted consistently on 5 occasions for the private power interests against low cost public power for consumers and industry.
- On general consumer issues Nixon voted 10 out of 12 times to the detriment of the buying public and in favor of those who would cheat the consumers.
- On social security proposals, Nixon voted twice, without any offsetting favorable votes, against providing adequate benefits for senior citizens who have contributed a lifetime to the building of their country.
- On civil rights measures, Nixon registered three key votes against equal rights for all Americans.
- In the field of education, Nixon cast the tie-breaking vote against aid to school construction and teachers' salaries in the School Assistance Act of 1960.
- On foreign policy, Mr. Nixon has voted almost consistently to weaken America's ability to withstand Communist subversion abroad. This included a vote in 1950, prior to the invasion of South Korea, against a measure which would have provided \$60 million in economic aid to the Korean nation.
- In crucial areas such as small business and veterans' affairs, Nixon has also compiled an unbroken record against the public interest.

By GAIL BISHOP, JOE HAMERNICK, MONT PARKER, JACK EVANS and BUD JACOBSEN

TAB Construction Company from Reno, Nevada, have started a \$900,000 project at the Lake Tahoe area which will include three pumping stations, and three control buildings. This project started September 1, 1968, and will be completed April 1, 1969. Brother Fred Winkler is the Superintendent on this project. The job will last until the first of the year, weather permitting. The three pumping stations will carry 12 million gallons of sewage each day out of the Lake Tahoe area.

Work should start before October 15, 1968, on the new Washoe Valley Expressway. There will be a new alignment between Lakeview Hill and the Winter Ranch, a distance of five and one-half miles. Rogers Construction Company from Portland, Oregon, is the contractor. George Barton will be the resident engineer for the highway department, and Clarence Nelson will be the superintendent for the contractor during the job. There will be 640,000 yards of excavation, and over a million yards of gravel and select barrow will be required. There will be six concrete structures and one bridge. The total amount of money will be approximately \$3,000,000. This job will sure help the Brothers that are on our large "out of work list."

Commonwealth Construction Company of Vancouver, B.C., is about 70% finished with the Ball Mill they are building for American Exploration and Mining Company south of Crescent Valley, Nevada.

Charles T. Parker Company is expected to be done with their dirt job west of Wells, Nevada, about October 31, 1968.

Rogers Construction Company of Carlin, Nevada, will have about 32 Engineers employed on their job with one lane nearly completed and ready for the black top.

Bing & Myers Construction Company building Wild Horse Dam, is about 70% completed. We

have about five Engineers on this job.

Helms' Construction Company of Reno, Nevada, was recently awarded a \$1,280,000 contract for city work.

Brothers, don't overlook the increased Health and Welfare Benefits that started September 1, 1968. We now have prescription service, increased dental care, dependent life insurance, and major medical. These are important items to all of us, so let's use them!

I attended the Governor's Labor Conference on September 5, 1968. This was the first meeting of its kind in the history of Nevada. It was very informative, both for labor and for State Government. I think we might look forward to some meaningful legislation in the coming year. We know now that the governor is aware of many of the shortcomings in Nevada labor laws. This meeting was set up by our good friend and a fine labor man, Stanley Jones, State Labor Commissioner.

Let us not forget our friends who are running for office this year. Topping the list is Senator Alan Bible, a good solid Senator who has been of assistance to Local No. 3 in the past. Senator Bible has introduced a bill in the Senate that would take the Federal Highway Trust Fund money out of the political arena. This means an end to the manipulating of highway money that has been allocated to the trust fund. Passage of this bill is vitally important to every operating engineer in the United States.

John Mendoza is running for Justice of the State Supreme Court against Cameron Batjer. John Mendoza has wide judicial experience and deserves labor's support.

James "Slats" Slattery was friendly to labor as an Assemblyman and should have your vote as United States Congressman. We all know Walter Baring is a "labor hater" despite the fact that labor put him into Congress to begin with. Work for, and vote for the people who have in the past helped, and will continue to help the working man.

Obituaries (continued)

Continued from page 7

Schaper, Charles	3	904754	8/25/68
Marilyn—Wife		SS# 554-40-7952	
1460 White Oak			
Campbell, California			
Scheuerman, M. V.	3	1163203	8/25/68
Patricia—Wife		SS# 570-56-2665	
595 Martin Drive			
Santa Cruz, California			
Schumacher, Herman	3	440046	8/14/68
Hilda—Wife		SS# 559-05-4322	
805 Third Street			
Woodland, California			
Sheets, Ivol	3D	1325216	8/25/68
Ethel—Wife		SS# 483-05-0366	
Box 173			
Chester, California			
Wardwell, James	3	894849	8/24/68
Jean—Wife		SS# 567-10-5195	
1420 Exeter Way			
Reno, Nevada			
Willden, D. V.	3D	1059698	9/12/68
Larue—Wife		SS# 528-22-5732	
3616 So. 3400 West			
Salt Lake City, California			
Zanelli, Abe	3	652550	8/16/68
930 Harley Street		SS# 558-10-3677	
Sonoma, California			

Annual Blood Letting!

Building Trades Blood Giving Set

By BILL RANEY and
DICK BELL

This happening is where it's at this coming 6th day of the second week of the 10th month in the 486th year since Christopher Columbus set his sandals on the beach somewhere near this land mass of ours.

Make the scene (bring your chick) at the crazy hour of seven—or up 'till noon.

This whole swinging thing takes place at 1791 El Camino Real in Burlingame at the Peninsula Memorial Blood Bank at the entrance to the Peninsula Hospital. After you've made the bleed scene, your gurus (union agents, their wives and secretaries) will guide your further trip through the food scene where you will be blessed with a jolt of old overcoat, java, sweetbread, sauce of apples, sausage of pig and chicken seeds any way you like them.

It's a gas!

This is the regular semi-annual B day sponsored by the Building Trades of San Mateo County. Each craftsman, his family or friends may give blood to the bank of their craft. It will be used for Operating Engineers or their families who have participated, lived or worked in San Mateo County.

It is not only a fun occasion but supplies a great need for the community, themselves and their fellow Operating Engineers.

Both sections of #280 Junipero Serra Freeway in Southern San Mateo County are nearing completion with nearly all dirt moved and the finish crews taking over; L. C. Smith Co. is the prime contractor on one section. Freeman Sondag Co. is prime on the southernmost section which laps over into Santa Clara County. At the present time a king-sized battle is raging over which route the missing section of this freeway will take. If and when it is built, it will connect Piombo's Bunker Hill #280 job and L. C. Smith's Woodside #280 job. This will certainly relieve the traffic pressure on the Bayshore Freeway.

The brand new Canada College which sits atop the hills, overlooking Woodside to the West and Redwood City to the East with also a very fine southern view, was opened for business or whatever in September, despite the fact that various crafts including some of our Engineer Brothers are still striving to complete the various buildings, streets and parking lots. All we can say is that working conditions certainly improved with the advent of scores of pretty coeds and if there was a noticeable slow-down in production, it could have been due to hot weather—well, it is possible.

Fisk, Firenze & McLean, Bragato Paving Co., B & C Co., Hood Corp., Fairley and at odd times, numerous other contractors have been going full blast these last few months, filling, laying pipe, cutting drain canals and etc. on the Leslie Salt Co. project at Redwood Shores. This is a very ambitious project involving extensive acreage under preparation for homes. It will be similar to the Foster City plan with canals and waterways wandering through the property. It is within the Redwood City limits and adjacent to Marine World and looks like it will be an asset to the Redwood City area.

Marine World was finally



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opened after at least one postponement and has been drawing large crowds ever since, despite the fact that it has not been completely stocked with marine life as yet. The landscaping here was a real challenge to some of our Brother Engineers who met the challenge and got the job done just under the wire even though some of the good Brothers had to put in some triple time as per the new agreement in order to complete the job by opening day.

Over on the coast, at Princeton-by-the-Sea, Doelger Homes has started their new housing development, the grading and dirt work is being done by Winton Jones Co. from across the bay. The Brothers are doing a first class job on this unit, which will make room for about 500 homes with many more planned for the future.

San Francisco's bustling airport will have to shrink—temporarily—while it is being expanded, architects told the city's Public Utilities Commission.

In the first year of reconstruction, due to begin early in 1969, the rebuilding will require eliminating 250 of the present inadequate total of 5400 parking spaces—although, eventually, a total of 8000 will be provided.

And by early 1970, the airport's present total of 51 airplane loading gates will have to be cut back

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temporarily, to 46. Eventually, when the expansion is completed in 1972, there will be 90 gates.

Nor will new gate positions be ready for the jumbo jets, carrying 350 to 490 passengers, when they begin operating here—possible before the end of 1969. Instead, temporary facilities will have to be built to handle their crowds of passengers.

These were some of the problems that the city's consulting architects, John Carl Warnecke & Associates and Dreyfuss & Blackford, mentioned in reporting that the construction years "will be a painful period."

When the entire expansion is completed in late 1972, however, at a cost of \$84 million to \$88 million or more, the airport "will handle 25 million passengers per year comfortably, compared with 12 million per year at present," the consultants reported.

The first contract, to rebuild the approach to the terminal complex from Bayshore Freeway, will be let next February; and the big contract for a new north terminal building by September, 1969.

The ultimate aim: No passenger, even one who must go the longest possible distance between loading gates to change planes, will need to walk more than 200 feet.

The PUC voted to take final ac-

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tion on plans for the entrance roadways and on precise design of the new north terminal at its next meeting.

The proposed construction of a \$117 million monorail from downtown to the International Airport—a dormant plan for many months—roared back to life recently.

The monorail plan, with some of the trackage paralleling rapid transit tracks already under construction, will come to the Finance Committee before the Planning Commission has had an opportunity to take a position.

Representatives of the promoters will tell the committee that the 14.3-mile system—from Mission Street to the airport—can be built in 2½ years and paid off from fares without cost to the City.

They want the City to set up a nonprofit corporation, which would sell bonds based on the City's credit and hire the firms to build the system.

If the City approves of the plan, General Electric would build the monorail cars, the construction firm of Haas, Inc. and Haas & Haynie would build the overhead tracks.

Their cost estimates say it will cost \$117 million overall to build the system, with an annual cost to the City of \$8.3 million to pay off the bonds and the operating expenses.

Highways

Continued from page 5

manager Colin Handforth, and Sutter County Supervisor Robert Paillex, and Marysville contractor Frank M. Booth both representing the Marysville Dam Committee.

Baldwin Contracting Co., Inc. of Marysville, California, was awarded the contract to reconstruct 2.6 miles of Larkin Road near Oroville. The low bid was \$91,440, also including resurfacing.

Butte Creek Rock Co. of Chico was awarded another section of East Avenue in Chico to be reconstructed east of Cohasset Road at a low bid of \$46,279. This is the third section of East Avenue, Butte Creek Rock Co. has been low bidder on. Approximately one mile will be widened with curbs, gutter and resurfacing. Most of the Brothers at the crusher and hot plant have been kept busy this season, even though the work has been slow in this area.

L. J. Krzich Co. has several Brothers busy on their pipeline job running from the loafer Creek recreation area sewer interceptor extension let by the North Burbank Public Utility District at a cost of \$566,408.

They have most of the Brothers working six ten hour shifts to avoid weather interference. So far, on the project they have not encountered too much rock but this could change rapidly as the crews progress toward higher ground.

This project is another addition to the greater Lake Oroville public recreation areas that are being built through the efforts of the State of California Department of Parks and Recreation working in conjunction with several other State agencies including the Department of General Services.

Minimum Wages

If you yearn for the low living costs of the 1930s, just recall what wages used to be paid. The first federal Wage-Hour law signed in 1938 guaranteed 15-million working Americans 25¢ an hour. Thirty years later, 43-million workers are guaranteed a \$1.60 an hour minimum wage.

Workforce

A recent study of manpower requirements for the 1970s made by a private research firm for the U.S. Department of Labor forecasts a national workforce of 90-million people by 1975. This up from the present 70-million workers.

State Safety Cheap

Although on-the-job injuries resulted in the loss of 245,000,000 man-days in 1967, state programs for the safety of workers in private industry operate on a shoestring. In 1965, state expenditures ranged from a low of \$.02 to a high of \$2.11 per non-agricultural worker.

Study Shows Membership Pluses

A study by a professor at the Texas Technological College advances some compelling reasons why workers should join a union. The conclusions reached by Prof. Vernon Clover serve to underscore the long-established fact that workers in union plants receive higher wages and more as well as better fringe benefits than those in nonunion establishments.

Clover used information obtained from the U. S. Bureau of Labor Statistics and confined his

study to straight-time pay. Had he taken into consideration overtime earnings it would have boosted the comparison even higher.

The Professor determined that the average union employee earns an 18 per cent higher basic hourly wage than does the average unorganized worker. The average non-supervisory employee in a plant that is unionized is paid a basic wage of \$3.08 hourly or \$122.40 per week. Such an employee in a non-union plant earns

\$2.61 an hour or a total of \$104.40 for a 40-hour week. This 47-cent per hour differential is equivalent to \$18.80 a week and over the period of a month amounts to \$80.84.

When it is considered that most union members are paid time and a half after 40 hours weekly, the 47-cent hourly differential for straight-time then jumps to 70% cents for whatever overtime is put in and this widens the differential.

In his study Prof. Clover gave consideration to the following 11

fringe benefits which most union workers have under their contracts: premium pay, shift differentials, paid holidays, paid vacations, pensions, health and welfare plans, severance pay, supplementary unemployment benefits, jury duty pay, compensation for sick leave and for time off to attend funerals of immediate members of a family. He discovered that these benefits showed a greater improvement when union members were involved than when non-union workers were.

Dredgemen Win Top Conditions

Continued from page 1

5. This entire section shall have no application and be of no force or effect in any state or territory in which the execution or application of the same is prohibited by state or territorial law.

Section No. 6

A. 2. **Employee Termination**—(a) The individual employer shall notify the Job Placement Center on a form supplied by the Job Placement Center of the names of all employees who have quit or been terminated during the week. Such form is to be mailed to the Job Placement Center in San Francisco not later than five (5) days after such quit or termination. Any individual employer failing to make such report three (3) times in one (1) calendar year shall for such failure to report pay one hundred dollars (\$100.00) into the pension trust fund for operating engineers and one hundred dollars (\$100.00) for each additional failure.

(b) No employee may be transferred from an individual employer's payroll to another individual employer's payroll, except in accordance with the job placement regulations, Appendix A.

B. **Conflicting Contracts**—1. Any oral or written agreement between employer or any individual employer and an employee which conflicts, or is inconsistent with this agreement, or any supplemental agreements hereto, which dis-establishes, or tends to dis-establish the relationship of employer and employee, or which re-establishes an employment relationship other than that of employee, shall forthwith terminate.

C. **Liability of the Parties**—1. It is mutually understood that neither the employer, any individual employer, nor the union shall be liable for damages caused by the acts or conduct of any individual or groups of individuals who are acting or conducting themselves in violation of the terms of this agreement without authority of the respective party, provided that such action or conduct has not been specifically authorized, participated in, fomented or condoned by the employer, the individual employer or the union, as the case may be.

2. In the event of any unauthorized violation of the terms of this agreement responsible and authorized representatives of the union, the employer, or the individual employer, as the case may be, shall promptly take such affirmative action as is within their power to correct and terminate such violation for the purpose of bringing such unauthorized persons into compliance with the terms of this agreement. Such individuals acting or conducting themselves in violation of the terms of this agreement shall be subject to discipline, up to and including discharge.

3. In the event the union, or the employer and the individual employer or either of them, as the case may be, after notice of such violation, do not promptly take such affirmative action as is within their power to correct and to terminate such violation, then paragraph C of this Section No. 6 shall be of no force or effect.

D. The union representative shall be permitted to visit the job at any time for the purpose of inspection, but shall not interfere with or interrupt the employees in the performance of their duties during working hours.

Section No. 7—Working Rules

A. The individual employer will make available to each regular employee who is working Monday, forty-eight (48) hours of work each week, while the dredge is on the job working, subject to the following exemptions, in which cases forty-eight (48) hours need not be made available:

(1) Short weeks due to starting and finishing a job; (2) major breakdowns; (3) shutdowns or shorter weeks by order of the contracting authority, a copy of such order must be submitted to the union; (4) yard or lay-up base work; (5) when holidays specified in this Section fall within the week, in which event the work week will be reduced by eight hours for each such holiday; (6) if the current overtime pay requirements of state or federal law applicable to the employees are increased during the term of this contract; (7) and the day following the day after Thanksgiving (Saturday).

G. The following days shall be considered legal holidays: New Year's, Memorial Day, Fourth of July, Labor Day, Veterans' Day, Thanksgiving Day, Day after Thanksgiving, and Christmas Day. Holidays falling on Sunday shall be observed on the following Monday.

Section No. 8—Wages

HYDRAULIC SUCTION DREDGES

Classifications	Straight Time Hourly Rates					
	7-1-68	1-1-69	7-1-69	1-1-70	7-1-70	1-1-71
Group No. 1						
Bargeman; Deckhand;						
Leveehand, changed from						
Leveeman; Fireman; Oiler . . .	4.73	4.89	5.09	5.25	5.45	5.65
Group No. 2						
Winchman (steam winch on						
dredge); Levee Foreman . . .	5.20	5.37	5.59	5.76	5.98	6.20
Group No. 3						
Deckmate	5.27	5.45	5.67	5.85	6.07	6.27
Group No. 4						
Watch Engineer (Steam						
or Electric); Welder	5.69	5.88	6.12	6.31	6.55	6.79
Group No. 5						
Leverman	6.24	6.47	6.75	6.96	7.22	7.48
Group No. 6						
Chief Engineer						
(monthly)	\$1,300	\$1,350	\$1,400	\$1,450	\$1,500	\$1,550

CLAM SHELL DREDGES

Classifications	Straight Time Hourly Rates					
	7-1-68	1-1-69	7-1-69	1-1-70	7-1-70	1-1-71
Group No. 1						
Bargeman; Deckhand;						
Fireman; Oiler	4.73	4.89	5.09	5.25	5.45	5.65

Group No. 2

Winchman (steam or electric or diesel); Levee Foreman . . . 5.20 5.37 5.59 5.76 5.98 6.20

Group No. 3

Bargemate (Seagoing); Deckmate 5.27 5.45 5.67 5.85 6.07 6.27

Group No. 4

Watch Engineer 5.69 5.88 6.12 6.31 6.55 6.79

Group No. 5

Leverman 6.24 6.47 6.75 6.96 7.22 7.48

Section No. 16—Minimum Number of Men on Dredges

A. The minimum crew on each shift in dredge operation when the dredge is pumping, for dredges under twelve (12) inches shall be three (3) employees; one Group 3, one Group 4 and one Group 5 employee.

B. The minimum crew on each shift in dredge operation when the dredge is pumping, for dredges twelve (12) inches up to and including eighteen (18) inches shall be four (4) employees; one Group 1, one Group 3, one Group 4 and one Group 5 employee.

C. The minimum crew on each shift in dredge operation when the dredge is pumping, for dredges over eighteen (18) inches up to (and including) thirty (30) inches shall be five (5) employees; two Group 1, one Group 3, one Group 4, one Group 5.

D. The minimum crew on each shift in dredge operation when the dredge is pumping, for dredges over thirty (30) inches shall be six (6) employees; three Group 1, one Group 3, one Group 4, one Group 5.

E. There shall be two (2) employees on manually operated dump barges. Where the gates are power-operated there shall be two (2) (was 1) employees on the dump barge except on power-operated dump barges where the tug and barge is pushing or tied side by side, then in such case there shall be one (1) employee, or when the barge is dumped by remote control there shall be one (1) employee.

F. The crews specified in this section are understood to be minimum. It is recognized that considerations of safety, reasonable work load, and other factors may require that larger crews be employed under particular circumstances which additional employees, are to be determined at a pre-job conference and such additional employees required shall be employees covered under this agreement.

G. Except for dredges under 12" and clam shell dredges, the employer shall employ one (1) registered apprentice on the day shift.

H. When the dredge is operating provision must be made for immediate medical attention in case of serious injuries, or help for a man overboard. This may be accomplished either by on-the-site facilities, proper equipment for immediate transportation of the injured person to a physician, telephone communication system for contacting a doctor, or a combination of these which will avoid unnecessary delay of treatment. On any project where ten or more men are employed, the union shall guarantee that at least one of its members on the job shall be trained for the rendering of emergency first aid.

I. No employee shall be required to work alone on a hazardous assignment.

J. Whenever a short crew is required on any shift, there shall be at least two (2) employees on said shift. (No employee has to work alone on the pipe line on shore.)

Section No. 22—Fringe Benefits

The individual employer will make the following payment for each hour worked or paid each employee by an individual employer covered by this agreement.

A. **Health & Welfare**—Each individual employer covered by this agreement shall pay into the Operating Engineers Health and Welfare Trust Fund for Northern California according to the following schedule: 35 cents per hour, effective August 1, 1968; 40 cents per hour, effective July 1, 1970.

Section No. 23—Pensions

Each individual employer covered by this agreement shall pay into the Pension Trust Fund for Operating Engineers according to the following schedule: 40 cents per hour, effective July 1, 1968; 50 cents per hour, effective January 1, 1969; 60 cents per hour, effective January 1, 1970; 65 cents per hour, effective January 1, 1971.

Section No. 24—Vacation and Holiday Pay Plan

Each individual employer covered by this agreement shall pay according to the following schedule: 25 cents per hour, effective July 1, 1968; 30 cents per hour, effective January 1, 1969; 40 cents per hour, effective January 1, 1970; 50 cents per hour, effective January 1, 1971.

Section 28—Delinquency Withdrawals

1. It is agreed that insofar as payments by the individual employer are concerned, the parties recognize and acknowledge that the regular and prompt payment of amounts due each fund by individual employers is essential and that it would be extremely difficult, if not impracticable to fix the actual expense and damage to each fund, program and employee which would result from the failure of an individual employer to make the payments in full within the time provided. Therefore, it is agreed that the amount of damage resulting from any such failure shall be by way of liquidated damages and not as a penalty to each such fund the sum of twenty dollars (\$20.00) except the Pensioned Operating Engineers Health & Welfare Fund the sum of ten dollars (\$10.00) for each failure to pay in full within the time provided or ten percent (10%) of the amount due and unpaid to each such fund, whichever is the greater, which amount shall become due and payable to each such fund in San Francisco, California, at such place as each such fund has from time to time been determined, upon the day immediately following the date on which the individual employer becomes delinquent, and shall be added to and become a part of said amount due and unpaid, and the whole thereof shall bear interest at the rate of seven percent (7%) per annum until paid.

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State Fed

Continued from page 1

and the state Fair Employment Practices law to farm workers.

It also called on the federal government to take steps to insure that no alien "greencarders" are employed by any grower involved in a labor dispute certified by the the U. S. Department of Labor.

In addition it urged initiation of programs to provide adequate housing for farm workers as well as health, education and welfare facilities and pledged the Federation's full-fledged support to the farm workers' union in the struggles to come.

California workers who suffer on-the-job disabilities and need vocational rehabilitation to regain their position in the nation's economic life "should be entitled to such a program as a matter of right," delegates declared.

In adopting a policy statement on workmen's compensation which also called for a further increase in benefit payments for both temporary and permanent disabilities and payment of death benefits in the form of pensions for widows and dependents, the AFL-CIO delegates pointed out that in other jurisdictions injured workmen have benefited from vocational rehabilitation programs for years.

The statement said that California's "so-called voluntary rehabilitation program . . . has shown little or no success" and called for a mandatory rehabilitation program to be "created by statute to permit those qualified persons to receive complete vocational rehabilitation."

Among other things, it also called for:

- Payment of benefits for the first week of disability if the disability lasts more than 25 days.

- Adoption of administrative procedures to discourage litigation.

- Extension of coverage to household domestics.

- The right of the injured worker to free choice of physicians.

- Legislation to require the administrative director of the Division of Industrial Accidents to exercise strict supervision of medical treatment to guarantee prompt, quality care to injured workmen.

Effective action to meet the housing needs of both California and the nation at large "is crucial to resolving the urban crisis confronting this country" was also a statement of policy adopted at the biennial convention.

Asserting that the housing situation worsens each year as population grows and as household formation far outstrips the construction of new homes, delegates from AFL-CIO unions and central bodies throughout the state said that this situation is "intolerable" and called on the federal government to establish a national housing policy for the next 20 years to eliminate the ghettos, provide good housing for those displaced, and insure that good homes are built for all who need them.

The statement, approved at the AFL-CIO's seventh convention urged the federal government to "take the lead" in helping to create at least 500,000 low-rent public housing units a year and to provide adequate funds for the rent supplement and Model Cities programs.

It also called on the federal

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Building Trades Sets Rule In 'Model Cities' Hiring

WASHINGTON — The presidents of 17 building trades unions have unanimously adopted guidelines for employment and training of residents of areas earmarked for rehabilitation under the model cities program.

C. J. Haggerty, president of the AFL-CIO Building & Construction Trades Dept., announced the guidelines after a meeting of the union presidents in Washington. He cited the "proud tradition" of the building trades in responding effectively to national emergencies.

The announcement brought statements from Labor Sec. W. Willard Wirtz commending the building trades department for its "sound blueprint" and from Sec. Robert C. Weaver of the Dept. of Housing & Urban Development congratulating Haggerty and the union presidents for their "initiative."

The guidelines implement a decision made in Bal Harbour, Fla., last winter when the union presidents pledged cooperation with efforts to open up job and training opportunities for residents of inner-city slums.

Since that time, Haggerty told a news conference, unions and contractors cooperating with the Labor Dept. under the Outreach program and other government-funded efforts have screened about 12,000 applicants from minority groups and trained some 2,000 workers who have been admitted to unions in 45 U. S. cities.

Work under the Model Cities program may be a year or more away, Haggerty said, but the union presidents recommended that all affiliated unions and councils be prepared to "take into account not only the urgent need for doing the job but also for getting it done in good time" when the first contracts are awarded to employers.

Haggerty noted that the policy statement is a guide to local unions and councils in seeking agreements with employers in their area on rehabilitation and new construction work, including demolition repair and alteration of residential structures in urban areas under the Model Cities program.

"We want an orderly procedure that will not destroy our very valuable apprentice training programs," he said. "We are willing to accept suggestions for future procedure from the unions involved, and from the government agencies" responsible for developing the Model Cities program.

Wirtz said in his statement that the guidelines on the involvement of slum residents in the rehabilitation of their neighborhoods "form the basis for significantly improving the employment prospects of these disadvantaged residents" not just to prevent discrimination "but to enable a large number of unemployed to become productive wage earners."

Weaver expressed the hope that the policy statement "will provide a framework for a satisfactory construction manpower program to be negotiated with all elements in each local community." While the agreement applies to residential structures and commercial construction is not specifically covered, the "maximum opportunities" clause in the law pertains to the entire Model Cities

program "and will be rigorously observed," Weaver said.

Under the guidelines, building trades councils are advised to take the initiative in establishing a joint labor-management Model Cities Administrative Committee for each area. They are urged to negotiate special local agreements as supplements to existing agreements, specifying wage rates and conditions of employment.

Residents of slum areas who are eligible for work within the scope of the special agreements will be grouped according to their experience on construction work, as follows:

- Those fully qualified to be laborers or mechanics.
- Those with appreciable construction work experience but not qualified to be mechanics or laborers.
- Those with little or no construction experience.

The statement says that area residents who are fully qualified would be assigned at the rates for laborers or craftsmen provided in the agreement. Those with appreciable experience would be "given preference in employment opportunities" over beginners, and employed at a wage step in accordance with a schedule to be negotiated.

"The negotiated schedule should provide for wage step increments . . . dependent on the experience and performance of the employee," the presidents' policy statement said. "This schedule may or may not be identical with the wage schedule for apprentices" but should "provide the possibility for advancement to the top group."

Those with little or no construction work experience are to be paid an entrance wage as negotiated by the parties.

In recruiting residents of the area to be rehabilitated, the B&CTD presidents recommended that the agreement provide a procedure for the preliminary screening of applicants and training before on-site work.

"Such preliminary training," the statement said, "should include orientation to work operations and safety." The training programs are to be developed in cooperation with representatives of federal and local government agencies and community groups.

The guidelines recommend that the local agreements provide where needed additional basic education programs under government or industry financing. This, it was noted, may result in the workweek for some employees being divided between on-site work and specified classroom instruction.

The number of employees in the second and third group of trainees—those with less than full experience—"shall be determined locally" where circumstances vary from craft to craft and job to job, the statement said.

Other provisions:

- "The determination of size of workforce, establishment of quality standards and judgment of workmanship required, and the maintenance of discipline shall be the responsibility" of the contractor.

- "Provision" should be made for uniform starting times and for shift work at shift rates.

- "The agreement should pro-

vide specifically that there will be no work stoppage over jurisdictional disputes.

Any controversy on that subject "shall be handled under the established jurisdictional machinery" of the construction industry.

A subcontracting clause recommends that "any contractor bound by the agreement shall notify each subcontractor of its provisions" and require him to conform.

The so-called Model Cities program was enacted in 1966 as the Demonstration Cities & Metropolitan Development Act. Its objective is to "provide additional housing and community facilities and to provide federal assistance to cities" in building adequate housing for low and moderate-income residents.

The act provides that a Model City program is eligible for federal grants only if it satisfies certain requirements, including a provision for "maximum opportunities for employing residents of the area in all phases of the program, and enlarged opportunities for work and training."

The law also requires "the fullest utilization possible" of private initiative and enterprise.

The guidelines, Haggerty said, can be used in "fitting the employment and training phases of the program into the overall accomplishment" of the objectives of the President and Congress.

Since the program is in an experimental stage, Haggerty said, "recommendations for the employment and training phase must also be experimental and tentative in character."

He said the building trades drew up a memorandum of agreement last February as the basis for a national agreement with the contractor associations. When the Associated General Contractors presented a substitute document, the Building Trades unions found it "completely unacceptable" and drew up their own policy statement.

Interstate Project Out From CDH For Bidding

SACRAMENTO — A major Interstate project in *Sacramento County* is being advertised for bids by the California Division of Highways according to Samuel B. Nelson, Director of Public Works.

This will be a freeway-to-free-way interchange of Interstate routes 5 and 80 between Broadway and S streets in Sacramento, near the east bank of the Sacramento River.

The total interchange — for which \$14,410,000 is available — will consist of 13 structures to carry ramps over or under the two freeways. Heavy concrete seal slabs will be poured at two points where construction work occurs below ground-water level and a pumping plant will be installed for draining one of the depressed areas.

Concrete retaining walls will be built at five locations.

Interstate 5 is presently under construction on either side of the proposed interchange, to provide eight lanes from 0.6-mile south of Broadway to the American River.

Completion of the interchange is planned for November of 1970, coinciding with completion of the Broadway to K Street segment of construction. A portion of Interstate 5 from K Street to the American River should be ready for use this autumn and the remainder in the spring. A 6-mile stretch of six- and eight-lane freeway from the American River to Route 99 (El Centro Road) recently opened to traffic.

Bids on the interchange will be opened October 9 in Sacramento.

Another *Sacramento County* project on a somewhat smaller scale will provide for replacement of existing guard rail at seven locations on Route 160 with metal beam guard rail. Job limits will be from 2 miles north of Route 84 near Rio Vista to the Sacramento River Bridge near Courtland.

Bids will be opened September 18 in Sacramento. Approximately \$19,000 is available for the project.

Also in the north-central area of California, existing guard rail will

be replaced with metal beam guard rail at various locations in *Colusa, Nevada, Placer, Sierra, Sutter, Yolo and Yuba counties*. Reflective guide markers will also be installed along the roadside.

The work will take place on short stretches of Routes 16, 20, 45, 49, 174 and 193.

Bids will be opened September 18 in Sacramento. Approximately \$42,000 is available for the project.

HAWAII

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1950's, the Kuapa pond area was nothing but a shabby surface of land and a common community for piggeries. With the passing events, the era of 1950's is no longer evident. Henry J. Kaiser had acquired this vast area of land for approximately \$32,000,000 from the Bishop Trust Estate. This improved community is a major step to the best in island living. A community with well over fifteen thousand homeowners is beginning to become a reality. Kaiser Hawaii-Kai Development Company had always been the medium general developer of this area and over a period of years many subcontractors have become engaged in the work of this extensive development. Today apparently there are nine general contractors involved in the excavation arrangements all at once. The new recent Marina Bridge projects is well underway by Hercules Construction Co., Ltd. The rise of Kalaniana'ole Highway will allow the small boat owners to commute from the inlet waters to Maunaloa Bay.

INDUSTRIAL PLANTS—Steward Tyrus Beck of State Tile informs us that State Tile is planning to expand their Trucking Department. Presently there are sixty five engineers employed by this company of which sixteen employees belong to the Trucking Department. With the expansion of the Trucking Department more employees will be hired.

Steward Eugene Medeiros is enjoying his well deserved vacation.

AFL-CIO 'Buddy' Plan Would Aid Hard-Core Adjustment

WASHINGTON — The AFL-CIO Community Services unit will help the U.S. Department of Labor and two research firms implement a pilot "buddy system" to help the hard-core jobless adjust to working life.

Under the buddy program, older rank-and-file workers will provide newly hired disadvantaged persons with counseling and guidance that will help them become acclimated to their new work environment.

This new program is a part of the President's JOBS (Job Opportunities in the Business Sector) program. In announcing the pilot program, Secretary of Labor Willard Wirtz said, "We must recognize that for a person with little or no work experience, especially the disadvantaged worker, the adjustment period presents a serious problem."

"The buddy system has been designed and is being introduced in an attempt to neutralize this problem for the disadvantaged."

The Department of Labor has

contracted to implement the buddy system in five cities yet to be announced.

New York City-based Greenleigh Associates, with the aid of the AFL-CIO's Community Services unit, and in conjunction with each city's central labor body and all participating unions, will organize and coordinate the project.

The consulting firm specializes in research and program development on social questions.

The Radet Corporation, a Kansas City-based firm specializing in research and development in the education and training fields, will design and conduct the workshops for training buddies in their role as on-the-job work and guidance counselors to the newly hired hard-core jobless.

Development of the system will proceed through five distinct stages:

- Selection of the five pilot cities and meetings with local labor and management leaders to gain acceptance and support for the program.

- A joint labor-management conference in each city during which the buddy training program will be described explained.

- Recruitment and selection of buddy trainees.

- The training of the buddy counselors in groups of from 9 to 21 and over a two- to three-day period, with follow-up refresher meetings over a three-week period.

- An evaluation of each pilot buddy project to determine the system's total effectiveness.

An evaluation of the success of the training phase of the program will be conducted by the Radet Corporation.

Based upon pilot-program experience, Greenleigh and Associates will conduct a final evaluation of the acceptance and usefulness of the entire system.

The final reports of each consultant firm will recommend measures for increasing overall effectiveness of the buddy system and for streamlining its operation.

Fort Kam Near Completion

Piggeries Pass From Scene

By HAROLD LEWIS, BERT NAKANO, WILFRED BROWN, KENNETH KAHONEI, WALLACE LEAN and JOE REINERT

WHEN DISABLED CONTACT YOUR UNION OFFICE IMMEDIATELY—When you are unable to work due to disability, please contact your union office immediately to apply for benefits from the Good Standing Fund and also to apply for disability credits for your Health and Welfare coverage.

HEALTH AND WELFARE—If a member becomes disabled for a period of more than 14 days, he will receive credit for hours worked, just as if he were working, for each week of certified disability at the rate of 30 hours per week. Such disability credits will commence with the week following the initial two week period, up to a maximum of 13 weeks of credit during any one period of 12 consecutive calendar months. Credits for disability will be given

for disabilities which occur on or off the job, and which are certified by the members's attending physician, in writing, in a form acceptable to the Fund.

GOOD STANDING FUND—The Good Standing Fund provides a means to financially assist those members who have not been suspended for non-payment of dues and who are stricken with extended illness, or disabled for protracted periods by sickness, accident or injury, by payment from this Fund of their union dues, thereby securing their membership and protecting their benefits in this Local Union.

Therefore, we would again like to stress the importance of contacting your union office immediately when disabled!

ORGANIZING DRIVE—A petition has been filed with the National Labor Relations Board in an attempt to organize Edward R. Bacon Co. of Hawaii, Ltd., an equipment dealer whose business is very closely knit with the juris-

diction of the Operating Engineers. This company has many shops of which are either non-union or unionized. The division of this company for which our petition has been filed involves approximately seventeen employees. In attempts to organize this company in the past, it was the habit of the company to give their employees a thirty cent wage increase as soon as a petition was filed. This company certainly does not want to be unionized! We ask the support of each Brother member by talking to your friends or relatives who work for this company and inform them to think wisely and support Local 3.

DREDGING INDUSTRY—Hawaiian Dredging & Construction Co., Ltd. has recently completed its one million yard dredging project at Fort Kam. The dredge L. S. Dillingham has been placed in drydock for much needed repairs and the majority of the dredgemen who were employed on this project are busy at work on different projects.

Hawaiian Dredging & Construction Co., Ltd.'s clamshell dredge Weber is at work at the Makai Range project which is tied in with the famous Hawaii Sealife park. The Brothers on this project are working approximately ten to twelve hours a day. The pier and turning basin will service the vehicles of underwater exploration program. This very young program will initiate a brand new era for Hawaii.

ASPHALT PAVING INDUSTRY—Work is bountiful and our Brothers employed in the Asphalt Paving Industry will soon enjoy a more prosperous future when negotiations for a renewed contract is completed. A contract proposal ratification meeting was recently held for the two hundred fifty Brothers employed in the Asphalt Paving Industry and the Brothers present at the meeting showed unanimous approval of the new contract to be presented as a proposal to the eight Asphalt Paving companies during negotiations.

After months of dust from road construction, tearing of sidewalks for widening of roads, detours and be careful warnings to pedestrians and the ever growing traffic congestion, the general public can sigh with relief at the completion of the expert work of our Brothers in the field of asphalt paving. You sort of want to stand up and applaud!

TRUCKING INDUSTRY—Hauling materials from Pier 27 to Hawaiian Cement recently resulted in three days of round the clock work. Brother Peter Vicent employed by Richard H. S. Lee, Inc. calls this type of work a complete delight. Normally involved are four 90 ton cranes to unload the ship, two 5 yards and over loaders to load the trucks and 25 to 30 trucks for hauling. This type of work must be completed as soon as possible and when work falls over the weekend our Brothers enjoy their overtime work. In the history of the trucking industry, our heavy duty truck operators are enjoying a tremendous amount of work load.

CONSTRUCTION—The extensive development of Hawaii-Kai is at its busiest peak since the first turn of the spade by Henry J. Kaiser himself. Back in the early

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To Buy or Not to Buy

Is A Loaded Question

WHAT TO TELL A FRIEND ABOUT FREEZER PLANS

By SIDNEY MARGOLIUS

Consumer Expert for Engineers News

Should you tell a friend he may have made a bad buy? One of the most persistent promotions in which working people get involved is freezer food plans. In a period of high prices, moderate-income families naturally are susceptible to the appeal of a plan promising savings on food.

But there are many disappointments, especially when families later realize they have signed up to pay as much as \$1000 for a freezer that could be bought for \$300 or less at a regular store or mail-order catalog.

The salesmen take advantage of the trusting nature of many people by quoting a weekly or monthly price for the food and freezer, and avoid saying how much the freezer alone will cost, and that several hundred dollars of finance charges also will be added on to the installment contract. We've been warning about this potential gouge for 15 years. But there's a consumer born every minute.

A workingman writes: "Three years ago we joined a Freezer Food Plan in the hope of saving some money. The plan included the purchase of a 17-cubic foot freezer which cost us \$750. We ordered food for four months. That included poultry, fish, ham, vegetables, juices and of course beef at 69 cents a pound. We had to buy a hind or a half, etc., not the cuts you like best, so we got lots of ground beef, patties, and steaks and roasts with more bones and fats than meat. The first package we opened were very undesirable so we called to have them replaced. They were, but with something similar. My wife takes time to remove all the fat because we can't stand the smell or taste of that fat. This was the main reason we didn't enjoy the plan. If you add the cost of the freezer you can imagine why we were mad. It also was discouraging to have that freezer consuming electricity when after two or three months it was almost empty.

"We are a small family, three only, so I am asking if there is any possible advantage or convenience in these plans. (I quit after the first order although I had to continue the freezer payments.)

"Some days ago, a fellow worker came very proud and happy and told us he had joined a similar plan. I had to tell him of my experience and how I think I was cheated, and I told him in presence of other fellow workers, who began to tease him, telling they had found another fish (you know how we are). After that I felt bad because he is a very good friend of mine and I spoiled all the happiness that comes when you buy something new. Who knows with how many sacrifices. Now I am thinking that maybe he joined the right plan and I the wrong one, and that there is only one fish: Me."

It's tough to have to disillusion a friend. A purchase of a new piece of equipment is a proud moment for most people, involving weeks and even months of earning the wages to pay for it. This is the human tragedy behind the many consumer gouges facilitated by present obsolete installment-credit laws.

It would even be better, of course, to warn our friends beforehand when we have a disappointing experience. A consumer grapevine in the places where we

work, and over the back fences, could do much to put other working families on guard.

In comparison to the \$750 this man paid, 17-cubic foot chest freezers are available in many stores for \$235 to \$250. We also found upright models available for \$235 to \$250 in 16-cubic foot size, and \$275 to \$300 in 21-cubic foot.

Reports of exorbitant prices for freezers sold as part of a food plan have come from every state. For example, the Rhode Island Consumers' Council recently found food-freezer plans there charging \$490 to \$640 for 17.5-c.f. uprights (613 pounds). In comparison, the council found retail stores charging \$235 to \$238 for similar sizes.

The freezer plans often use a frost-free or frostless feature as a selling gimmick. This feature is hardly as useful in a separate freezer as in the freezer compartment of a refrigerator, which is opened much more often. But even if it were, a frostless freezer is worth only \$50-\$60 more, not several hundred dollars more.

The salesmen usually stress that you will make "great savings" by buying in volume from the food plan. This diverts your attention from the cost of the freezer itself, the Rhode Island Council warns. Despite salesmen's claims, there often is a tie-in between the freezer and food companies. They also tend to sell you a larger freezer than you may need.

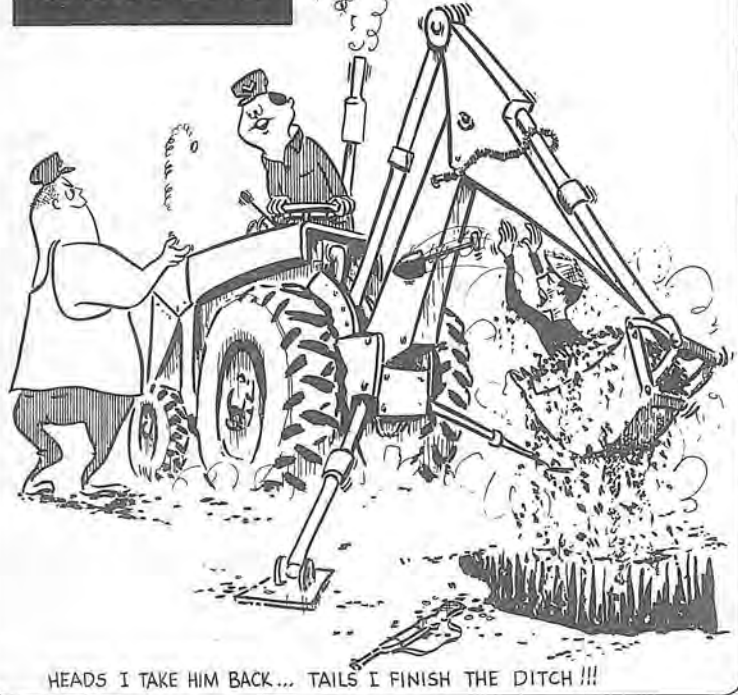
Another frequent complaint is that the food shipments are inadequate.

In comparing freezers at regular stores, the Council found lowest prices at a discount store (as low as \$200 for a 17-footer. Somewhat higher, in ascending order, were an appliance store, mail order catalog and department store. But all charged half or less the price of the food plans.

Do you need a freezer at all? For a city family, and especially a small one, ownership and operating costs may outweigh any potential saving through bulk buying. Ruth Redstrom, U.S. Agriculture Department, reports that one survey found annual costs for city families averaged \$22.07 for depreciation; \$2.62 for repairs; \$23.59 for electricity; \$3.03 for packaging. Total was \$51. If you store about 1000 pounds of food a year, this adds a nickel a pound to the cost of the food.

If you do have access to genuine bulk buying or can buy produce at farms, and efficiently plan how to use your freezer to take advantage of seasonal low prices on meats and produce, you can make it pay. Too, freezing is easier than canning. But if you use your freezer to store relatively low-cost foods like bread and ice cream, then it's more of a convenience than a money-saver.

SEABEES 'Can Do'



Seabees Are Number One With South Vietnamese

The Vietnamese people have a term for the small favors which make life almost enjoyable. They call them "Number One" things. By contrast, the not-so-pleasant tasks they call "Number Ten."

To the Vietnamese, their friends the U. S. Navy SEABEES are "Number One." And taking a leaf from their Vietnamese neighbors, the SEABEES of Mobile Construction Battalion 58 have made their own "list to live by:" "Number One" and "Number Ten."

No. 1 is—Discovering that the old French road leads directly to Paris.

No. 1 is—Pre-filled sandbags.

No. 1 is—A "Care" package from home.

No. 1 is—A mini-gun.

No. 1 is—When you're next.

No. 1 is—A fire fight between two confused V. C. platoons.

No. 1 is—Popping a hand flare, and finding out what you heard in the bushes was Chris Noel looking for MCB-58.

No. 1 is—A 4 lane highway, linking Hoi An to Danang.

No. 1 is—A U.S.O. show with 40 beautiful girls.

No. 1 is—Going to the outhouse and finding a roll of paper.

No. 1 is—Having spaghetti for chow and forks to eat it with.

No. 1 is—A letter from home.

No. 1 is—Anything that's not No. 10.

No. 10 is—C-Rations for chow.

No. 10 is—Sand and dust.

No. 10 is—Coming back from rest and relaxation.

No. 10 is—A mosquito trapped inside your mosquito net.

No. 10 is—A fly doing the backstroke in your Kool-aid.

No. 10 is—Artillery shells at midnight.

No. 10 is—A lousy movie.

No. 10 is—An all male U.S.O. show.

No. 10 is—Putting up tents.

No. 10 is—When your inoculation record gets lost.

No. 10 is—Rain on Sunday afternoon.

No. 10 is—Going down the road and meeting a mine-sweep team coming the other way.

Piledrivers Gain Top Pay, Fringes

Continued from page 10

2. In addition, if a delinquent individual employer agrees to pay his delinquency in installments and fails to make such payments in the amount and at the time and place agreed, it is agreed that the amount of damage to each fund resulting from any such failure shall be by way of liquidated damages and not as a penalty to each such fund, the sum of twenty dollars (\$20.00) except the Pensioned Operating Engineers Health & Welfare Fund the sum of ten dollars (\$10.00) for each such failure to pay in full within the time provided, or ten percent (10%) of the amount due and unpaid to each such fund in San Francisco, California, at the place and time agreed upon, and shall be added to and become a part of said amount due and unpaid, and the whole thereof shall bear interest at the rate of seven percent (7%) per annum until paid.

3. If any individual employer defaults in the making of such payments and if the union or the fund, or both, consults or causes to be consulted legal counsel with respect thereto, or files or causes to be filed any suit or claim with respect thereto, there shall be added to the obligation of the employer who is in default all reasonable expenses incurred by the union or the fund or both, in the collection of same, including but not limited to, reasonable attorney's fees, court costs and all other reasonable expenses incurred in connection with such suit or claim including any appellate proceedings therein.

Section No. 32—Duration

2. This agreement shall become effective July 1, 1968 and shall continue in force and effect until July 1, 1971, and from year to year thereafter unless either of the parties shall notify the other in writing, giving at least sixty (60) days notice, prior to July 1, 1971 or to July 1 of any year for which it may have been automatically renewed, that it desires to terminate or to modify this agreement.

EXHIBIT "A"—TRANSPORTATION EXPENSES

A. For the purpose of simplifying the reimbursement of employees covered by this agreement for travel expenses incurred, in accordance with the past practice in Northern California, effective July 1, 1968, it is agreed as follows:

1. For the purpose of reimbursement of travel expense, six centers are designated within the area covered by this agreement. These centers are: the San Francisco Bay, Stockton, Sacramento, Eureka, Reno and Salt Lake City. The area surrounding each of these six centers shall be divided into three zones, except as indicated in the attached chart hereof; an inner or free zone (referred to as the 15-mile zone), and a middle zone (referred to as the 15-25 mile zone), and an outer zone (referred to as "beyond the 25 mile zone").

2. Men working under the scope of this agreement employed on projects which are within the inner or "free" zone shall not be reimbursed for any transportation expenses to or from work.

3. Men working under the scope of this agreement employed on projects in the second zone, except as indicated on the attached chart of Section 11 A thereof, shall be paid \$3.00 per work day as reimbursement for travel expenses (this includes days when "show-up" time is paid).

4. On work on projects located in the outer zone, each man is to be paid \$8.00 per work day ("show-up" days included) as reimbursement for travel expenses.

(a) In addition, each man shall be paid equal to two (2) one way bus fares to, and two (2) one way bus fares from the job in these outer zones, the return fare to be payable at the termination of his employment, except when a man quits before the job is finished or within 30 calendar days after he started work, in which event the return fare is not to be paid to him. Also, for men to actually travel from beyond the 25 mile zones of the Sacramento, Stockton, Eureka, Reno or Salt Lake City areas to jobs within the inner or middle zones in those areas one such fare shall be paid (coming and going) as aforesaid.

B. The boundaries of the respective zones in the San Francisco Bay area are defined in the attached chart with the following explanation—where boundary lines are shown along or just outside the right of way of a road or highway, the district should extend outward to include structures and projects on land on both sides of the road and within 500 feet of it (in terms of accessibility, both sides of the highway are equally accessible), while the location of the boundary line has been most easily identifiable on the map by fixing it in or just beyond the highway.

1. The attached chart creates and fully delineates a Northern and a Southern intermediate zone in the San Francisco Bay area. Men working within these intermediate zones shall be paid \$4.00 per day as reimbursement for travel expense ("show-up" days included).

2. For further amplification the following interpretations of the chart are added. Within "free" zone—San Leandro Dam and Reservoir. Within \$3.00 zone—Crystal Springs and San Andreas Dam and San Mateo Bridge and its road approaches.

MASTER PILEDIVING AGREEMENT

Section II

A. **Work Covered**—The operation, repair and maintenance of engines and machinery in connection with piledrivers and derrick barges engaged in the following work:

1. The driving by steam, electric, hydraulic, drop hammer, bodine hammer, or any other device used, staying, capping, pulling and cutting off of all pre-cast concrete piles, pile jackets, composite piles, cast-in-place piles, and any and all pre-cast structural shapes and units, the setting of which is performed with power equipment or pilediving and setting equipment.

2. The placing, framing, driving (by steam, hydraulic, electric, drop hammer, bodine hammer or any other device used), fastening, capping and pulling of piling of every kind.

3. The construction of wharves, decks, trestles, viaducts, bridges and similar structures, up to and including the decks thereof. The construction of substructures of underpasses, subways, overhead crossings,

pre-cast bulkheads, and other similar structures where pilediving or other derrick equipment is used. The building of ferry slips, cofferdams, open cribs, caissons, dry docks and marine railways and in the construction and erection of towers bunkers and other similar structures necessary for the completion of the above-mentioned projects.

4. The moving and placing of heavy machinery, boilers, tanks, guns and similar masses when and where hoisting and portable equipment is used. This work shall be done, when necessary and expedient, in conjunction with machinery mechanics from other crafts.

5. The wrecking and dismantling of all structures covered by subsections A to D of this Section II.

6. The wage rates, working conditions, and hours of employment herein provided have been negotiated by the union with the association. The union agrees that in the event that during the life of this agreement it should make any agreement with any contractor with respect to on-site work covered by this agreement, then, and in that event, a contractor engaging in on-site work of the same type as that covered by such agreement shall be entitled to become a party to such agreement.

Section III

C. **Owner-Operator**—1. Whenever an Owner-Operator is used by a contractor covered by this agreement, the Owner-Operator shall be bound by the same terms and conditions as set forth in the existing agreement by and between the Associated General Contractors of America, Inc. and the Operating Engineers Local Union No. 3.

Section No. 5—Working Rules

A. **Minimum Hours**—2. Operator, fireman, assistant to engineer and registered apprentice employees who operate pile driver equipment with pile driving crews and employees working as heavy duty repairman working on maintenance and/or repair of pile driving equipment shall have their straight time during the second (2nd) and subsequent weeks of employment reckoned by five (5) straight time days per week, Monday through Friday, for which forty (40) hours shall be paid. A lay-off of three (3) days or less shall not result in an employee's being returned to a first (1st) week of employment.

F. **Holidays**—1. The following days shall be classed as holidays: New Year's Day, Washington's Birthday, Decoration Day, Fourth of July, Labor Day, Thanksgiving Day and the day after Thanksgiving day and Christmas Day. Holidays falling on Sunday shall be observed on the following Monday. Pay for all hours worked on the aforementioned days shall be as provided in E. above, without regard to whether such work immediately precedes or follows work on an employee's regular shift. No work shall be performed on Labor Day except to safeguard life or property.

G. On off-shore work, all time spent in travel from shore shall be portal to portal.

H. No employee shall work more than one (1) shift in any twenty-four hour period at straight time.

I. On diesel, or gasoline crane rigs with boilers, pumps or compressor(s) attached, the crew shall consist of two (2) operating engineers, and they shall receive a minimum of one half (½) hour at double time (in addition to their pay for straight time work) for raising steam on the boiler and oiling the crane, when required before the start of the regular shift. On crane rigs with boilers detached the employee assigned to the boiler shall receive said one half (½) hour at double time.

J. On equipment with detached boiler, the crew shall consist of three (3) employees: An operating engineer and an assistant to engineer; and either an assistant to engineer or, when the employee in charge of the boiler operates the hammer valve, a Group 4 Operating Engineer.

K. For raising steam on any equipment before a shift begins, except as otherwise provided, effective July 1, 1968, \$4.88; effective January 1, 1969, \$5.04; effective July 1, 1969, \$5.24; effective January 1, 1970, \$5.40; effective July 1, 1970, \$5.60 and effective January 1, 1971, \$5.80.

L. The contractor shall not assign an assistant to engineer to perform the work of an operating engineer and the contractor shall not assign an operating engineer to perform the work of an assistant to engineer. The foregoing shall not preclude transfers for brief emergency or relief periods.

M. Heavy duty repairmen shall furnish their own tools but shall be furnished special tools when needed, such as: pin presses, spanner wrenches, air or electric wrenches, gear and bearing pullers, electric drills, reamers, taps and dies, oxyacetylene hoses, gauges, torches and tips, twenty-four (24) inch pipe wrenches or socket wrenches and sockets requiring over three-quarter (¾) inch drive. Such heavy duty repairmen shall be entitled to a tool pick-up time before the end of each shift, which shall not be less than five (5) minutes or more than fifteen (15) minutes.

The contractor shall provide on each job site a secure place where his heavy duty repairmen may keep their tools. If all or part of a heavy duty repairman's kit of working tools is lost by reason of the failure of the contractor to provide such a secure place or fire, flood, or theft involving forcible entry while in the secure place designated by the contractor, the contractor shall reimburse such heavy duty repairman for any such loss over fifty dollars (\$50.00) up to a maximum of seven hundred fifty dollars (\$750.00) (\$250 gain). In order to obtain the benefits of this paragraph a heavy duty repairman must provide the contractor with an inventory of his tools.

Section 6

GROUP WAGE CLASSIFICATION

The following wage scales shall be effective on the dates indicated:

Group 1	Hourly Rates—Effective					
	7-1-68	1-1-69	7-1-69	1-1-70	7-1-70	1-1-71
Assistant to engineer (fireman, oiler, deckhand)	4.88	5.04	5.24	5.40	5.60	5.80

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State Fed

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government to take "drastic steps to reduce the high cost of money so that more moderate and low-income families can own homes."

In California where the home-building industry has been severely depressed with resultant widespread unemployment in the construction trades during the past few years, the statement said "that efforts must be made to stimulate the housing market in California without waiting for federal leadership."

To point up the construction industry depression in California, the delegates noted that contract awards for housing units last year were far below the 1963 peak even though the state's population has risen by two million during this four-year period.

"In 1967," the labor statement observed, "the number of residential housing units built was only 104,000 compared to 292,000 in 1963."

It said that there is "probably no area outside of education where state government can play such a major role in helping the people of California by improving individual family and community well-being."

Specifically, it called for revamping the Cal-Vet program and for more effective use of state credit to stimulate home construction by supplementing federal housing programs with long-term, low-interest, self-liquidating loans for low and middle-income housing.

"What is needed in this area, as in many others, is for the state government to provide leadership rather than resistance in developing programs to meet public needs and stimulate low cost housing," the trade unionists said.

The nation's public welfare efforts to aid the millions of citizens living in poverty were labeled "a failure" by delegates who adopted a policy statement on social welfare that calls for "top to bottom" revision of such programs geared to "national standards based on one criterion: need."

Highlighting the fact that although some 30 million people in the United States live in poverty "largely forgotten by the nation's more affluent majority" the labor delegates pointed out that public welfare "reaches fewer than one-fourth of the poor and (that) those receiving aid get an amount insufficient to meet their minimum needs."

The State AFL-CIO position paper voiced opposition to some of the amendments to last year's social security bill, particularly those requiring all mothers under the Aid to Families with Dependent Children program to work or be enrolled in training programs regardless of their background, work history or other factors; and to the freeze on the number of children eligible for AFDC. "These are 'vindictive measures that must be changed,'" it said.

Among other things, the statement called for:

- Establishment of a national minimum standard for public assistance programs which require equitable and reasonable efforts by the state but recognize the federal government's stronger fiscal capability.

- Recognition that social service must be accessible to all in need at all times and that welfare

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Equipment Dealers Pact Details

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Compressor operator (electrically, gas or diesel powered, etc.)	5.07	5.24	5.45	5.62	5.83	6.04
Truck crane oiler (lic. required)	5.16	5.33	5.54	5.71	5.92	6.13
Group 2						
Operator of tugger hoist (hoisting material only)	5.53	5.71	5.94	6.12	6.35	6.58
Compressor operator; (2 to 6) (electrically, gas or diesel powered)	5.66	5.85	6.08	6.27	6.50	6.73
Generator operator; electrically, gas or diesel driven (100 k.w.); pump operator (2 to 6), Welding machine operator (2 to 6) (gas or diesel powered)	5.83	6.02	6.26	6.45	6.69	6.93
Group 3						
Deck engineer						
Fork lift operator, A-Frames; self propelled boom type lifting device (Assistant to engineer required, except on 10-ton capacity or less)						
Group 3 A—Heavy duty repairman and/or welder	6.06	6.26	6.51	6.71	6.96	7.21
Group 4—Operating engineer in lieu of assistant to engineer tending boiler or compressor attached to crane piledriver						
	6.35	6.58	6.86	7.07	7.33	7.59
Operator of piledriving rigs, skid or floating and derrick barges (assistant to engineer required).						
Operator of diesel or gasoline powered crane piledriver (without boiler) up to and including 1 cu. yd. rating (asst. to engineer required).						
Truck crane operator (up to and incl. 25 ton) (hoisting material only) (asst. to engr. required).						
Group 5—Operator of diesel or gasoline powered crane piledriver (without boiler) over 1 cu. yd. rating (assistant to engineer required)						
	6.47	6.68	6.95	7.16	7.43	7.70
Operator of crane (with steam, flash boiler, pump or compressor attached).						
Operator of steam powered crawler, or universal type driver (raymond or similar type) (assistant to engineer required).						
Truck crane operator (over 25 ton) (hoisting material or performing piledriving work) (assistant engineer required).						
Operators, assistants to engineer and registered apprentices on equipment with booms, including jib and/or leads, of eighty (80) feet or more, shall receive additional premium according to the following schedule:						
	Per Hour					
Booms of 80 feet up to, but not including 130 feet	.. \$.20					
Booms of 130 feet up to, but not including 180 feet35					
Booms of 180 feet and over50					
(up 5¢ per hour on all 3 groups)						
In the application of the above, the length of the boom shall be measured from the center of the heel pin to the tip of the boom or jib; the length of leaders shall be the length of the leader column.						
Section XVI						
HEALTH & WELFARE, PENSIONED HEALTH & WELFARE, PENSION, AND JOURNEYMAN AND APPRENTICE TRAINING FUNDS						
(a) Health & Welfare—Each Contractor covered by this Agreement shall pay into the Operating Engineers Trust Fund, Health and Welfare Plan, Construction Division, according to the following schedule: 35 cents per hour Effective Aug. 1, 1968; 40 cents per hour Effective Aug. 1, 1970.						
(b) Pensioned Health and Welfare—Each Contractor covered by this Agreement shall pay into the Pensioned Operating Engineers' Health and Welfare Fund according to the following schedule: 2 cents per hour Effective July 1, 1968; 3 cents per hour Effective July 1, 1969.						
(c) Pensions—Each Contractor covered by this Agreement shall pay into the Pension Trust Fund for Operating Engineers according to the following schedule: 40 cents per hour Effective July 1, 1968; 50 cents per hour Effective Jan. 1, 1969; 60 cents per hour Effective Jan. 1, 1970; 65 cents per hour Effective Jan. 1, 1971.						
Section XVII						
Vacation and Holiday Pay—(a) Each Contractor covered by this Agreement shall pay according to the following schedule: 25 cents per hour Effective July 1, 1968; 30 cents per hour Effective Jan. 1, 1969; 40 cents per hour Effective Jan. 1, 1970; 50 cents per hour Effective Jan. 1, 1971.						
(b) Such payments shall be made in accordance with and in the manner and form as provided in Appendix B of this Agreement.						
EQUIPMENT DEALERS AGREEMENT						
Section No. V—Shifts, Hours, Overtime and Working Conditions						
(e) The following shall be considered as paid holidays under this agreement and when no work is performed on these days, an En						

ployee shall be paid for eight (8) hours at his regular straight time rate of pay: New Year's Day, Washington's Birthday, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, Day after Thanksgiving Day, and Christmas Day. Should any of these holidays fall on Sunday, the following Monday shall be considered a paid holiday. Should any of these holidays fall on Saturday, the preceding Friday shall be considered a paid holiday.

Section No. VI—Wages

Classifications	9-1-68	3-1-69	9-1-69	3-1-70	9-1-70	3-1-71
Heavy Duty Repairman						
Foreman	5.37	5.67	5.97	6.27	6.57	6.87
Heavy Duty Repairman	5.15	5.35	5.60	5.80	6.05	6.30
Heavy Duty Repairman, Helper	4.64	4.80	5.00	5.16	5.36	5.56
Welder	5.15	5.35	5.60	5.80	6.05	6.30
Form Equipment						
Mechanic	4.96	5.16	5.41	5.61	5.86	6.11
Production Welder	4.82	5.02	5.27	5.47	5.72	5.97
Journeyman Partsman	4.82	5.02	5.27	5.47	5.72	5.97
Partsman Helper	4.49	4.65	4.85	5.01	5.21	5.41

The straight time hourly wage rate of the Apprentice shall be the following percentage of the Journeyman classification: 1st Period Apprentice 65%; 2nd Period Apprentice 70%; 3rd Period Apprentice 75%; 4th Period Apprentice 80%; 5th Period Apprentice 85%; 6th Period Apprentice 90%; 7th Period Apprentice 95%. (cuts 5 yrs. off time it formerly took an apprentice to reach journeyman).

Section No. VII—Apprenticeship Training Program

The wages, rates of pay, hours of labor and the other conditions of employment of registered apprentices shall be and are governed entirely by the terms and conditions of this agreement except as modified in this section. The education and training and disciplining of registered apprentices as such shall be and are governed by the joint apprenticeship committee.

Since those employees in the classification of assistant to engineer are being phased out over a period of years and the work of such classification is increasingly being performed by registered apprentices, now, therefore, in order to protect the job opportunities of employees in the classification "assistant to engineer" who are not registered apprentices, and Class A or Class B assistant to engineer who has been currently registered in a Job Placement Center of the union for thirty (30) days and is available for work shall have the absolute right to place a registered apprentice employed as or performing the work of an assistant engineer on a job or project serviced by such job Placement Center as of the close of any work week.

The straight time hourly wage rate of the apprentice shall be the following percentage of the welder of Section VI wage rate: 1st Period Apprentice, 70 percent; 2nd Period Apprentice, 75 percent; 3rd Period Apprentice, 80 percent; 4th Period Apprentice, 85 percent; 5th Period Apprentice, 90 percent; and 6th Period Apprentice, 95 percent.

Section No. VIII—Vacations

Employees shall receive a vacation with pay computed as follows: When an employee has completed twelve (12) months, or one (1) year's service with the employer, he shall receive a vacation of one (1) week with pay, forty (40) hours pay at his straight time hourly rate. For twenty-four (24) months or two (2) year's service, he shall receive two (2) weeks' vacation and receive pay for eighty (80) hours at his straight time hourly rate. For eight (8) or more years of service, he shall receive (3) weeks' vacation and receive pay for one hundred and twenty (120) hours at his straight time hourly rate. Such third week of vacation will be taken during the Christmas season.

Section No. XIII—Health and Welfare

(a) Health & Welfare—The employer covered by this agreement shall pay into the Operating Engineers Health and Welfare Trust Fund for Northern California according to the following schedule: 35 cents per hour Effective Sept. 1, 1968; 40 cents per hour Effective Sept. 1, 1970.

(b) Pensioned Health and Welfare—The employer covered by this agreement shall pay into the Pensioned Operating Engineers' Health and Welfare Fund according to the following schedule: 2 cents per hour Effective Sept. 1, 1968; 3 cents per hour Effective Sept. 1, 1969. (a gain of .14 cents).

(c) Pensions—The employer covered by this agreement shall pay into the Pension Trust Fund for Operating Engineers according to the following schedule: 40 cents per hour Effective Sept. 1, 1968; 45 cents per hour Effective June 1, 1969; 50 cents per hour Effective June 1, 1970; 55 cents per hour Effective June 1, 1971. (a gain of 20 cents).

(d) Operating Engineers and Participating Employer Pre-Apprentice, Apprentice, and Journeyman Affirmative Action Training Fund—Each individual employer covered by this agreement shall pay into the Operating Engineers and Participating Employers Pre-Apprentice, Apprentice, and Journeyman Affirmative Action Training Fund according to the following schedule: 6 cents per hour Effective Sept. 1, 1968.

The individual employer will continue to make the above payments into the Journeyman and Apprentice Training Fund for Operating Engineers until notified by the trustees of the "Affirmative Action Training Fund" otherwise.

(e) The employer shall make the payments provided under subsection (a), (b), (c), and (d) at the times and in the manner provided in the trust agreements creating the respective trust funds, and is bound by all the terms and conditions thereof and any amendment or amendments thereto. Eligibility of employees shall be determined by the trustees of said trust. The maximum number of hours of any single employee so paid for in (a) and (b) above shall not exceed 170 hours in any one month.

(f) Fringe Option—Each individual employer covered by this

State Fed

Continued from page 13

programs receiving federal or state funds must be administered consistently with the principle that "welfare is a right, not a handout."

- Major expansion of the "Food Stamp" program and programs to provide school lunches for needy children.

Significant improvements in California's unemployment insurance program, including a major boost in weekly benefits and extension of coverage to farm workers, was also called for.

In adopting a policy statement on Unemployment Insurance the delegates pointed out that under the present benefit structure "those who suffer from periods of unemployment can barely exist."

The present maximum benefit is only \$65 a week although average weekly earnings of factory employment are more than \$130. The delegates also attacked the present disqualification provisions applying to voluntary quits and discharges for misconduct which make workers indefinitely ineligible for jobless pay benefits.

Such provisions, the policy statement said, "are inconsistent with the philosophy of unemployment insurance. To be consistent, a person so disqualified should be ineligible for benefits for a period not exceeding five weeks."

It also called for:

- Amendment of Section 1262, the trade dispute section, in order to prohibit employers from using that section as "a strikebreaking device."
- Repeal of Section 1264—the so-called domestic leaving section.
- Coverage of agricultural workers, domestics, government employees and all other workers not now covered.
- Extension of benefit payments to at least 39 weeks for periods of unemployment.

A meaningful increase in the wage base on which unemployment insurance taxes are paid.

It is "unfair" to cut off a worker's right to disability insurance benefits he pays for just because his union becomes involved in a labor dispute.

This was one of the principal points made in a policy statement adopted by delegates which called for a number of improvements in the State Disability Insurance Program that provides weekly benefits to workers suffering non-job connected disabilities.

Under present state law, disability insurance coverage is terminated during a period of unemployment in the course of a trade dispute unless the disability is caused by accident or the worker is hospitalized.

"This is unfair; a worker's rights to benefits should be continual," the policy statement adopted by the delegates at the Sacramento Memorial Auditorium convention declared.

It also called for a further increase in the amount of weekly benefit payments and the payment of both weekly and hospital benefits for confinements due to pregnancy.

"The payment of benefits for a period of confinement as a result of pregnancy with additional attendant hospital costs should be a right to which a working mother is entitled," the statement said.

Among other things the delegates, called for:

- Extension of disability insur-

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See STATE FED. page 15

Personal Notes

STOCKTON

Our thanks to Brother Roy Brawley for his recent donation to the Operating Engineers Blood Club.

Brother Al Niblock stopped by to see us before leaving for his second 18 month hitch for M-K in South Vietnam.

Brothers Harvey Edwards, Charles Wight, Jim Thomas, Louis Silveria, Herbert Litz and Mike Fredricks have either been hospitalized or under a doctor's care during the past month.

Our deepest sympathies are extended to Brother James Over-turf on the loss of his wife, Ramona.

MARYSVILLE

Deaths in the past month have included Lowell W. DeWitt, Albert King, Walt Alexander, Ivole Sheets, Howard Mooney, Deane M. Elzea, Laurindo L. Silverira and D. K. Conrad. Our sincere condolences to their families.

We received the following letter from M. Hood and family:

"Dear Mr. Huston:

"Thank you for your help at the time of Harvey's death.

"The Bible is beautiful and it brings comfort to me as I read and study it.

"The money from the Burial Fund was needed badly and I appreciate it very much.

"Thanks again,
"RUTH M. HOOD."

REDDING

Best wishes for a fast and speedy recovery to Brothers Harry Wendell and Leo Cullis. Both have been in the hospital. Harry is still in Memorial Hospital and would welcome visitors.

Brother Lloyd Lang is on the sick list and has been for several weeks. Lloyd is home recovering—we hope it won't be too long until he's up and around also.

We would like to take this opportunity to thank Brothers Dennis Bartels and Robert Felsher for their donations to the Blood Bank.

SACRAMENTO

The Sacramento Office would like to express our deepest sympathies to the families and friends of Brothers Louis Jansen, A. Blankenship and Herman Schumacker who passed away during the month of September.

Our thanks to Brother George T. Tipton for his donation to the Sacramento Blood Bank. We still need blood donations from the Brothers in the Sacramento area. For further information please call the Sacramento office at 457-5795.

SANTA ROSA

Our pleas for blood donors were recently answered by the grandson of Charlie Schroff. Our many thanks are extended to Dennis Ahlf, U. S. Coast Guard.

Thanks also go to our many-time donor, Charles Grubaugh.

We are wishing speedy recoveries to Brothers Doug Portlock, out with a back injury, and R. Stubberfield who is recuperating from a heart attack.

SAN JOSE

Brother Robert Janes and Mrs. Janes have returned from a month's vacation. They visited New York City, Washington, D. C., and Vancouver Island. Brother Janes did a little salmon fishing while in Canada and said the largest one weighed 16 lbs.

Sven Swenson just returned from a month's vacation in Europe. He visited his father in Holmstead, Sweden, who is 96 years young. He also traveled through Norway, Denmark and Germany.

We would like to take this opportunity to thank Brother Bob Sandow for his donation to the Blood Bank.

We wish to express our condolences to the families of the following Brothers who recently passed away: Manuel Coutinho, Ernest Alexander, Charles Schaper, Mitchell V. Scheuermann and G. A. "Red" Matzek and Eugene Piersol.

New Contracts

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agreement shall pay according to the following schedule for each hour worked by each employee for an individual employer under this agreement, and for each hour due such employee as shift differential from the individual employer. At the option of the local union executive board, such payments shall be applied in whole or in part to the Operating Engineers Health and Welfare Trust Fund for Northern California and the Pension Trust for Operating Engineers, and the Operating Engineers and Participating Employer Pre-Apprentice, Apprentice and Journeyman Affirmative Action Training fund. 6 cents per hour Effective Sept. 1, 1969; 6 cents per hour Effective Sept. 1, 1970. (a gain of 12 cents).

Upon the exercise of such option, subject to the effective date hereof, such payments shall become a part of the Fund and shall be subject to the provisions of the agreement applicable thereto.

SWAP SHOP CORNER: Free Want Ads for Engineers

FOR SALE

CLEAR LAKE OAKS COTTAGE—For sale. Ideal for summer home or retirement. Large living area with full fireplace; all electric modern kitchen; beautiful view overlooking lake; fully enclosed porch; two bedrooms. Owner will finance. Don Kinchloe, Ph. 837-7418.

NEW CUSTOM RUSTIC HOME—2 bedrooms, 2 baths, all electric, large stone fireplace, paneled walls, beam ceilings, full basement, 2 1/2 car garage and shop, paved street. P.G. & E. water, covered decks, \$26,500. 3 3/4% Cal-Vet, 3 miles above Twain Harte. Richard R. Owings, Star Route, Box 1115, Sonoma, California 95370. Reg. # 987250. Phone 209-586-3860.

1 WINCH TRUCK, complete with roller for rolling slopes and erosion work, unit in good condition, \$4,500, can finance. William Dorrestey, 877-24th St., Richmond, Calif. 94804. Phone BE 4-8118. Reg. #313299. 7-1.

TWO choice lots in Hawaii, water and streets in. Will sell one or both. \$4,500 each or both for \$8,500. Roy A. Dorf, 5265 Home Gardens, Reno, Nev. Reg. #1142707. 7-1.

SILVER KING Vacuum Cleaner, all attachments. Commercial type. Used three times. \$135. Also Heavy Duty Axle Hitch, \$50. Phone (209) 368-4317. Floyd Reiher, 20 N. Pacific Ave., Lodi, Calif. Reg. #1191134. 7-1.

LABRADOR RETRIEVERS puppies, A.K.C. Sired by U.S. Champion Jax-Jet-Star, Whelped, June 22. Will make excellent hunters. \$100.00. G. L. Taylor, 9353 Loma Rica Rd., Marysville, Calif. 95901. Phone: 743-4852. Reg. #1277053. 7-1.

FOR SALE, 1 Garwood Dump Body, 9 to 10 yards complete with hoist. \$200.00. Phone (415) 562-3236. Reg. #878953. 7-1.

1/2 ACRE LOT at the end of a paved cul-de-sac. All utilities in, 30-acre private lake and back of lot overlooking a 150-acre recreation area with Cache Creek running through it. 10 minutes from Clear Lake. \$4,500.00. Jos. McGinley, 2678 Duhallow Way, 94080. 871-9857. Reg. #1219792. 7-1.

FOR SALE OR TRADE for pickup truck, 2 1/2 yard Pettibone Loader. Engine completely majored. Full price \$2,950. Tony Gallegos, P.O. Box 853, Truckee, Cal. 95734. Ph. 916-587-4154. Reg. #1181582. 7-1.

1963 GMC 5-6 YD. dump truck, 351 V6 Eng. 5 speed trans. 1800 lb. rear 2 speed. 10 hole Bud wheels. New rubber. good condition. \$1800.00. Phone 243-5764 after 6 p.m. D. W. Lane, Rt. 1, Box 4117, Redding. Reg. #635722. 7-1.

SELL OR TRADE for a car, 325 cu. Joy compressor and trailer. 4 sack sand-blasting pot, hose. \$1800.00. Phone 243-5764 after 6 p.m. D. W. Lane, Rt. 1, Box 4117, Redding. Reg. #635722. 7-1.

1963 BUDGER Expando Mobile Home, 15'x45'. Refrigeration, Dish Washer, Disposal, and Furniture. Robert L. Briggs, 1400 Meredith #32, Gustine, California 95322, or call 209-854-6086. Reg. #908510. 7-1.

1964 W100 DODGE Power Wagon, 7x7 stakebed flatbed and stepside P.U. bed. Anti-slip diff. Warn hubs. Hi-lo and 4 speed. Overhead rack. "A" frame, 5 ton Beebe winch. \$1750.00. H. J. Ainsworth, 3654 W. Dry Creek Rd., Healdsburg, Cal. 95448. Phone 433-3265. Reg. #290392. 7-1.

\$60.00—COMPLETE set of chrome air horns. Includes compressor, tank, valve and copper tubing. Pete Perez, 1725 McKinley Ave., Hanford, Calif., (209) 584-5938. Reg. #1225597. 7-1.

400 ACRES, Coulterville, Mariposa County. Fenced, spring water, near lakes. \$250 per acre. Don Wiley, P.O. Box 5, Groveland, Calif. Reg. #338451. 7-1.

FOR SALE—1955 Dodge Truck, 1-ton Flat Bed, with mechanics tool boxes, 55 gal. saddle tank, two speed "Brownie," trailer hitch, Warner trailer brakes, equalizer trailer hitch, excellent condition. N. J. Sheeran, Box 81, Biola, Calif. 93606. 209-843-2580. Reg. # 535417. 8-1.

APPROX. 2 LEVEL ACRES. Fenced, good well, furnished 2 bedroom 1965 mobile home, lge. garage with work shop & 2 guest rms., tractor & equip. All for \$12,500. Call 707-459-5048. Eugene Jones, Rt. 1, Box 99, Willits, Calif. Reg. # 1208708. 8-1.

MOBILE SHOP mounted on 2T. F600 low mileage, Welder Compressor, Winch loaded with heavy duty tools. John E. Fritz, 1640 Victoria Dr., Modesto, Calif. 95351. Ph. 522-0655. Reg. # 331850. 8-1.

CITIZENS BAND radio Equipmt., 1-Guardian 23 Channel Base, 2 Mobile transistor radios, plus 2 table microphone, beam, ground plane, mobile antenna's and other misc. equipmt. All for \$450 Cash (Cost New over \$1,000). R. G. Anderson, 8880 Ridgeway, Roseville. Phone 916-791-1395. Reg. # 845493. 8-1.

FOR SALE—3 bedroom house in Oroville, Calif., with refrigeration and w to w carpeting. Yard in. Near schools and shopping. Call Jamestown 984-5370 or write Virgil Carpenter, Star Rt., Box 33, Jamestown, California 95327, for information. Reg. # 821018. 8-1.

LABRADOR PUPS, A.K.C. champion stock. Sire son of Freehaven Muscles. \$75.00. Vernon F. Dias, 4539 Fieldcrest Dr., El Sobrante, Calif. 223-2583. Reg. # 935703. 8-1.

BACKHOES, 1968 580, with 160 hrs. \$1,000 for \$3,000 equity. \$2,000 for \$4,000 equity with 400 hrs. 3 bucket each. W. O. Nelson, P.O. Box 603, Woodlake, Calif., Phone 209-564-2463. Reg. # 908615. 8-1.

FOR SALE—1967 Honda 90 Scrambler, \$275 cash or take over payments. Helmet. Call Jamestown 984-5370 or write Virgil Carpenter, Star Rt., Box 33, Jamestown, Calif. 95327. Reg. # 821018. 8-1.

GAS AND ELECTRIC Air Compressors. New lawn mower and engine parts, also Jack repairs. Larry J. McFadden, 1450 Oakland Rd., Space 85, San Jose. Phone 292-3602. Reg. #879604. 8-1.

10x55 NEW MOON MOBILE HOME set up on homesite on Hiway #108 in beautiful Sonoma, California, central to booming construction area. Completely furnished with many, many extras. Full price \$3,995. Contact Brother Chet Abell, 209-984-5676 or 557-289. 8-1.

HYDRAULIC PUMP 1 1/4"x2" suitable for Backhoe, Hopto or any hydraulic equipment. Never used. Best offer, Jim Taylor, 536-1496. Reg. #912148. 8-1.

COMBINATION WOOD/METAL Craftsman lathe, 8" swing; 28" between centers; motor with 8 speed pulley; tools & accessories including 4-jaw chuck with cabinet stand. Clean and in good shape. 3821 21st Street, San Francisco. Phone: AT 2-3190. Reg. #239614. 8-1.

TWO WATER FRONT LOTS. Clearlake on Cache Creek. One lot 60x325 with older two bedroom trailer, retaining wall and dock, only \$11,000. One lot no improvements, 51x325, \$8,500. Good fishing. M. J. Dunham, P.O. Box 66, Leggett, Calif. 925-6334. Reg. #569565. 8-1.

JOY COMPRESSOR, 32 cu. in. on trailer with 4 sack sand blasting pot and hose, \$1,800.00. D. W. Lane, Rt. 1, Box 4117, Redding, Calif. 96001. Reg. #635722. 8-1.

INBOARD Ski Boat, Aqua Craft 17'3", 427 Ford, tandem trlr. w/mags. Must see to appr. Asking \$5,000. Call (707) 795-7626, Mike Erb. 2005 Adrian Dr., Rohnert Park. Reg. #1095829. 8-1.

WILL TRADE OR SELL for short wave Ham radio equipment, home or mobile: 1 two year old Admiral Color T.V. 21"; 2 Modern Table Lamps—Walnut finish; 1 Udico Electric Can Opener; G.E. Electric Percolator; Hanson Kitchen Scale—Capacity 25 lbs.; 1 Lucas 12 volt Motorcycle battery; 1 set Women's Golf Clubs with cart. Call or write Kenneth Mahoney, 455-41st Ave., San Francisco, Calif. 94121. Ph. 388-5369. Reg. #837369. 8-1.

1/2 - ACRE CORNER LOT—Sonoma Meadows. Phone 689-1921 (Concord). Reg. #1103556. 8-1.

CLEARLAKE HIGHLANDS. Lot 50' x 100'. Complete trailer set-up. Cement patio, redwood fence, utility shed, fruit trees. Near shopping, doctors, hospital. \$3,800. Stanley Ingram, P.O. Box 105, Lower Lake, Calif. Register No. 702256. 9-1.

10 x 55 HOUSE TRAILER, furnished, with awning and skirt. Set up near Don Pedro and Melones Projects. Terms available. Will take travel trailer for down payment. Chester A. Abell, Rt. 1, Box 961, Sonoma, Calif. 95370. Phone 209-984-5676. Reg. No. 557289. 9-1.

WANT information as to purchase of old 4-door convertible sedan, any model prior to 1941. Write, send pictures and information to Jim Standley, 2150 Somerset, San Leandro, Calif. Phone 276-1042. 9-1.

3 B/R HOUSE in San Francisco, newly painted, new roof, 220 power, insulated, close to transportation. Telephone 585-2903. William Dumas. Reg. No. 303216. 9-1.

HALF-ACRE lot, Rio Rancho Estates, Albuquerque, N. M. New retirement development. Roads, water? \$1,250.00 for quick sale. Hugh Bodom, (707) 544-8917. 9-1.

FOR SALE—1958 Mack Thermodyne, Diesel, 3-axle, Long Wheel base, 1200 miles since complete overhaul. 2-axle Low Bed, 18-ton, 15-inch tires and wheels. C&C 24 ft. 18 yd. Frameless End Dump. Toughboy Tilt Trailer. Alis Chalmers A.D. 40, Maintainer. 36M Dropin (Rear End). G.I. 4x4 Metal Bed & Sideboards. 2-1 1/2-ton G.I. Transfer Boxes. 2-G.I. Power Winches. 24-36 Building, complete but dismantled in sections. AC or DC Generator (Light Plant). Misc. Pipe and Fittings. Several Steel I Beams, long lengths. Solid Oak Serving Table, 4 ft. x 10 ft. Will take a small late model bus in trade. Phone Sonoma 532-2090, if no answer call 532-2547. 9-1.

TRADE 18-FT. 1967 Pan-Pacific trailer house, complete, self contain every way, for same 21 to 24-ft. with twin beds. Clair Fair, 821 Latimer Ave., Space 46, Modesto, Calif. 524-7842. Reg. No. 649249. 9-1.

HOMART 400, Water Softener. Semi-automatic. \$20.00. Make offer. Clair Fair, 821 Latimer Ave., Space 46, Modesto, Calif. 524-7842. Reg. No. 649249. 9-1.

TRAILER, 2-Wheel, Steel Frame, to pull cab over campers on. Good tires, lights. Cost \$300.00 to build set for \$100.00. Clair Fair, P.O. Box 132, Modesto, Calif. 524-7842. Reg. No. 649249. 9-1.

BIG CABINET MAGNAVOX Radio, 15 years old with 78 record player, only 1-short band. Real good, \$25.00. Clair Fair, 821 Latimer Ave., Space 46, Modesto, Calif. 524-7842. Reg. No. 649249. 9-1.

SILVERTONE STEREO Radio, AM-FM Table Model. Speaker in each end. \$45.00. Clair Fair, 821 Latimer Ave., Space 46, Modesto, Calif. 524-7842. Reg. No. 649249. 9-1.

BACKHOE, Ford 1961 4000 Industrial 723 Hoe to 12", 720 Loader 4 buckets includes new 12" x 24". Zieman 1966 Tilt Bed Trailer, 6-Ton Capacity. Ford 1953 F600 Dump. 5-Speed Trans. 2-Speed Rear End. Ray Brown. Call (415) 687-6252 after 6:00 P.M. 9-1.

10 ACRES . . . \$3,500 full price. Must sell. Near lakes in Lake County. Secluded with good hunting and fishing. Several cabin sites. \$1,500 down, \$55 mo. Anthony Goularte, 455 Oak, Mtn. View. Call 592-3082. Reg. No. 622749. 9-1.

CHEVROLET Rear Axle housing, narrowed and fitted with Oldsmobile axles by Henry's Machine in L.A. Trade for rebuildable GMC 6-71 or 8V-71 blower. Jim Bowlan, 24900 Santa Clara, Hayward, Calif. (415) 785-2851. Reg. No. 1243036. 9-1.

FORD Tractor (NAA) Olson scraper, fine-toothed cultipactor, 2-ton axle trailer. 3/4-ton Chev. dump truck—full floating axle, overload springs. H. W. Schellin, 19073 Carlton Ave., Castro Valley. Phone 582-4698. Reg. No. 484646. 9-1.

JOHN DEERE Model 40 wheel tractor equipped with 7' grader blade, loader and 3-point hitch with scraper. \$950.00. Charles Gebhart, P.O. Box 395, Santa Cruz, Calif. 95060. Phone 408-423-3800. Reg. No. 1229814. 9-1.

WANTED—27 or 28-foot S/C Travel Trailer, front divan, twin beds. Cash deal. Write to C. A. Abell, Route 1, Box 961, Sonoma California 95370. Phone 209-984-5676. Reg. No. 557289. 9-1.

LARGE THREE-BEDROOM house with double garage and workshop. Electric kitchen, clean and fully carpeted, also drapes. 5,638 acres, fully fenced, \$18,500. 2 1/2 miles off Hwy 49 on Sandridge Road (209) 245-3894. Joe Zeissler, Sandridge Rd., El Dorado, Calif. 95623. Reg. No. 519792. 9-1.

FOR SALE—2.48 acres on Lower Banner Mt. Rd. 3 miles to Grass Valley, Calif. Has unfinished house, 2 bedrooms, livable, good 50-foot well, never runs dry. \$12,000. Phone 273-0961. P. E. Northrup, P.O. Box 196, Grass Valley, Calif. 95945. Reg. No. 863913. 9-1.

FOR SALE—All brand new: Baby-Mate combination safety feeder play table, and all accessories with portable stroller. Asking \$100. Swiss knitting machine, \$300. Ultra Violet health lamp with automatic timer, \$65. Carl C. Lovewell, 4585 Cerritos Ave., Fremont, Calif. 94536. Reg. No. 1014478. 9-1.

3 BEDROOM HOUSE on 1/4 acre. W to w carpeting, double car garage, full basement, swimming pool, 3 years old. Just below Twain Harte. Gilbert Dahl, Rt. 1, Ponderosa Hills, Tuolumne, Calif. Phone 928-4764. Reg. #826806. 10-1.

1966-500 JOHN DEERE BACKHOE with Digmore, 1956 five-yd. Reo dump truck (T13353). 4-wheel tilt trailer. Buckeye ditcher Model 121. Ph. 931-1807. John Bolls, 4035 Cherryland, Stockton, Calif. 95205. Reg. #625842. 10-1.

LAKE BERRYESSA LOT, all utilities in. Gorgeous view, access to Lake for launching and dock. Low down payment. Owner will finance. Phone 368-6712 or write Roy E. Faris, 43 Fiesta Ave., Redwood City, Calif. 94065. Reg. #702244. 10-1.

FOR SALE—THREE BEDROOM HOUSE in San Francisco. Good condition. Fully insulated. 220 power, new roof, freshly painted inside and out. Telephone William Dumas. Ph. (415) 585-2903. Reg. #303216. 10-1.

SELL OR TRADE—2 1/2 ac. beaut. desert rimrock land, Kingman, Ariz. Water avail. soon or drill own well. Water table estab. near 260'. Elec. avail. Mkt. price \$1195 will disc. or trade for good boat, motor & thr.—or ??? of equal value. Reg. No. 787999. 10-1.

SELL OR TRADE—1 1/2 ac. Indust. Park. Util. avail. Mkt. Price \$1195—Will disc. or trade for gas & elec. welding equip., shop tools or ??? of equal value. Reg. No. 787999. 10-1.

FOR SALE—Attachments 1 1/2 Erie Clam Bucket, 1 H. D. 5 Angle Dozer Blade, 1 1/2 Page Dragline Bucket, Reasonable — Make offer. T. E. Nissen Phone 276-2984 or 276-4952 — equipment at 19365 Western Blvd., Hayward, Calif. Reg. No. 1321427. 10-1.

PLACER GOLD MINE — About 17 1/2 acres. Tuolumne County, N. E. of Sonoma, \$3,000. Buck J. Madrugá, 865 Willow Glen Way, San Jose, Calif. 95125. Tel. 293-5911. Reg. No. 908598. 10-1.

NICE two bedroom home. Large family tion. Sell or trade for ranch in Paradise area. Carl Streightiff, 3601 Kes-room. Two fireplaces. Excellent condic-wick Ct., San Jose, Calif. 95127. Reg. No. 708725. 10-1.

FOR SALE: John Deere Model 1135 trailer—9 ton—electric brakes. Excellent condition. No reasonable offer refused. Call aft. 6 p.m. Patrick Kennedy, 545 Clarinda Ave. No. 13, Daly City, Calif. 94015. Ph.: 415-994-0078. Reg. No. 1164979. 10-1.

RULES FOR SUBMITTING ADS

• Any Operating Engineer may advertise in these columns without charge any PERSONAL PROPERTY he wishes to sell, swap or purchase. Ads will not be accepted for rentals, personal services or side-lines.

• PRINT OR TYPE the wording you want in your advertising on a separate sheet of paper, limiting yourself to 30 words or less, including your NAME, complete ADDRESS and REGISTER NUMBER.

• Allow for a time lapse of several weeks between the posting of letters and receipt of your ad by our readers.

• Please notify Engineers Swap Shop as soon as the property you have advertised is sold.

• Because the purpose should be served within the period, ads henceforth will be dropped from the newspaper after three months.

• Address all ads to: Engineers Swap Shop, AL CLEM, Editor, 474 Valencia Street, San Francisco 3, California. Be sure to include your register number. No ad will be published without this information.

Productivity

Output per man hour during the second quarter of 1968 returned to the slower growth rate of the previous two years. The Labor Department says the second quarter annual growth rate was 2.4%—about the same as the 2.3% rate recorded for the previous twelve months.

State Fed

Continued from page 14

ance coverage to all non-covered workers.

• Increased worker contributions to the employee-financed program to meet benefit improvements.

It also pledged that organized labor "will continue to strive for an adequate benefit structure geared to meet the wage-loss needs" of workers and their dependents.

MEETINGS SCHEDULE

All Meetings at 8 P.M. except
Honolulu, 6 P.M.

1968—Schedule of Meetings Dates

SEMI-ANNUAL MEETINGS

'68 MEETINGS COMPLETED
'69 TO BE SCHEDULED

DISTRICT MEETINGS

OCTOBER

San Francisco—Wednesday, Oct. 2
Eureka—Tuesday, Oct. 8
Redding—Wednesday, Oct. 9
Marysville—Thursday, Oct. 10
Honolulu—Wednesday, Oct. 16

NOVEMBER 5

Sacramento—Tuesday, Nov. 5
Watsonville—Thursday, Nov. 7
Stockton—Tuesday, Nov. 12
Oakland—Thursday, Nov. 14

DECEMBER

Fresno—Tuesday, Dec. 3
Santa Rosa—Thursday, Dec. 5
Ogden—Friday, Dec. 6
Reno—Saturday, Dec. 7
(To be announced)

Oroville

Prospectors Village,
Oroville Dam Blvd.

Honolulu

IBEW Hall, 2305 S. Beretania St.
Hilo, Hawaii
Hawaii Technical School,
1175 Manono St.

Meeting Place Addresses

Hawaii Technical School, 1175
Manono St., Hilo.

Veterans Memorial Building,
1351 Bennett Ave., Santa Rosa.

1958 W. North Temple, Salt
Lake City.

Labor Temple, 16th and Capp,
San Francisco.

YWCA Community Rm., 1040
Richard Street, Honolulu.

Engineers Building, 2806 Broad-
way, Eureka.

Musicians Building, 120 W.
Taylor, Reno.

Engineers Building, 2626 N.
California, Stockton.

Engineers Building, 100 Lake
Blvd., Redding.

C. E. L. & T. Building, 2525
Stockton Blvd., Stockton.

Labor Temple, 2315 Valdez
St., Oakland.

Prospectors Village Motel, Oro-
ville.

Engineers Building, 3121 Olive
St., Fresno.

The Panciteria Far East Cafe,
Marine Drive, Tamuning, Guam.

Labor Temple, 2102 Almaden
Road, San Jose.

CREDIT UNION

478 Valencia St.
San Francisco, Calif.
Phone: 431-5885

FRINGE BENEFIT SERVICE CENTER

474 Valencia Street
San Francisco, Calif. 94101
Phone: 431-1568

IMPORTANT

Detailed completion of this form will
not only assure you of receiving your
ENGINEERS NEWS each month, it will
also assure you of receiving other im-
portant mail from your Local Union.
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REG. NO. _____

LOCAL UNION NO. _____

SOC. SECURITY NO. _____

NAME _____

NEW ADDRESS _____

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STATE _____ ZIP _____

Clip and mail to Engineers News, 474 Valencia St., S. F., Calif. 94101

Incomplete forms will not be processed.

CLEM

Continued from page 2

that now retirement insurance is only one part of the entire social security program.

Today social security provides payments to:

- 1) retired workers age 62 and over;
- 2) the wives and minor children of retired workers;
- 3) widows and minor children of deceased workers;
- 4) disabled workers and their families;
- 5) disabled widows.

This is only a partial list of the types of benefits payable by social security. There are several other categories of benefits, including, of course, Medicare.

Social security has not been alone in providing health and welfare plans for American workers. With social security as a base, the labor unions have been instrumental in the growth of private health, welfare and pension plans throughout the United States.

Today, nine out of every ten American workers are protected by social security. Social Security is a household phrase. Everyone knows what it is and what it does—or do they?

Actually the average person knows far too little about his rights under social security. In a way this is to be expected, for the Social Security Law is extremely complex and difficult to understand. Yet a person should have a basic knowledge about social security, so that he will know when social security can help him.

The purpose of this series of articles is to provide members of Local #3 with a good basic knowledge of their rights and responsibilities under social security. Future articles will give more details about the different types of benefits available under social security. There will also be articles telling how you can be certain you are getting full credit for your earnings under social security, and how to apply for social security payments. You may find it helpful to clip and save these articles for future reference.

JOB STEWARDS APPOINTED

Week Ending September 20, 1968

Dist.	Name	Agent
1A	Lon A. Leach	W. Sprinkle
7	Floyd Kenyon	L. Barnes
8	Jim Blankenship	H. Eppler
8	Noel Cursi	H. Eppler
8	Ralph Ogleshorpe	H. Eppler
10	Ken Cox	R. Wagnon
2	John P. Caughran	G. Jones
2	Raymond R. Royer	G. Jones
2	Eric Saloniis	G. Jones
2	Bill Schneider	M. Womack
12	Doyle Barney	I. J. Neeley
12	Spencer Crosby	J. Thornton
12	Leon P. Jones	J. Thornton
12	Mavin Mills	I. J. Neeley
12	James Wright	I. J. Neeley

Week Ending September 13, 1968

Dist.	Name	Agent
1E	Jose Fergurgur Topasna	J. Sablon
1E	Manuel M. Zabala	W. Flores
4	Walter Christian	R. Cooper
4	Alford Dorris	R. Cooper
4	Neil Haughn	R. Cooper
6	Harold Cooper	J. Smith
8	Johnny Barlow	A. Garofalo

SAFETY COMMITTEEMEN APPOINTED

Week Ending September 20, 1968

Dist.	Name	Agent
1A	Calvin U. Hall	W. Sprinkle
4	Dennis Knight	R. Cooper
4	Nelson Randall	P. Durnford
4	Edward Rogers	P. Durnford
7	Harry Carte	L. Barnes
8	Bob Mattos	H. Eppler
8	Hubert Rice	H. Eppler
12	Alma Facer	I. J. Neeley
12	Kay Leishman	I. J. Neeley
12	Charles Morrison	J. Thornton
12	Bobby Roberts	I. J. Neeley

Week Ending September 13, 1968

Dist.	Name	Agent
4	Hans Bolt	R. Cooper
4	James Chapple	R. Cooper
4	L. B. Hawks	R. Cooper
6	James H. Nichols	J. Smith

Week Ending September 13, 1968

Dist.	Name	Agent
2	Lawrence McKinney	M. Womack
9	Ernest Northcutt	W. Davidson
12	Carl L. Jacobson	T. Bills
12	Everett T. Midden	T. Bills

Week Ending August 23, 1968

Dist.	Name	Agent
1D	Stanley T. Hattuka	W. Brown
1D	William Kaniho, Jr.	W. Brown
1D	Antone Nascimento	B. Nakano
1D	Enias V. Spencer	W. Brown
1E	Federico Cortez	T. Sapp
1E	Pedro C. Datuin	T. Sapp
4	W. B. Heath	P. Durnford
6	Charles W. Asby	D. Carpenter
6	James Batten	J. Smith
2	A. G. Elswick	R. Mayfield
2	Victor E. Lohr	G. Jones
5	Bob Nichols	B. Relford

Week Ending August 9, 1968

Dist.	Name	Agent
2	Alex Radke	T. Carter
3	Bobby Goforth	A. McNamara
3	Edgar Ashcraft	A. McNamara
12	Rulon Black	W. Lassiter
4	Roy Sibley	P. Durnford

Week Ending September 13, 1968

Dist.	Name	Agent
8	William Best	A. Garofalo
3	Vernie Mewhinney	A. McNamara

Week Ending August 23, 1968

Dist.	Name	Agent
1B	Vincent L. DeLaney	E. R. Bell
6	A. T. Beall	D. Carpenter

Week Ending August 16, 1968

Dist.	Name	Agent
2	Norman J. Cabassi	J. Allgood
2	Mel Mettler	T. Carter
2	Bill Seemann	R. Mayfield
5	Jake Green	B. Relford
5	John Merrill	B. Relford
4	Richard VanPatten	P. Durnford

Week Ending August 9, 1968

Dist.	Name	Agent
4	Carlton Robertson	P. Durnford

Women on Jobs

Women occupy more than one-third of the nation's jobs today and their numbers are likely to increase as time goes on. Still, they have not reached the position of giving men serious competition in most of the professions.

NAB Aids Training

In our Nation's capital, where government employees far outnumber those in private business, the team of the National Alliance of Businessmen and the U.S. Department of Labor has turned the tables. Private industry has supplied three out of four of the slots for training the hard-core unemployed of that city.

WORK STOPPAGES

Preliminary estimates of the U. S. Department of Labor's Bureau of Labor Statistics indicate that approximately 600 work stoppages involving 252,000 workers began in May. Strike idleness during the month amounted to 5,650,000 man-days.

COPE's Endorsements For Nov. 5 General Election

Here are the endorsement actions made by the delegates to the Pre-General Election Endorsement Convention of the California Labor Council on Political Education at the Hilton Hotel in San Francisco on Wednesday, September 4:

FOR PRESIDENT

Hubert H. Humphrey (D)

FOR VICE PRESIDENT

Edmund S. Muskie (D)

FOR U.S. SENATOR

Alan Cranston (D)

FOR CONGRESS

District

1. Open
2. Harold T. (Bizz) Johnson (D)
3. John E. Moss (D)
4. Robert L. Leggett (D)
5. Phillip Burton (D)
6. Open
7. Jeffery Cohelan (D)
8. George P. Miller (D)
9. Don Edwards (D)
10. Open
11. Paul N. "Pete" McCloskey, Jr. (R)
12. No Endorsement
13. Stanley K. Sheinbaum (D)
14. Jerome R. Waldie (D)
15. John J. McFall (D)
16. B. F. Sisk (D)
17. Glenn M. Anderson (D)
18. Harlan Hagen (D)
19. Chet Holifield (D)

District

20. Don White (D)
21. Augustus F. (Gus) Hawkins (D)
22. James C. Corman (D)
23. Jim Sperrazzo (D)
24. Fred Warner Neal (D)
25. Keith F. Shirey (D)
26. Thomas M. Reese (D)
27. John T. Butchko (D)
28. Open
29. George E. Brown, Jr. (D)
30. Edward R. Roybal (D)
31. Charles H. Wilson (D)
32. Arthur J. Gottlieb (D)
33. Al C. Ballard (D)
34. Richard T. Hanna (D)
35. Thomas B. Lenhart (D)
36. Don Lindgren (D)
37. Lionel Van Deerlin (D)
38. John V. Tunney (D)

FOR STATE SENATE

District

1. Randolph Collier (D)
3. Stephen P. Teale (D)
5. Albert S. Rodda (D)
7. George Miller, Jr. (D)
9. Milton Marks (R)
11. Nicholas C. Petris (D)
13. Alfred E. Alquist (D)
15. John "Chuck" Erreca (D)
17. Donald L. Grunsky (R)
19. Louise C. Gelber (D)

District

21. Tom Blodgett (D)
23. Open
25. Open
27. George E. Danielson (D)
29. Mervyn M. Dymally (D)
31. James Q. Wedworth (D)
33. Joseph M. Kennick (D)
35. Open
37. No Endorsement
39. Open

FOR STATE ASSEMBLY

District

1. Pauline L. Davis (D)
2. Frank P. Belotti (R)
3. Leroy F. Greene (D)
4. Open
5. John F. Dunlap (D)
6. Eugene A. Chappie (R)
7. Open
8. Open
9. Edwin L. Z'berg (D)
10. William S. Dickinson, Jr. (D)
11. John T. Knox (D)
12. Open
13. Carlos Bee (D)
14. Robert W. Crown (D)
15. March K. Fong (D)
16. Kenneth A. Meade (D)
17. John J. Miller (D)
18. Willie L. Brown, Jr. (D)
19. Leo T. McCarthy (D)
20. John L. Burton (D)
21. Open
22. George W. Milius (R)
23. John F. Foran (D)
24. John Vasconcellos (D)
25. Marc Poche (D)
26. Marshall S. Mayer (D)
27. Leo J. Ryan (D)
28. Timothy Lemucchi (D)
29. Horace S. Massey (D)
30. No Endorsement
31. Frank Murphy, Jr. (R)
32. George N. Zenovich (D)
33. James B. Williams (D)
34. Alan G. Pattee (R)
35. Abner M. Fritz (D)
36. Winfield A. Shoemaker (D)
37. Ken MacDonald (D)
38. Carley V. Porter (D)
39. James A. Hayes (R)
40. Alex P. Garcia (D)

District

41. David Negri (D)
42. No Endorsement
43. Open
44. No Endorsement
45. Walter Karabian (D)
46. Open
47. Luther Renfroe (D)
48. David A. Roberti (D)
49. Open
50. Philip L. Soto (D)
51. Jack R. Fenton (D)
52. Harold K. Prukop (D)
53. Bill Greene (D)
54. Open
55. Leon Ralph (D)
56. Charles Warren (D)
57. Open
58. Harvey Johnson (D)
59. Alan Sieroty (D)
60. Open
61. Henry A. Waxman (D)
62. Mary L. Dermody (D)
63. Yvonne W. Brathwaite (D)
64. Guy H. Raner, Jr. (D)
65. No Endorsement
66. Joe A. Gonsalves (D)
67. L. E. (Larry) Townsend (D)
68. Vincent Thomas (D)
69. Kenneth Cory (D)
70. Open
71. Open
72. John P. Quimby (D)
73. J. L. (Jim) Evans (D)
74. G. Roger Brubaker (D)
75. Open
76. Jerry Schlenker (D)
77. Wadie P. Deddeh (D)
78. John P. Moody (D)
79. Frederick James (Jim) Bear (D)
80. Roy "Pat" Archer (D)