

Master Agreement Record in Hawaii

"Serving the men who move the earth"

ENGINEERS NEWS

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



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SAN FRANCISCO, CALIFORNIA

Nov. 1970

VOTE Sets Enviably Record In Key Election Campaigns

The fledgling Voluntary Organization of Taxpaying Engineers (VOTE) flexed its youthful muscle for the first time in the off-year elections of 1970 and came away with a near perfect record that included several stunning upsets and a near miss that would have given the Democrats another State Senator.

VOTE's major national accomplishment came as the result of an all-out grassroots effort in Nevada which saw Democrat Mike O'Callaghan score the "impossible victory" over heavily favored Ed Fike, incumbent Lieutenant Governor. O'Callaghan's dramatic uphill win also helped carry into office the youngest lieutenant governor in the history of Nevada, Democratic State Legislator Harry Reid.

O'Callaghan, a much decorated veteran of the Korean conflict (Silver Star, Bronze Star with Victory Medal and the purple Heart) captured the Nevada electorate's heart with a hard-hitting campaign that heavily scored the failure of the State and National Republican administration to provide a stabilized economy and bring about the resultant high Nevada unemployment; Republican support of special interest groups in the state; breakdown in law and order and neglect of senior citizens. O'Callaghan also came out strongly against the Philadelphia Plan and school busing.

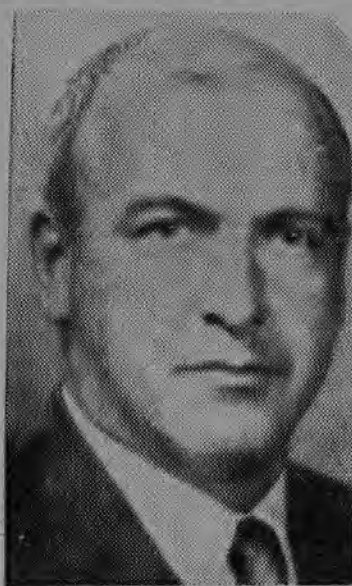
Both Democratic Senators Alan Bible and Howard Cannon supported the new governor and Senator Cannon also endorsed by Operating Engineers Local No. 3's VOTE, won his election handily over Washoe County District Attorney William Raglo.

Veteran conservative Democrat Walter S. Baring retained his seat in the House as O'Callaghan's dramatic win helped carry Mike Mirabello in as State Treasurer and Robert Rose, 30, Democrat as District Attorney for Washoe County. State Senator Thomas Wilson was also a Local 3 backed winner.

In commenting on the support of VOTE in his successful election Mike O'Callaghan stated, "I am very appreciative of the solid support received from Operating Engineers Local Union No. 3 and I see continued close cooperation in the years ahead."

In California VOTE took on as a personal challenge the Campaign of Ernie LaCoste, Democrat, running for the 30th District State Assembly seat in San Joaquin and Stanislaus Counties, and in a dramatic five-week all out grassroots campaign as-

Governor Elect ...



O'CALLAGHAN

Youngest Ever ...



HARRY REID

Easy Victory ...



CANNON

sisted LaCoste in scoring an upset win over the incumbent Clare Berryhill. The 30th Assembly District win was one of five key races that gave the Democrats the control of the lower body and will have an impact on California's political boundaries for the next ten years.

In San Mateo County, VOTE support helped young attorney Arlen Gregorio score an upset victory over veteran legislator Carl Britschgi for the 12th District State Senate seat. He became the first Democrat to be elected to the State Senate in the long history of San Mateo County.

In Marin County VOTE gave support to Michael R. Peevey against incumbent Peter Behr for the Fourth District State Senate race. Mike, who had strong labor support, lost by a little over a thousand votes to Behr, the popular incumbent who is a strong conservationist. VOTE also supported Ray Wesley Foreaker, an engineer, in his successful unseating of Leo L. Stanley, a 23-veteran, for a seat on the Marin Municipal Water District. An \$11.5 million bond issue to finance improvements in the Marin Municipal Water District won easily with the strong support of VOTE members in Marin.

The above campaigns represent VOTE's most intensive efforts in the off-year elections, however, VOTE and Local Union No. 3 did endorse and provided local and/or monetary assistance for the following successful candidates: John V. Tunney, U.S. Senate; Paul N. McCloskey, Jr., U.S. Congress; Evette Younger, State Attorney General; Edmund G. Brown, Jr., Secretary of State; John E. Moss, U.S. Congress; Harold T. "Bizz" Johnson, U.S. Congress; Robert L. Leggett, U.S. Congress; Milton Marks, State Senate; Alan Short, State Senate; George Moscone, State Senate; Roy G. Landerman, Supervisor, 5th District (Yuba County); William Lynch, Sacramento Tax Assessor and Edwin L. Z'berg, Sacramento Assembly.

SEMI-ANNUAL MEETING

Recording - Corresponding Secretary T. J. "Tom" Stapleton has announced that the Semi-Annual Meeting will take place on Saturday, January 9, 1971 at 1 p.m. in the Marine Cooks & Stewards Union Auditorium, 350 Fremont Street in San Francisco. All members are encouraged to attend this very important meeting.

Union 3 Negotiates Top Money Package

By KEN ERWIN

SAN FRANCISCO — A new two-year Master Agreement that will provide wage gains of 25.5 per cent and fringe gains of 79.1 per cent has been negotiated by Operating Engineers Local Union No. 3, IUOE, AFL-CIO, with the General Contractors Labor Association in the State of Hawaii.

In making the announcement, Business Manager Al Clem said that combined gains for the two-year agreement averaged 32.3 per cent and that union negotiators had also gained "a great deal of ground in upgrading certain classifications and improving working conditions through important changes in some contract language."

"We are satisfied that this is the best contract ever negotiated for the construction worker in Hawaii," said the union leader, "and our major concern now is that the Nixon Administration will release the funds so badly needed to keep necessary construction on the move in this important state."

A two-year summary of wages and fringes includes:

GROUP	Wage Increase Per Hr.	Add. Wage Increase Per Hr.	Total Wage Increase Per Day	Total Wage Increase Per Day	Total Fringe Increase Per Day	Total Increase Per Day Wages & Fringes
8-31-70	3-1-71	3-1-71	2-28-72	2-28-72	2-28-72	
1	26c	25c	\$4.08	\$ 8.16	\$5.44	\$13.60
2	26c	26c	4.16	8.32	5.44	13.76
3	27c	27c	4.32	8.64	5.44	14.08
4	29c	28c	4.56	9.04	5.44	14.48
5	30c	30c	4.80	9.52	5.44	14.96
6	32c	31c	5.04	10.08	5.44	15.52
7	33c	33c	5.28	10.56	5.44	16.00
8	34c	33c	5.36	10.72	5.44	16.16
9	34c	34c	5.44	10.88	5.44	16.32
9A	40c	35c	6.00	12.00	5.44	17.44
10	36c	35c	5.68	11.36	5.44	16.80
10A	49c	36c	6.80	12.56	5.44	18.00
11	37c	37c	5.92	11.84	5.44	17.28
12	39c	39c	6.24	12.40	5.44	17.84

Classification and Rates contained in Master Agreement

Classifications	Straight Time Hourly Wage Rates			
	Effective Dates			
	8-31-70	3-1-71	8-30-71	2-28-72
GROUP 1 (3 classifications)	\$4.59	\$4.84	\$5.10	\$5.35
Partsman (heavy duty repair shop parts room when needed), Repairman Helper, Rodman or Chainman (move to Group 2 effective 3-1-71) (move to Group 3 effective 2-28-72)				
GROUP 2 (8 classifications)	\$4.69	\$4.95	\$5.21	\$5.47
Compressor, electrically, diesel or gas powered etc., Hydraulic Monitor, Material Loader and/or Conveyor Operator (handling building material), Mixer Box Operator (Concrete Plant), Pump Operator, Rodman or Chainman (effective 3-1-71), (move to Group 3 effective 2-28-72), Spreader Boxman (with screeds), Tar Pot Fireman (Power agitated.)				
	8-31-70	3-1-71	8-30-71	2-28-72
GROUP 3 (15 classifications)	\$4.83	\$5.10	\$5.37	\$5.64
Oilier, Fireman, Switchman, Signaller, Brakeman, Deckhand, Tar Pot Fireman, All of the above are Assistant to Engineer, Box Operator (Bunker), Dinky Operator, Assistant to Engineer or Apprentice required), (move to Group 4 effective 3-1-71), Locomotive (up to and including 30 tons) (Assistant to Engineer or Apprentice required), Rodman or Chainman (effective 2-28-72), Roller (5 tons and under), Screedman (except asphaltic concrete paving), Self-propelled, automatically applied Concrete Curing Machine (on streets, highways, airports and canals), Tugger Hoist, single drum.				
	8-31-70	3-1-71	8-30-71	2-28-72
GROUP 4 (8 classifications)	\$5.08	\$5.36	\$5.64	\$5.92
Agri-Cat (mini-cat) (move to Group 5 effective 3-1-71), Boom Truck or dual purpose "A" Frame Truck, Dinky Operator (Assistant to Engineer or Apprentice required) (effective 3-1-71), Fork Lift or Lumber Stacker (Construction job site), Material Hoist (1 drum), Slip Form Pumps (power-driven by hydraulic, electric, air, gas, etc., lifting device for concrete forms) (move to Group 5 effective 3-1-71) (move to Group 6 effective 2-28-72), Straddle Truck, Ross Carrier and similar (jobsite.)				
	8-31-70	3-1-71	8-30-71	2-28-72
GROUP 5 (11 classifications)	\$5.35	\$5.65	\$5.95	\$6.24
Agri-Cat (mini-cat) (effective 3-1-71), Concrete Mixer (up to 2 yards), Concrete Pumps or Pumperette Guns, Crusher Plant Engineer (move to Group 6 effective 3-1-71) (move to Group 7 effective 2-28-72), Grader/Setter (mechanical or otherwise) (move to Group 6 effective 3-1-71) (move to Group 7 effective 2-28-72), Generators, gasoline or diesel driven (100 K.W.), Lubrication and Service Engineer (Mobile and Grease rack), Pavement Breaker (move to Group 6) effective 3-1-71, Slip Form Pumps (power-driven by hydraulic, electric, air, gas, etc. lifting device for concrete forms) (effective 3-1-71) (move to Group 6 effective 2-28-72), Towermobile, Welding Machines (gasoline or diesel).				
	8-31-70	3-1-71	8-30-71	2-28-72
GROUP 6 (22 classifications)	\$5.66	\$5.97	\$6.29	\$6.60
Combination Loader and Backhoe including Hopto (up to and including 1/2 yd) (Assistant to Engineer or Apprentice required when used as backhoe), Concrete Batch Plants (wet or dry), Concrete Saws and/or Grinder (self-propelled unit on streets, highways, airports and canals), Crusher Plant Engineer (effective 3-1-71) (move to Group 7 effective 2-28-72), Drilling Machine.				



Collectively Speaking with Al Clem

This being the month of Thanksgiving, as you know, many of us have many things to be thankful for — more particularly those who are in good health; those whose families are in good health; those who have jobs, but throughout this great land of ours there are many working men and women who are feeling the economic pinch of the Nixon Administration. This tells us one thing — we must organize to better combat this in the elections of 1972.

We did as well as could be expected in the last election. We were successful in backing a number of candidates who are friendly to Local 3 and who were elected. The Governors of Guam, Honolulu, California and Nevada are ones we can call upon and discuss our problems. Of course, we have been able to call upon the Governor of Utah, also, during the years. The Senators in Honolulu, California, Utah and Nevada are also counted as friends of Local 3. We have a big job to do in 1972 and I would ask each and every one of you to inquire of your Business Agents and Dispatchers as to how you can best serve your Union and yourself by participating in the political activities of your community.

I need not reiterate that the work picture is extremely slow, and that the price of products we use in everyday life are continuing to escalate. The pressure groups who are not interested so much in work as just living on a handout are still in the front and many of our politicians are catering to this class of people, hoping to get their votes. Very frankly, in my humble opinion, I doubt that there are very many of this type of people who do vote.

There is a new word being kicked around — may I speak of "ecology". Those people who are using this primarily are not particularly friends of the Operating Engineers. It seems that their greatest ambition is to stymie the growth of this country. They preach that we refrain from building dams, water systems, high-rise buildings, etc. If our forefathers had followed this line of reasoning, would America be what it is today? I can say to you, "no"; for all we have to do, as many of you well know, is to visit the parts of our jurisdiction known as the wilderness areas and see what is there and how many hours of work have been performed by our Union. Very few, I would say. When you look at the living conditions of the people residing in these areas, you know that this so-called "ecology kick" is something for the birds! We also know that there must be some provision made to take care of the trash and rubbish that litters the countryside, but we don't believe it is to not build high-rise buildings, to not build dams, to not develop our water systems whereby we can conserve the many millions of gallons which flow into the ocean each year, or, worse yet, cause floods. We know that this can be controlled if people would just devote their energies to the problem.

As reported to you last month, we are working with the Division of Highways in Sacramento in an endeavor to eliminate the peaks and valleys in the construction industry. The further we delve into this matter the more complex it seems to be, but the most important thing is planning. But, as in everything else which has to do with the Government there is a tremendous amount of red tape and, hopefully, we will be able to cut through this and get the bids for construction let in an orderly manner whereby we can secure steadier employment, as I say again, eliminating the peaks and valleys.

During the month of October we had a Business Agents meeting in San Francisco whereby the Business Agents, Coordinators and Dispatchers were assembled to discuss many of the problems facing your Local Union, and to try to work out a solution for them which would be beneficial to as many of the members as possible. We must always keep in mind that Local 3 is one Local Union, and while we have the district form of government there is no little kingdom set up within Local 3.

As the work picture becomes more bleak the problems increase hundredfold, with one of the biggest being that of jurisdictional disputes. For every Business Agent working for any Local Union or craft, one of the major endeavors is to keep their people employed. We would ask you again, as we have many times in the past, to notify your agents of any new or unusual equipment which will be coming onto your job and notify them of any violations or our hiring regulations, and most particularly, of any reassignment of work that is made by the local supervisor on your job.

(More Clem Cols. 4 & 5)

Protest Ht. Hold On Bldgs.

By A. J. "BUCK" HOPE
Financial Secretary and
District Representative

Contracting interests joined organized labor in a big "protest parade" at City Hall to demonstrate their objections to placing a 175 ft. height limitation on waterfront construction.

Building Industry Legislative Council chairman Dennis Carey Friday asked the city's contractors to grant their employees time off to participate in a giant parade around City Hall.

The day before, San Francisco Construction Trades Council leaders unanimously approved a resolution calling for a united labor protest against the 175 ft. height limitation proposed by Supervisors Roger Boas, Ronald Pelosi, James Maillard and Board President Dianne Feinstein.

Several hundred concerns had pickup trucks and other vehicles join in the protest.

The proposed height limitation would discourage, in addition to the developers of the controversial U. S. Steel project, other firms from establishing their headquarters in San Francisco.

It is the opinion of many people in the building industry that the posture being adopted by a number of supervisors in conjunction with ecology groups will seriously retard the development of building and the growth of job opportunities in San Francisco. For example, the U. S. Steel project, it is estimated, would provide 165 million man hours of work for the construction industry. In addition, it would create 10,250 permanent jobs. The tax revenue alone would exceed \$6 million a year.

The demonstration must have impressed some of the board as they voted to table the 175 ft. limitation and take it to the voters next year.

Emporium Capwell Co. has announced plans for construction of a 207,000 sq. ft. Emporium department store at Tanforan Park next spring. Cost of the new facility is expected to be around \$3.5 million.

By BILL PARKER

As of this writing, work in this area is not looking too good, looks like the rains are finally here. This of course, has brought what little dirt work we have in this area to almost a standstill. Underground Construction Co., has a telephone job on Mission St., all sand and rock, so they are able to work most of the time. Mitchell plumbing has a sewer job at the Presidio, pretty muddy right now, but they are still going in spite of the wet weather. Donovan Construction Co., has put up another Tower Crane at U. C. Hospital. It stands on the corner of five stories at about 140 feet high. "Good luck up there, Bill."

Clementinas' shop has slowed way down, they have laid off one mechanic dues to lack of work and it looks like more lay-offs if they don't pick up

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More Collectively Speaking

(Continued from Cols. 1 & 2)

I attended the General Executive Board Meeting and the Executive Board Meeting of the Western States Conference which were held concurrently in Honolulu during the past month. There are many problems confronting our International Union as well as Local 3, but I think we are extremely lucky in having the type of General President we have in that he has had many years of experience and happens to be one of those great men of vision. In discussing our problems at the General Executive Board level we find many suggestions and ideas that are beneficial to Local 3. The Executive Board of the Western States Conference was well attended, but the most important item on the Agenda was whether or not there should be a new set of by-laws written. There was a Committee appointed by the Chairman to write a new set of by-laws to govern the Western States Conference which, hopefully, will be ready for adoption in the not-too-distant future.

I left Honolulu and went to Guam where, as I reported before, we purchased a piece of property, and made arrangements for a contractor to erect a building thereon. Inasmuch as a great number of the labor force on Guam are imported from the Philippines, it was necessary that I go to Manila for a day to meet with the Secretary of Labor of the Philippines, the Immigration authorities and the U. S. Embassy to discuss the many problems we have. Enroute home we stopped in Honolulu and had a ratification meeting on the GCLA contract covering the State of Hawaii. The contract was ratified unanimously and you will note the contract is in this issue of the paper.

The Teamsters and the Operating Engineers Jurisdictional Committee met in New Orleans. This being an International Committee, we had many problems to resolve. Fortunately, there were no problems in the jurisdiction of Local 3, and we believe by working with the Teamsters, hopefully, we can resolve the jurisdictional problems to the satisfaction of all concerned.

I attended the North Central States Conference in Tulsa, Oklahoma. The work picture is very bleak and many of the jobs are being let to non-Union contractors.

Being the Co-Chairman on the National Pipeline Health & Welfare Plan, the Trustees held a meeting in Dallas, whereby we laid down the ground rules to establish a National Health & Welfare Plan for those people working in the pipeline industry, as well as making arrangements that some of the local Unions throughout the Midwest who do not have Health & Welfare Plans may be able to participate in this plan.

I find as I travel throughout the country and in talking to different ones that there are many of the jobs going to non-Union contractors which formerly went to Union contractors. I am speaking of such contractors as Brown & Root, etc. The owners claim that this is due to poor productivity on the part of Union members. I am thoroughly convinced they are not talking about Operating Engineers when they talk in this vein, but nevertheless it is a problem. We therefore get back to our plea to you that if you have not developed multiple skills in operating equipment, we would again ask you to investigate the feasibility of attending a session at the Training Center at Rancho Murieta.

During the month of October 2,704 men were dispatched to the various jobs, and there were 87 short form agreements signed and 48 long form agreements signed, making a total of 135 agreements.

It has become a popular pastime for the radicals and liberals of every ilk and stripe to tear down our country. These are the types that "sow not, neither do they reap." So this Thanksgiving would be a good time for all of us who love and believe in this great nation, to sing out loud and clear on what's right with our country. Maybe along with our private prayers of thanksgiving we should have public praise for Lincoln's "last best hope on Earth." Anyway, may this Thanksgiving, and all the Holiday Season, find for you and yours a time of health and happiness.



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S.F. Notes

(Cont. from Page 2)

more work in the shops. This same situation applies to many of the other shops in the area.

Williams and Burrows will be starting on Candlestick Park around the last part of November. They have about 1½ years work, converting the park to a stadium. This job will keep a few of the Brothers going for awhile.

I would like to see more of the Brothers going up to Rancho Murieta. This is one of the best training centers that has ever been offered to Union Members to upgrade their skills. They have a lot of good equipment and the best instructors in the business. So get up there and take advantage of this great opportunity.

By DON LUBA

The first showers have hit the area which serves to remind us that the lean months of our year are just around the corner. The summer months of this past construction season certainly have been nothing to boast about in regards to the work in San Francisco. We need work and need it very much. There are a lot of proposed plans in the "Wait and See" stages, such as the Embarcadero Hotel and the 550 foot U. S. Steel Building. A lot of private, investment capital is to be funneled into building construction along the waterfront, pending a definite go ahead on the U. S. Steel Building, which at this time is being held up by the Board of Supervisors. The board voted against the high rise on Monday, November 16, 1970, by a 6-5 margin. They have now reconsidered the matter and postponed the final vote for 90 days. This was brought about by a mass demonstration of approximately 3,000 Hard Hat construction workers of the San Francisco Building Trades. It was one of the largest rallies ever assembled around City Hall, in the history of the city. It was a very orderly, well monitored demonstration. Thousands of craftsmen of all trades, walked off the job at high noon to assemble at the Civic Center, in order to be heard by the Mayor and the Board of Supervisors. Many of our local contractors joined us in unity and solidarity on this one issue, by supplying trucks and heavy equipment which moved in parade like fashion around City Hall carrying hundreds of workers. Operating Engineers Local No. 3 was well represented by our Brothers from all over the Bay Area. Mayor Joseph Alioto commended the Officers and Representatives of Local 3 and other Labor Organizations on the tremendous and orderly turnout of Organized Labor, in their effort to make their position known to the Supervisors. This demonstration resulted in a 90 day postponement, which in itself is a partial victory for us, since the project seemed headed for defeat. The Officers of Local 3, along with District Representative Buck Hope and the San Francisco Business Agents, want to thank all the Brothers who took time off from their jobs, with loss of pay, to make Monday's march a success.

Haas & Haynie just finished pouring the second section or 4,000 cubic yards of their West Coast Life Insurance building at California and Davis Sts. Bethlehem is getting ready to go up with the steel.

Dinwiddie Construction was

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Hawaiian Rates & Classifications

(Continued from Page 1)

ery (not to apply to waterliners, wagon drills or jack hammers) (Assistant to Engineer or Apprentice required), Gradesetter (mechanical, or otherwise) (effective 3-1-71) (move to Group 7 effective 2-28-72), Highline Cable-way Signalman, Loader (up to and including 2½ cu. yd.), Lull High Lift, Maginnis Internal Full Slab Vibrator (on airports, highways, canals and warehouses), Mechanical Finishers (concrete) (Large Clary, Johnson Bidwell Bridge Deck or similar types), Mixermobile (over 5 tons) (moves to Group 7 effective 3-1-71), Mobile Crane Driver, Pavement Breaker (effective 3-1-71), Portable Crushers (Assistant to Engineer or Apprentice required), Power Jumbo Operator (setting slip forms, etc., in tunnels), Rollers (over 5 tons), Self-propelled Compactor (single engine), Slip Form Pumps (Power-Driven by hydraulic, electric, air, gas, etc. lifting device for concrete forms) (effective 2-28-72), Small Rubber Tire Tractors, Small Tractor (with boom D-6, or similar) (move to Group 7 effective 3-1-71), Trencher (up to and including 6 feet) (Assistant to Engineer or Apprentice required).

	8-31-70	3-1-71	8-30-71	2-28-72
GROUP 7 (20 classifications)	\$5.94	\$6.27	\$6.60	\$6.93
Crusher Plant Engineer (effective 2-28-72), Dual Drum Mixer (Assistant to Engineer or Apprentice required), Gradesetter (mechanical or otherwise) (effective 2-28-72), Instrument Man, Hoist (2 drums), Kolman Loader (Assistant to Engineer or Apprentice required on two (2) or more) (move to Group 8 effective 8-30-71), Loader (over 2½ cu. yds. up to and including 5 cu. yds.), Mechanical Finishers or Spreader Machine Asphalt (Barber Greene and similar) (Screedman required), Mine or Shaft Hoist, Mixermobile (over 5 ton) (effective 3-1-71), Pavement Breaker, Truck Mounted, With Compressor Combination, Assistant to Engineer or Apprentice required), Pavement Breaker with Compressor Combination (operates 1 or 2), Pipe Cleaning Machine (tractor propelled and supported), Pipe Wrapping Machine (tractor propelled and supported), Pipe Bending Machine (pipe lines only), Self-propelled Elevating Grade Plane, Slusher Operator, Small Tractor (with boom D-6, or similar) (effective 3-1-71), Trencher (over 6 feet) (Assistant to Engineer or Apprentice required), Water Tanker (pulled by Euclids, T-Pulls, DW-10, 20, 21, or similar).				

	8-31-70	3-1-71	8-30-71	2-28-72
GROUP 8 (19 classifications)	\$6.04	\$6.37	\$6.71	\$7.04
Boring Machine Operator, Cast-in-place Pipe Laying Machine, Concrete Batch Plant (multiple units), Combination loader and hydraulic backhoe (over ½ yd. to and including ¾ yd.) (Assistant to Engineer or Apprentice required when used as backhoe), Conveyor Operator (tunnel), Engineer, Locomotive (over 30 tons up to and including 100 tons) (Assistant to Engineer or Apprentice required), Finishing Machine Operator (airports and highways), Hydraulic backhoe (over ¾ yd. to and including 1½ yd.) (Assistant to Engineer or Apprentice required), Kolman Loader (Assistant to Engineer or Apprentice required on two (2) or more) (effective 8-30-71), Mechanical Trench Shield, Mucking Machine (Assistant to Engineer or Apprentice required), No-Joint Pipe Laying Machine, Portable Crushing and Screening Plants (Assistant to Engineer or Apprentice required), Saurman Type Dragline (under 5 yds.), Self-propelled Boom Type Lifting Device (Assistant to Engineer or Apprentice required except on 10-ton capacity or less), Stationary Pipe Wrapping Cleaning and Bending Machine, Surface Heater and Planer Operator, Tunnel Badger (Assistant to Engineer or Apprentice required), Tri-Batch Paver (Assistant to Engineer or Apprentice required).				

	8-31-70	3-1-71	8-30-71	2-28-72
GROUP 9 (6 classifications)	\$6.14	\$6.48	\$6.82	\$7.16
Boom Type Backfilling Machine (Assistant to Engineer or Apprentice required), Combination Mixer and Compressor (gunite), Do-Mar Loader and Adams Elegrader, Lull Hi-Lift (40 ft. or over), Rubber Tired Earthmoving Equipment (up to 12 cu. yds.), Wheel Trencher (over 6 ft.) (Assistant to Engineer or Apprentice required).				

	8-31-70	3-1-71	8-30-71	2-28-72
GROUP 9A (8 classifications)	\$6.29	\$6.64	\$6.99	\$7.39
Dozers, Heavy Duty Repairman or Welder, Push Cats, Scrapers, Self-Propelled Compactor with Dozer, Sheep Foot, Tractors, Tractors (with boom, larger than D-6, and similar).				

	8-31-70	3-1-71	8-30-71	2-28-72
GROUP 10 (15 classifications)	\$6.40	\$6.75	\$7.11	\$7.46
Chicago Boom, Chief of Party, Hoist (3 drums), Koehring Skooper (Assistant to Engineer or Apprentice required), Loader (over 5 yds. up to and including 12 yds.), Locomotive (over 100 tons) (single or multiple units) (Assistant to Engineer or Apprentice required), Power Blade Operator, Rubber Tired Earthmoving Equipment (up to and including 35 cu. yds., Euclids, T-Pulls, DW-10, 20, 21 and similar), Saurman Type Dragline (5 yds. or over), Soil Stabilizer (P&H equal), Sub-Grader (Gurries or other automatic type) (Assistant to Engineer or Apprentice required), Track-Laying type Earth Moving Machine (single engine with Tandem Scraper), Tractor, Compressor, Drill combination (Assistant to Engineer or Apprentice required), Tractor (Tandem Scraper), Tractors (D-9 or equivalent).				

	8-31-70	3-1-71	8-30-71	2-28-72
GROUP 10A (3 classifications)	\$6.53	\$6.89	\$7.25	\$7.61
Cranes (not over 25 tons) (Assistant to Engineer or Apprentice required), Power Shovels, Clamshells, Draglines, Gradealls, (up to and including 1 cu. yd.) (Assistant to Engineer or Apprentice required), Universal, Liebherr, Linden and similar types of tower cranes (in the erection, dismantling and moving of equipment there shall be an additional Operating Engineer or Heavy Duty Repairman) (move to Group 11 effective 2-28-72).				

	8-31-70	3-1-71	8-30-71	2-28-72
GROUP 11 (17 classifications)	\$6.65	\$7.02	\$7.39	\$7.76
Automatic Slip Form Paver (concrete or asphalt) (Gradesetter, Screedman and Assistant to Engineer or Apprentice required), Cranes (over 25 tons) (Assistant to Engineer or Apprentice required), DW-10, 20, etc. (Tandem), Earth-moving Machines (multiple propulsion power units and two or more Scrapers) (up to and including 35 cu. yds. "struck" m.r.c.), Highline Cableway, Lift Slab Machine, Loader (over 12 yds.), Power Shovels, Clamshells,				

Draglines, Backhoes, Gradealls (over 1 yd. and up to 7 yds.) (Assistant to Engineer or Apprentice required), Power Blade Operator (16 or over), Pre-stress Wire Wrapping Machine, Self-propelled Compactor (with multiple propulsion power units), Single Engine Rubber Tired Earth Moving Machine (with Tandem Scraper), Tandem Cats, Tower Cranes, Mobile (Assistant to Engineer or Apprentice required), Trencher (pulling attached shield), (Assistant to Engineer or Apprentice required), Universal, Liebherr, Linden and similar types of tower cranes (in the erection, dismantling and moving of equipment there shall be an additional Operating Engineer or Heavy Duty Repairman) (effective 2-28-72), Wheel Excavator (up to and including 750 cu. yds. per hour) (Assistant to Engineer or Apprentice required).

	8-31-70	3-1-71	8-30-71	2-28-72
GROUP 12 (7 classifications)	\$6.98	\$7.37	\$7.76	\$8.14
Band Wagon (in conjunction with Wheel Excavator), Derricks (Assistant to Engineer or Apprentice required), Drill Rigs (Assistant to Engineer or Apprentice required), Multi-Propulsion Earth Moving Machines (two or more Scrapers) (over 35 cu. yds. "struck" m.r.c.), Power Shovels and Draglines (7 cu. yds. m.r.c. and over) (Assistant to Engineer or Apprentice required) (an additional Assistant to Engineer or Apprentice is required if the Shovel or Dragline is electrically powered), Rubber Tired Earthmoving Equipment (over 35 cu. yds., Euclids, T-Pulls, DW-10, 20, 21 and similar), Wheel Excavator (over 750 cu. yds. per hour) (two (2) Operators and one (1) Assistant to Engineer or Apprentice is required; any additional assistance shall be by Assistants to Engineer or Apprentice).				

	8-31-70	3-1-71	8-30-71	2-28-72
TRUCK DRIVERS (8 classifications)				
Truck Driver (Utility, flatbed, etc.)	\$4.83	\$5.10	\$5.37	\$5.64
Dump Truck, 8 yds. and under (water level)	\$5.08	\$5.36	\$5.64	\$5.92
Water Truck (up to and including 1500 gallons)	\$5.08	\$5.36	\$5.64	\$5.92
Water Truck (over 1500 gallons)	\$5.15	\$5.51	\$5.87	\$6.24
Truck Driver (Tandem, Semi-Trailer, or Semi-Dump)	\$5.66	\$5.97	\$6.29	\$6.60
Truck Driver (Slip-in or Rock Cans)	\$5.94	\$6.27	\$6.60	\$6.93
End Dumps, Unlicensed (Euclid, Mack, Caterpillar, or similar)	\$5.76	\$6.19	\$6.61	\$7.04
Tractor Trailer (Hauling Equipment) (Assistant to Engineer or Apprentice required when Hydraulic Ramp is not being used)	\$5.76	\$6.19	\$6.61	\$7.04

	8-31-70	3-1-71	8-30-71	2-28-72
HELICOPTER WORK				
(3 classifications)				
Airborne Hoist Operator for Helicopter used on work covered by this agreement	\$7.73	\$8.16	\$8.59	\$9.02
Co-Pilot of Helicopter used on work covered by this agreement	\$7.86	\$8.30	\$8.74	\$9.17
Pilot of Helicopter used on work covered by this agreement	\$8.01	\$8.45	\$8.90	\$9.34
DIVERS (4 classifications)				
Divers (aqua lung)	\$9.01	\$9.51	\$10.01	\$10.51
Divers (aqua lung) (stand-by)	\$6.14	\$6.48	\$6.82	\$7.16
Divers (hard hat) (per day)	\$72.08	\$76.08	\$80.08	\$84.08
Divers (hard hat) (stand by)	Receives 25c more per hour than the rate of the highest classification of employee being worked with.			

Operators, Assistants to Engineer and Registered Apprentices on cranes with booms of eighty feet or more, including jib, shall receive additional premium according to the following schedule: (not applicable to climbing tower cranes)

Booms of 80 feet up to, but not including 130 feet	\$20
Booms of 130 feet up to, but not including 180 feet	.35
Booms of 180 feet and over	.50

In the application of the above, the length of the boom shall be measured from the center of the heel pin to the center of the head sheave pin.

Working Suspended. An Employee performing field survey work who is required to work suspended by ropes and an Employee performing work on a Yo-Yo Cat shall receive twenty-five cents (25c) per hour premium additional pay to the regular rate of pay.

Assistant to Engineer Priority. 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, a Class A or Class B Assistant to Engineer who has 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 replace a Registered Apprentice employed as or performing the work of an Assistant to Engineer on a job or project serviced by such Job Placement Center as of the close of any work week.

MANNING

Assistance. All equipment shall be manned as provided in Section 01.00.00 and in addition to the Manning Provisions therein contained, when an Engineer requires assistance in addition to any that must be provided for, he shall be assisted by an Employee covered by this Agreement (Assistant to Engineer or apprentice). Only an Employee covered by this Agreement shall start and warm up equipment.

Foremen and Shifters. No foreman or shifter shall be allowed to perform any work covered by this Agreement, except as provided in the SPECIAL PROVISIONS CONCERNING FOREMEN OTHER THAN GENERAL FOREMEN, Section 20.00.00.

Asphalt Plant Crew (Jobsite). It is agreed that the Asphalt Plant Crew shall consist of the following: Plant Engineer, Boxman, Fireman and Assistant to the Engineer; where a crane is used, a Crane Engineer. The Plant Engineer shall be in charge of the

See MANNING & FRINGES Page 6

On The Safety Side



(Ed's Note: The following article was prepared especially for ENGINEERS NEWS by C. W. "Cliff" Farmer at the request of regular "On the Safety Side" columnist, Dale Marr, Vice President and Director of Safety for Local Union No. 3. Mr. Farmer is Supervising Engineer, Construction Section for the California Division of Industrial Safety.)

By CLIFF FARMER

Construction safety is everyone's business who works in the construction industry.

Your Business Manager, Al Clem, was cognizant of this fact in the early '60s. He initiated a comprehensive safety program for the Operating Engineers in Local 3 at that time. Dale Marr, your Safety Director, headed up the program and made it effective.

To start with I would like to go back and discuss what happened in the early '60s.

Your union contacted the State Division of Industrial Safety to pinpoint where and how the accidents were occurring to their members as well as to see what could be done to accelerate a downward trend for your accidents and injuries.

The Division pointed out that you would need all members to participate to some degree to have an effective safety program. The Division advised Mr. Clem that to do this there would be a need for the men working at individual construction job sites to have a direct line of communication to their business agents, and the safety director as well as the State Division of Industrial Safety.

Your union accomplished this by appointing the job stewards as the safety committeemen on the jobs. He brought unsafe practices and conditions to the attention of management and kept a log of how the conditions were corrected and discussed the effectiveness with his local district representative.

Meetings were set up throughout the Northern part of the State of California to lay the ground rules of how to apply the safety program for the Operating Engineers at the job site.

Your safety committeemen did and are doing a fine job as they are the eyes and ears for safety at the job site for your operating engineers. Many potential hazards are continually being corrected and injuries averted by these men in their daily task of involving construction safety at these job sites.

The construction safety programs at the construction projects should include a discussion of the potential hazards, the type of equipment, the maintenance, what's expected from management, the superintendents, the foremen, as well as the workmen. I cannot stress too strongly that a continuous consciousness of safety must exist rather than just an intermittent awareness of safety following an accident to have a day by day accident-free job site.

Accidents occur in many ways and when you least expect them. You must be alert for potential hazards at all times. Let your boss know that you are interested in safety and the safety of your fellow workers.

There are many things to look for at the construction job site to insure that a potential hazard is removed prior to an accident. Some of these are as follows:

1. Check your equipment to see that it is functioning properly;
2. Make sure that the safety devices are on your equipment and working;
3. Familiarize yourself with the equipment;
4. Survey the job conditions to insure that you can operate your equipment safely;
5. Discuss the operation with your oiler and other personnel involved in the operation to insure that they understand what is to be done and so that they can function safely;
6. Wear protective equipment when job conditions call for it;
7. Familiarize yourself with the State Construction Safety Orders;
8. Work closely with the Construction Safety Engineer when he arrives at the job site as he is there to help you and the job conditions;
9. See that the job site is prepared for emergencies;
 - a. That first-aid equipment is available;
 - b. That a doctor's telephone number as well as the hospital's location is posted in the construction shack;
 - c. That lighting is adequate for working after daylight hours;
10. Check where the high-voltage overhead lines are located;
11. Know and understand the contractor's safety program;
12. Above all, when you notice a hazard notify the person in charge.

As there is no single way to bring safety to the construction site by itself, the Division of Industrial Safety has three areas that we concern ourselves with.

The first one is the engineering process. This means that our Construction Safety Engineers analyze the process-

See MORE SAFETY SIDE Cols. 4 & 5

Dredging Labor Looking Glass

By GUY JONES

THANKSGIVING DAY—The officers, Executive Board Representatives and staff of the International Union of Operating Engineers, Local No. 3, extend their best wishes to you and your family for a pleasant and happy Thanksgiving Day.

At the present time Shellmaker and Utah Dredging have been shut down by the State authority on the Murphy Pacific fill job in Mossdale. I am sure they will work out their problems and the fill material will be put in place by dredging.

Ideal Cement has cut back to one shift. They laid off members on call back for an extended period.

Leslie Salt Dredge, "Mallard" one of the oldest dredges in the bay is working around the clock. Larry Larsen is Leverman and Ray Jones is deckman on one shift. John Clapper is captain.

Western Pacific Dredging have overhauled their dredge "Pohlemus," and it looks like they may have the clean up dredging contract for the Corp of Engineers on the Sacramento River in the Rio Vista area.

Dutra Dredging has had a small mud barge job in the Tiburon Yacht Harbor. They are using a small dump barge of 100 yards capacity. It works real good in small channels and has a good future for this type of dredging.

Smith Rice Clamschell Dredge "No. 24" has been working two shifts in the Oakland Estuary for Manson General on their container dock project.

Olympian Dredge, work at present is very slow. Their dredges "Holland" and "Nep-tune" are tied up at their yard at this time. Their dredge "Mon-arch" has kept two shifts on small jobs around the bay.

Kiewit Dredging's job with dredge, "Thelma" at Pier 96 is going right along with three shifts and six days. Kiewit dredge "Sandpiper" has upped its yardage with new pumps and new jet systems.

Great Lakes Dredging, will be going on three shifts with dredge "Boston" on the Oakland Estuary job, by the time this report comes out.

Weekly Jobless Checks Possible

If you are drawing unemployment compensation and can't fit your schedule to the State's new bi-weekly payment program you can ask for, and be granted, weekly checks.

That's the word from Sig Hansen, deputy director of the Tax Collections and Insurance Division Dept. of Human Resources Development.

Hansen said: "In order to serve the public more efficiently, to reduce crowded conditions in the various offices throughout the State and to save transportation costs to individuals reporting to the local offices, this Department has initiated a system of paying benefits on a bi-weekly rather than a weekly basis.

"However, if in individual cases this system creates a hardship, and you desire to continue to be paid benefits on a weekly basis you should notify your local office of this fact.

By T. J. "TOM" STAPLETON

Recording-Corresponding Secretary

By T. J. "TOM" STAPLETON

Recording-Corresponding Secretary

THE PRESENT COURSE of economic trends spells a continuing rise of unemployment and declining buying power for millions of workers in the coming months as weekly working hours are cut and rapidly rising consumer prices erode the value of shrinking paychecks and retiree pensions.

There is a danger that this deterioration may begin to feed on itself. The decline in the real volume of business sales can create widespread inventory reductions, with cancellations of orders for goods, further production cutbacks and additional layoffs.

The Administration is not only permitting this downward drift to continue—holding to the "game-plan," as Administration spokesmen playfully call their disastrous policies—but also shows no signs whatsoever that it is prepared to rapidly return the economy to high employment when the present recession is over.

The Administration's "game-plan," therefore, involves continuing high unemployment through both 1970 and 1971. And since this "game-plan" has failed to predict the seriousness of the present deterioration, there can be no confidence at all in the prediction that the economy will somehow achieve high employment even two long years from now.

The dangers to the national economy and the welfare of the American people from the Administration's economic policies include not merely a deepening recession that may get considerably worse, but also the threat of economic stagnation and widespread unemployment after the recession runs its course.

BOTH AMERICAN and foreign experience have proven that the guideline approach is inequitable and unworkable. It would place guideline curbs on workers and trade unions as we experienced in the early 1960s. But there would be no effective guideline on prices and no guideline at all on profits—as we also know from the experience of the early 1960s.

A guideline approach would attempt to place a one-sided pressure on wage and salary earners. Without effective curbs on prices, profits, dividends and executive compensation, however, there is no rational basis for expecting workers to accept restraints on their wages and salaries.

Talk of a guideline approach as an "incomes policy" is simply fraudulent. American workers are too intelligent to believe such fakery—regardless of whether the source is a so-called liberal economics professor or a conservative government official. One-sided curbs on workers' wages—with no effective restraints on prices or the incomes of other groups in the economy—are neither an "incomes policy" nor a balanced and equitable stabilization policy.

THE TIME is long overdue for an effective and equitable policy to stabilize the American economy and restore it to full employment. In addition to stabilization measures, America needs expansionary economic policies to achieve and sustain full employment. Moreover, the needed rise in output will, in itself, reduce inflationary pressures by boosting productivity and slowing the rise of unit costs.

The government's monetary and fiscal squeeze on the economy must be replaced by expansionary measures. An expanding supply of money, at reasonable interest rates, is essential. Equally essential for the balanced growth of the economy is an expansionary fiscal policy—the full funding of federal appropriations for such socially vital needs as housing, community facilities, education and health care and adoption of a large-scale public-service employment program for the hard-core unemployed and seriously underemployed.

A Democratic-controlled congress is pledged to seek to warm-up the flagging economy by every legislative means. It would be wise for the Nixon Administration not only to participate, but to lead these efforts. Only in this manner will the Republicans gain back the image that was so badly tarnished in the recent off-year elections.

More 'Safety Side'

(Continued from Cols. 1 & 2)

es and equipment, check the calculations and design of new equipment to be used in the construction industry when necessary, check the working processes at construction sites, check the environmental conditions such as noise, light, heat, and so forth to see if these conditions are adequate and meet the minimum standards of the Division.

The second is the educational process. The Division's engineers continue to bring on-the-job safety through a comprehensive approach such as working with the contractors in pre-job conferences, updating their safety programs, issuing the latest safety bulletins that relate to your industry, and insuring that a continuous safety movement involving everyone at the construction site is effective.

The third is enforcement. Enforcement of the Construction Safety Orders to construction companies at their individual construction sites is a must and is the responsibility of every State Construction Safety Engineer. This means our engineers bring about uniform minimum safety standards to the contractors operating in the State of California.

The Construction Section of the Division of Industrial Safety has 42 Construction Safety Engineers in the field. They work out of regional offices throughout the State. They are ready and able to help you with your individual safety programs, pre-job conferences, accident investigations, tool-box safety meetings and in any other capacity that will help to reduce accidents in the construction industry.

Work Takes Deep Dip In Upstate Territory

By RAY COOPER & GENE LAKE

OUT OF WORK LIST BEGINS TO GROW—Up here in District No. 4 construction activity has slowed down considerably since the last issue of this newspaper. This is partly due to the completion of some of the larger projects as well as the approaching winter. At Blue Lake, Granite Construction Co. has reduced their work force by approximately 25 per cent. This has been the biggest job in the area with approximately 100 Engineer's on the payroll throughout the season.

At Stafford, Ray Kizer has finished the grading right as scheduled. Universal Soil Construction is setting up their C.T.B. plant to service this job. Mercer-Fraser Co. will put down the black-top and the base rock on this Project.

J. F. Shea Co. has all but finished their sewer project in Arcata. Most of their equipment and personnel have been moved to other jobs.

Up at Berry Summit on Hwy 299 East, the mountain is on the move again which gave Ray Kizer Const. Co. another 1/2 million yards of excavation. At the present time, the brothers on this job are working 11 hours per day trying to beat old man winter.

On the Eel River at Fortuna there is quite a bit of activity at this time. Mercer-Fraser Co. is busy on their rip-rap job just south of the Fortuna overhead where the highway parallels the river. This is a small storm damage job and will be completed in a couple of weeks.

Further upstream, Eugene Luhr Co. is getting started on their levee repair job. At the present time they have a 3900 Manitowoc dragline digging the toe trench in preparation for rip-rap. This phase of the job is on a two-shift basis at the present time. The source of the rip-rap rock for this job is the quarry at Jacoby Creek where a 988 Cat loader is doing the rock handling chores. As presently planned, they anticipate moving in an 80-D Northwest shovel to the quarry to do this rock work. Also anticipated is the probability of moving in an additional crane, probably a Northwest Model 6, to handle some additional rock placement duties at the levee placement site. This project has a very short time limit on it, so the brothers here can probably expect some good overtime checks shortly. The total cost of this project is just under 1/2 million dollars.

Art Tonkin of Willow Creek picked up a small job on highway 299 a few weeks ago. The price was \$38,293 so it will keep 3 or 4 of the brothers busy for a month or so.

Trinity Construction Co. of Redding was the low bidder on a slide removal and crib wall project at Orleans. This is northwest of Willow Creek on highway 96 and the low bid was \$152,870.

Lange Brothers of Lakeport submitted the low bid of \$189,333 for the recently let project on Alderpoint Road. Both the Lange Brothers and The Trinity Construction projects should be well underway by the last week in October.

Beacom Construction Co. of Fortuna was the low bidder on the Pine Hill sewer project. This job went for slightly more than

1/2 million dollars and is located under the south edge of Eureka. This project hasn't been awarded yet, but if it is awarded work should begin early November.

At Trinidad, Jim Johnson Construction Co. of Garberville was low bidder on the water treatment and distribution system at \$261,950. Barring an extremely wet winter, these two small projects will keep some of the brothers off of the out of work list most of the winter.

Umpqua River Navigation Co. is busy on their jetty repair job trying to get as much rock placed as possible before the winter storms set in. Casting of the concrete blocks and "Dollossee" are in full swing according to Supt. Don Dillon. These "Dollossee" are somewhat cuff-link shaped concrete blocks that have proven highly effective against wave action. They weigh 42-44 tons each and do the protective work of concrete blocks weighing much more in preventing wave action damage to the jetty type installations.

Mercer-Fraser Co. is busy all over Humboldt & Del Norte Counties. It seems like every time we go around a curve in the road that they have some type of project going on. They certainly manage to keep a large number of the brother's busy around here on their paving type jobs.

Redwood Empire Aggregates still have a few small paving jobs going throughout the area and are managing to maintain their current work force, tho it is spotty going at times.

Generally speaking, work in the equipment dealers shops and in the rock, sand and gravel plants has been slow during this past construction season.

In closing, we wish to thank the brothers for their fine attendance at the recent District Meeting and also the wives and members who attended the meeting about the Rancho Murietta Training Center.

VA to Build \$14 Million Hospital Here

SAN FRANCISCO — The Veterans Administration says it plans to issue an invitation to bid on a new \$14 million VA hospital facility here on or about August 31, 1971.

Administrator of Veterans Affairs Donald E. Johnson advises that the contract should be awarded approximately three months after that and that the new facility will be completed in May of 1974.

Plans have been done by the San Francisco offices of architects William L. Pereira & Associates.

The project will add 100 beds bringing total authorized capacity to 540. A psychiatric unit with 60 beds will be a part of the new structure.

Plans also call for construction of intensive care units for medical, coronary and surgical patients who are in need of more-than-routine monitoring.

The new building will also boast the latest in audio-visual nurse call systems; radio paging for staff; an intercommunications system plus internal multi-channel radio.



TOTAL OF 87 YEARS of union membership—At the last District Meeting held in Marysville on October 8, 1970, Brother Leland Lucus and Brother George Freeland were honored by the Officers and Brothers of the Operating Engineers Local Union No. 3. From left to right shows Brother Lucus holding his Certificate of Achievement for having 25 years or more as a loyal and dedicated member; Harold Huston, District Representative, over 27 years as a member; and Brother George Freeland, retired, proudly showing his Gold Life Time Membership Card for having 35 years of continuous membership in Local Union No. 3 and in one of the original local unions amalgamated into Local 3.

Oroville-Quincy Road Threat Halted By Engineers Project

By DAN SENECHAL
Business Representative

OROVILLE - QUINCY ROAD JOB GETS UNDERWAY—The \$617,000 contract was let last week to clear an impending landslide that threatens to obliterate a portion of the Old Quincy Road near Canyon Creek. The money comes from an appropriation to repair flood control damages in Butte County as a result of heavy rains last winter.

The embankment was weakened by the rains, and dangerous cracks are developing along its face. It is predicted that more than a half-million cubic yards of earth and rock will slide from the hillside unless the area is cleared before the heavy rains set in.

Mastelotto Enterprises of Oroville was low bidder, and they plan to begin work in a few days. The project is scheduled for 100 working days to clear the loose rock and material from the hillside.

If the slide were to occur, more than 500 families residing in the area would be isolated from Oroville and other valley towns.

MARYSVILLE DAM — Mile High Deilmann, Ltd. from Denver, Colorado is in full swing at Hammondon, the future site of the Marysville Dam. At this writing, Local 3 brothers are working three shifts on the freezing of a series of 60 holes that will range from 47' to 147' in depth.

The Corps of Engineers is experimenting with freeze wall drilling in this area and will take tests to determine the stability of the area for the pin stock. After the holes are completed, the test will determine the location of the Dam and pin stock.

Becker Drills, also from Denver, Colorado, is doing the drilling for Mile High on a sub-contract.

The Becker Company has developed a potential method of

freeze wall drilling. The Becker method, by which sand, gravel and boulder formations can be penetrated rapidly and efficiently (holes cannot be off more than 6" at bedrock, 147' down), gives immediate accurate analysis of the formation encountered.

Other companies have used many different methods at the Hammondon site, but problems arose. Either the drilling would take too long, or the holes would be crooked and could not be used for testing.

In the past, it has taken from two to three days to put down a 147' hole. In these dredger tailings, Becker's method with a Local 3 crew takes about 4 hours.

By JERRY BENNETT
Business Representative

New Don Pedro Dam will begin collecting water on schedule if its three owners have their way, but the threat of sitting high and dry for another year looms over it. Defective flanges in steel girders on the Hwy. 120 bridge across the Tuolumne River may force cancellation of plans to begin filling the reservoir on November 2, 1970.

State Division of Highways discovered three defective I beams which will have to be replaced or repaired possibly delaying completion of the bridge for several months.

The quarter mile long bridge towers 275 feet above the river near Jacksonville. The 2.75 million structure is part of a 7 million project being constructed by P.K.S. to realign 9.5 miles of Hwy. 120 which will be inundated by the new reservoir. The bridge originally had been scheduled for completion in December.

Site preparation has begun on a 16-acre location along Coffee Road where a 4.5 million-230 apartment complex is being constructed by Alex Spanos of Stockton.

Rock Construction is the low

bidder at \$284,300 for construction of a third floor on the Stanislaus County Jail, work should get under way immediately. Completion is scheduled for one year.

By A. A. CELLINI
Business Representative

The Baldwin-DuBach joint venture on Highway 99 between Colusa Highway, Yuba City, to Loma Crossing which is 5.6 miles long at the approximate cost of \$3.5 million will be opened October 15, 1970, with some clean up work yet to be done.

Baldwin Construction will have resurfacing of the Live Oak Highway for Sutter County which will be about 7,000 tons of asphalt.

Certified Pipe and Construction Company, Inc. is doing the sewer system and pumping station for the City of Colusa. They hope to finish before the rains start.

Saf-T-Cab has been keeping their shop crew busy with the building of roll-over protective cabs for all types of construction equipment and they have also started a second shift which has added two (2) more brother engineers to the payroll.

Dear Sir:

A word of thanks for all the Union has done for us since Jim retired and since he passed away. Thanks for the \$1,000—it helped a lot and for the medicine the Union paid for, and for the nice Bible I'll always treasure.

I'll miss the check that came every month before he left, and please thank the departments that had a part in sending it out. I'll miss the Union paper, as I read it as much as Jim did.

So thanks again for all the Local 3 has done for us both. May God bless everyone.

Mrs. Marva V. Simpson
San Martin, California

31 Donate Blood In Oakland

OAKLAND AND VICINITY
By NORRIS CASEY

On Saturday, October 3, 1976 the Oakland Business Representatives set up a Blood Drive at the Alameda Contra Costa Blood Bank, 6230 Claremont Avenue, Oakland, California.

A group of 64 men had agreed to donate blood for the Operating Engineers Blood Bank. For one reason or another, many did not show. However, the Blood Bank is 31 pints ahead due to the sincerity and loyalty of the Brother Engineers listed below.

Jim Harrington, Ross Shumaker, John Hernandez, Ed Herholdt, H. G. Martinez, Jim Grubb, Bill Brown, Mike Rowe, John Hathaway, Euclid Sneed, Edgar P. Morgan, Rick Bickford, John Fargundes, John Lait, Bill Renwick, Steve Pelz, Larry R. Bryant, Jerry Leighton.

Bruce McLaughlin, Vincent Barrientos, L. J. Bosley, Dave Silva, Kieth Kingsly, Wayne Patch, Bill Callen, Bruce Radda, Floyd Johns, Ray Moore, Elry Rakstad, Terry Finn, Mike Rodriguez, John Morior, Al Miles, Clifford White, Joe Hellen.

None of the Representatives of Union Local 3 were able to attend or donate this day, because of a meeting held in San Francisco. Our personal thanks to the members of the Oakland Grievance Committee, Bill Adams, T. X. Sanders and Clarence Hazelwood for their work at the Blood Bank.

UPPER CONTRA COSTA COUNTY AND ALAMEDA
By JOHN NORRIS

The picture in Oakland has not changed much since the last article was printed.

Elmer J. Freethy Co. picked up a \$1.5 million contract for construction of a cover on the Grizzly Peak Reservoir in Berkeley. This job should be good for about a year and at the present time there are six brothers on the job.

Kaiser Aetna has started a \$2.5 million job just off Dam Road in San Pablo. This job is typical of most big jobs let in the Richmond area recently. There will be about 50 Carpenters on the job and one brother engineer on the fork lift servicing them.

Norman C. Peterson, was awarded a \$4.5 million contract for construction of a new sewage disposal plant in San Pablo.

We would like to take this opportunity to thank all the brothers who donated blood to our blood bank on October 3, 1976 and also to those who have pledged to donate in the future.

We would also like to thank Brothers Tee Zee Sanders, Clarence Hazelwood and Bill Adams for standing in for the agents, since we were all at a meeting and couldn't be there.

TECH NOTES

The surveying situation is about the same as last month—slow, but most of the brothers are keeping beans on the table with mostly scattered small jobs around the bay area districts. The tight money picture seems to be getting brighter, so it looks like we will be slowly picking up a few jobs. But it's a little late in the year to do a great deal of good. However, a little lift is better than none at all.

We have signed agreements (See OAKLAND Page 11)

Manning & Fringes in New Pact

(Cont. from Page 3)

entire plant. In the case of an automatic asphalt plant, the asphalt plant minimum crew shall consist of a Plant Engineer and two (2) additional Employees.

Concrete Batch Plants. On jobsite multiple batch plants (regardless of power) the crew shall consist of two (2) Group 8 Employees.

Change Rule. Except on such jobs, or under such conditions as may be established by mutual agreement between the Union and the Employer, and except in the event of necessity arising from equipment breakdown, an Employee may be changed from one classification or piece of equipment to another classification or piece of equipment and returned to his original classification or piece of equipment only once on any shift. If an Employee is changed from one piece of equipment to another piece of equipment, the piece of equipment which the Employee leaves may not operate unless the Employee is replaced by another Employee. This paragraph shall not apply to a Registered Apprentice.

The Individual Employer shall not assign an Assistant to Engineer to perform the work of an Operating Engineer and the Individual Employer shall not assign an Operating Engineer to perform the work of an Assistant to Engineer, except with the express consent of the Union. The foregoing shall not preclude transfers for brief emergency or relief periods.

Signals. The necessity for the use of an Employee to give signals to Employees covered by this Agreement shall be determined by the Individual Employer. When used, he shall be an Assistant to Engineer, or a Registered Apprentice.

Miscellaneous Manning. When the number of compressors (excluding compressor house), pumps, welding machines and generators (100 KW), or any combination thereof operated, service and maintained or any of them by an Individual Employer exceeds eight (8) on any one (1) job, then an additional Employee shall be employed in accordance with the Job Placement Regulations, Section 23.00.00 and Section 01.00.00.

An Operating Engineer shall maintain and service gasoline or diesel driven welding machines when the welding is being performed by another craft when more than four (4) machines are being used on one (1) job or project.

In addition to the above, each Registered Apprentice may service either a single water pump, regardless of capacity, a combination of water pumps with a combined capacity of less than 1000 gallons per minute, or a compressor with a single hose or a single generator or a single welding machine on the job or project on which the equipment to which the Registered Apprentice is assigned is being operated.

Pumps. In the event the Individual Employer uses powered pumps, regardless of how controlled, the classifications in Section 01.00.00 shall apply without change. However, where no Employee is operating, servicing, maintaining, or repairing, equipment in the classifications covered by this Agreement on a project where pumps with a maximum rated capacity of 500 G. P. M. or less are running on such project, no Employee covered by this Agreement need be employed by reason of the operation of such pumps.

Where there is an Employee employed to operate, service, maintain or repair equipment in the classifications covered by this Agreement on such project, then such Employee shall start, stop, service, maintain and repair such pumps.

Field Survey Work. The classifications herein referred to shall apply only to Employees covered hereby, regularly employed in field survey work, excluding individual Employer, executive, administrative or supervisory personnel, professional or office engineering personnel, draftsmen, estimators, timekeepers, messenger boys, guards, clerical help or field office help, and excluding the use of survey instruments normally used by any other employees in the performance of their duties.

Field survey work shall be that work performed by such Employees in connection with the establishment of control points governing construction operations when performed by the Individual Employer on any type of home, office or commercial building construction. "Control points governing construction operations" shall be defined as such vertical and horizontal controls as must be established in connection with site preparation work before actual construction can get underway. On commercial, office, or multi-storied buildings, site preparation work in connection with the establishment of control points governing construction operations on locations and elevations of fills, excavations, piles, caissons, and utilities shall be considered to be field work.

Specialty Craft Work. When Operating Engineers are employed to service a Specialty Craft or crafts (Material Hoist, house elevators excluded, except when servicing Specialty Craft 75% of the time), they shall receive the wage scale and working conditions, including travel time and subsistence, of the Specialty Craft or crafts (welfare, pensions, vacation payments of the Specialty Craft or crafts excluded) if such wage scale and working conditions, including travel time and subsistence when added together, are in excess of the provisions contained in this Agreement.

Assistants to Engineer are excluded from the wage provisions but are entitled to all other working conditions of the Specialty Craft or crafts (welfare, pensions, vacation payments of Specialty Craft or crafts excluded.)

Registered Apprentices. The wages, rate 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 10.02.01, 10.02.02 and 10.02.03.

The education, training and disciplining of Registered Apprentices shall be governed by the appropriate Joint Apprenticeship Committee.

The straight time hourly rate of Registered Apprentices shall be the following percentage of the wage rate specified for Group 9A of Section 01.02.00.

1st Period Apprentice

80% less 40 cents

2nd Period Apprentice

85% less 40 cents

3rd Period Apprentice

90% less 40 cents

4th Period Apprentice

95% less 40 cents

The Joint Apprenticeship Committee shall, by reason of the reduction of the required 6,000 on-the-job training hours to 4,000 hours, re-evaluate all Registered Apprentices now in the program to determine whether they shall be a first (1st) period Apprentice through a fourth (4th) period Apprentice and they shall be paid the appropriate percentage as set forth in 10.02.02. All Apprentices entering the program shall be evaluated by the Joint Apprenticeship Committee to determine whether they shall be a first (1st) period Apprentice through a fourth (4th) period Apprentice and they shall be paid the appropriate percentage as set forth in 10.02.02. In both instances the Joint Apprenticeship Committee's decision shall govern.

Where the Individual Employer employs more than three (3) but less than seven (7) Journeyman Operating Engineers, he shall employ at least one (1) Registered Apprentice. Where the Individual Employer employs seven (7) up to and including fourteen (14) Journeyman Operating Engineers, he shall employ at least two (2) Registered Apprentices; and, thereafter, for each additional twenty (20) Journeyman Operating Engineers that he employs, he shall employ at least one (1) additional Registered Apprentice. The apprentice filling the classification of an Assistant to Engineer (oiler) shall not be counted in the above ratio.

FRINGE BENEFITS

Health and Welfare. Each Individual Employer covered by this Agreement shall pay into the Operating Engineers Health and Welfare Trust Fund for Hawaii according to the following schedule:

25 cents per hour Effective 8-31-70

35 cents per hour Effective 3-1-71

40 cents per hour Effective 2-28-72

Pensioned Health and Welfare. Each Individual Employer covered by this Agreement shall pay into the Pensioned Operating Engineers' Health and Welfare Trust Fund according to the following schedule:

02 cents per hour Effective 8-31-70

03 cents per hour Effective 2-28-72

Pensions. Each Individual Employer covered by this Agreement shall pay into the Operating Engineers' Pension Trust Fund according to the following schedule:

42½ cents per hour Effective 8-31-70

52½ cents per hour Effective 3-1-71

65 cents per hour Effective 2-28-72

Affirmative Action. 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:

05 cents per hour Effective 8-31-70

10 cents per hour Effective 3-1-71

15 cents per hour Effective 2-28-72

The Journeyman Trainee will be phased out of the Agreement. It appears to the contracting parties that due to the advances in technology and deteriorated physical capacities of many of the older employees that many of them are unable, due to a lack of skills, to obtain sufficient employment to earn at least 700 hours future service Pension Credits; it is therefore deemed advisable to set up the following training program, in addition to the present existing programs.

Employees (1) who have obtained their fiftieth (50th) birthday but have not attained their fifty-sixth (56th) birthday and have ten (10) years or more Pension Credits; (2) have been while unemployed under this Agreement continuously registered in a Hawaii Job Placement Center or other approved Job Placement Center during the previous calendar year (registration during the calendar week following termination shall not break continuous registration) and have not refused four (4) or more dispatches during the previous calendar year and are at the time of application for training registered in a Hawaii Job Placement Center; (3) did earn three hundred fifty (350) hours pension credits but less than seven hundred (700) hours pension credits during the previous calendar year shall be eligible for training as follows:

1. Training shall take place at an approved Training Center.

2. The cost of transportation to and from the Training Center, subsistence and lodging while at the Training Center, and the cost of training shall be paid from this account.

3. While at the Training Center there shall be paid to the Health and Welfare Trust (12.02.00) and the Pension Trust (12.04.00) the amounts called for this Agreement for every training hour but not for more than forty (40) hours in any one calendar week.

4. Based on the funds available and reasonably anticipated to be available the Trustees shall grant a weekly training allowance to each participating Trainee which shall not exceed the Group 1 wage rate.

Training Shall Terminate:

1. On the Friday following the employee attaining seven hundred (700) future service pension hours credit.

2. A shut-down of all or part of the operations of the Training Center affecting the Employee's training.

3. Dispatch by a Job Placement Center to employment under a Collective Bargaining Agreement with the Union.

In the case of a termination under 2 or 3 above, the employee shall be eligible for further training subject to 1 above.

This training program shall open at such time as the Trustees so determine but in no event later than September 1, 1971.

Applicants shall be accepted commencing on September 1, 1970 and September 1, yearly thereafter and shall be trained on a first come first trained basis to the extent of the funds and training facilities available.

Application shall be made by applying at a Hawaii Job Placement Center.

The Trustees are specifically authorized based on the available

(See APPRENTICE, VACATION IN HAWAII Page 11)

Many Key Bills Due Lame Duck Look

WASHINGTON — Passage of an effective Occupational Safety & Health bill is at the top of labor's agenda for the post election session of the 91st Congress.

The AFL-CIO Executive Council termed the job safety-health bill "vitally necessary" to America's workers and the most important item in a "shockingly long" list of unfinished business that will face Congress when it reconvenes on Nov. 16.

The council reiterated its support for the bill sponsored by Sen. Harrison A. Williams Jr. (D-

N.J.) and Rep. Dominick V. Daniels (D-N.J.), which puts "responsibility for establishing and enforcing job safety and health standards in the Dept. of Labor."

It termed the Administration substitute bill "a big-business-oriented measure."

The council statement acknowledged that the lame-duck session of Congress will not have time to act on all of the major unfinished business. But it urged "as an irreducible minimum" the following legislative priorities:

- Rejection by the Senate of the President's nomination of Sidney P. Marland Jr., as Commissioner of Education "because he is clearly unfit to hold high public office."

- The council cited both Marland's "outspoken" opposition to collective bargaining for teachers and the conflict of interest raised by his close ties with "business leaders who are seeking ways to extract corporate profits from public school systems."

- Overriding of the President's veto of the bill control-

ling political campaign spending on television and radio. The council charged that Pres. Nixon vetoed the bill "for political reasons." It warned that public confidence in the electoral system has been shaken by "the demonstrated ability of a rich candidate to smother an opponent of more modest means in floods of purchased radio and TV propaganda."

- Improvement of social security benefits, building on the bill approved by the Senate Finance Committee rather than the "wholly inadequate" House-

passed bill, which would provide only a 5 per cent increase in benefits and would cut back on Medicaid.

- Adoption of a family assistance welfare bill as "a step in the right direction" provided major improvements are made in the House-passed version. Suitability standards for jobs should be the same as that under the unemployment compensation system, the council said, and should pay not less than the prevailing wage or the top federal minimum wage, whichever is higher.

- Passage as a "stop-gap" measure of a foreign trade bill if the House-passed version is improved by eliminating a "tax giveaway to large corporations" and by other changes.

- Final action on two needed housing bills, one with increased appropriations for urban renewal and sewer and water projects, the other extending and improving basic housing programs.

- Senate approval of the House-passed constitutional amendment proposal for direct election of the President.

- Prompt passage by the House of bipartisan manpower employment and training bill, similar to the measure already passed by the Senate.

- Immediate improvement of the wage-hour law, including the amount, coverage, premium pay and hours of work provisions.

- Final action on a bill now in conference to provide at least one extra pay step for the federal government's hourly-paid blue-collar workers.

Utah State Hwy. Work Moving

By TOM BILLS, WAYNE LASSITER, KAY LEISHMAN, VICTOR LONG and BILL McPHERSON

Projects awarded by the Utah State Highway Department to several Utah construction firms will soon open up the remote area just east of Lake Powell at Hall's Crossing. Paved road will now stretch from U-95 in the area of Natural Bridges National Monument in to Hall's Crossing, southeast across Lake Powell from Bullfrog Basin. (The road to Bullfrog Basin was completed two years ago.) A total of 36 miles of surfacing is involved in the combined projects.

Strong Construction is pushing work on their section, hoping to complete before winter weather sets in. Their \$1,866,374 contract calls for 14.9 miles of bituminous surfacing from the Glen Canyon Recreation Area at Hall's Crossing to Clay Hills. This job got underway in February, 1970. Strong's job also involves construction of three large multiplate pipes on Castle Creek which runs along the road alignment. The pipes, their bottoms filled with sand, are 36"x10" wide & 21"x5" high and are believed to be the largest in the West. The large pipe is necessary to carry the flood stage of Castle Creek. Though normally dry, Castle Creek can become a raging torrent after a storm.

Fife Construction Company recently completed their section, a \$1,605,202 contract for 11.197 miles of bituminous surfacing from Clay Hills to Red House. This project was the first time the Utah Highway Department specified natural sand from the jobsite, or blow sand, to be used for the bituminous surfacing. They used the natural sand, to which Gilsonite additive was added to the asphalt, and run through a double Cedarapids pugmill and then placed in 3" and 2" lifts. No seal coat was included in the contract.

A maze of roadwork, detours, flagmen and caution signs confront motorists daily on the network of roads and highways between Pages Lane, near Bountiful on the south, and the area just north of Lagoon. And it promises to be some time before things are back to normal.

At the present time the construction crews of Gibbons and Reed, the prime contractors on the \$10 million project, has converted a frontage road on the east side of U.S. 89 into the temporary north-bound lane of U.S. 89 which connects with I-15 in Bountiful.

They are now working on what will be the north-bound



TOP SEABEE is Brother Curtis E. Hagen, Equipment Operator First Class, of 85 East 300 North, Bountiful, Utah, was recently selected outstanding Seabee of Naval Reserve Mobile Construction Battalion Two in ceremonies at Camp Pendleton, California. Brother Hagen was chosen for his superb military

bearing and professional competence, he was honored as the best Seabee among the 500 men in the battalion during the two weeks of training at Camp Pendleton and was awarded the Expert Rifleman badge. He is employed by Weyer Construction Company of Salt Lake City.

lane when the project is finished and then they will move over and build what is now the south-bound lane while traffic uses the completed north-bound for southbound traffic.

Work in the area will be done in stages which will result in the interchanges and overpasses to facilitate travel to the many communities which rest side by side in the area between Pages Lane and Lagoon.

The most complex structure in the project is the Lagoon interchange. It is extremely elaborate and complex and involves an excessive amount of work and time. The interchange will allow motorists to connect with U.S. 89 and I-15 northbound, and I-15 southbound. Another interchange, less complex in nature, will be located at Parrish Lane.

Other areas such as State Street at Farmington will not have interchanges, as such, but will be completed with overpasses which will allow safe travel to and from the highways.

A \$25 million Salt Lake Airport expansion program has been proposed pending a bond election on December 1st. The bond issue would be liquidated by airport revenues and would not mean an increase in taxes to the Salt Lake City residents.

Projects included under the bond proposal would be: \$5 million for land improvement, \$12,450,000 to expand and remodel the airline terminal, \$3,725,000 to construct airplane support facilities, \$1,000,000 for main service roads and structures and \$1,825,000 for parking facilities. Also \$1,000,000 to relocate high tension power lines.

Under the \$12,450,000 for the expansion and remodeling of the terminal, there would be \$4,000,000 to construct a new concourse, \$2,000,000 to remodel the south concourse, \$2.6 million to remodel the north concourse, \$3,000,000 to construct a baggage claim annex and \$850,000 to renovate the terminal interior.

We would like to remind you, Brothers living in Salt Lake City that this bond issue would be deserving of your vote . . . it just might provide you with a job.

Construction on the new \$1.8 million 4th South Viaduct in Salt Lake City is going ahead on schedule.

The two-lane viaduct being built by Weyer Construction Company of Salt Lake should be completed by late 1971.

The new structure will eventually be only the north half of a proposed four-lane viaduct.

No date has yet been set for the erection of the other two lanes.

Construction of the new viaduct is still in the early stages. Some of the pilings and supporting piers are now in place for the structure.

Some contractors of the new viaduct is still in the early stages. Some of the pilings and supporting piers are now in place for the structure.

Some contractors are still busy making hay while the sun shines. Most of the building jobs are "out-of-the-ground" preparing for the winter months ahead. Tolboe Construction on the St. Marks Hospital is going ahead and the Joint Venture, W. W. Clyde and Christiansen Bros., is progressing on schedule on the LDS Church office building.

Out west, Cox Construction seems to be losing the battle with the coming winter and they are not expected to complete at Low this year. Industrial Const. has been racing with time to complete their oiling job at Dell.

NOTICE

The regular District Meeting scheduled for Friday, December 4, 1970, in Ogden, has been changed to Friday, December 18, 1970. Please come.

State Fair Display Gets Big Crowd

By CLEM HOOVER

The California State Fair Booth was again a huge success. This year we used two Journeyman Operating Engineers to work in the booth who were able to better answer the many questions that were asked by the thousands of people who came past the booth. They reported to me they were kept quite busy answering questions put to them by interested people as well as representatives of Affirmative Action groups from other parts of the State.

I worked two weekends in the booth and I had several members and also people from Management drop by and express their pleasure at seeing us put forth this effort to make people aware of the opportunities in Apprenticeship. The TV again was a strong factor in making the booth a success. This year almost one million people attended the Fair with a large percentage coming through the building where we were located.

I realize it costs a lot of money and work to put on a show of this kind but I think the compliments we received makes it worthwhile. Again, I say the booth should be redesigned for a new approach to apprenticeship.

SANTA ROSA MOVING

By RUSS SWANSON & BOB WAGNON

After a very slow start, we are finally enjoying a fairly busy time. This was due mainly to the tight money situation. We hope the year of 1971 will be a more prosperous one.

NAPA COUNTY — Slinsen Const., from Napa, is very busy on their high school job, doing the excavation and grading, plus numerous small jobs around the City of Napa, keeping a sizeable crew of Engineers busy.

A. Teichert & Sons are in the process of finishing up Springwood sub-division in North Napa. Huntington Bros., also from Napa, finally picked up some work right around home. Tom Huntington is running the excavation job at the Silverado Country Club and, no doubt, is enjoying this job immensely as he always carries his "clubs" with him. After the Club job, they will be moving to their county road job further up the valley.

Eyars Const. and The Javelin Co. both should be finished this month with Berryessa Highlands No. 2, weather permitting. Woods Const., from Lodi, has been in this area most of the summer, rebuilding a dam, but should be going home very shortly.

Harold Smith & Son, from St. Helena, have kept a small crew busy for the last several months.

LAKE COUNTY — The Gordon Ball Co. brought prosperity to the Lake area with their nine mile freeway job going on a two shift basis. They have about eighty of our Brothers working and have a fleet of Caterpillar 657 scrapers and double engine "Eucs." When this spread moves in, it's a hill one day and a roadway the next. They are hoping to move the three million yards of dirt this year, do their structures this winter and the finish work next year.

Lange Paving is crowding in every hour of the day they possibly can, hoping to beat the rains on their Hwy 20 overlay job.

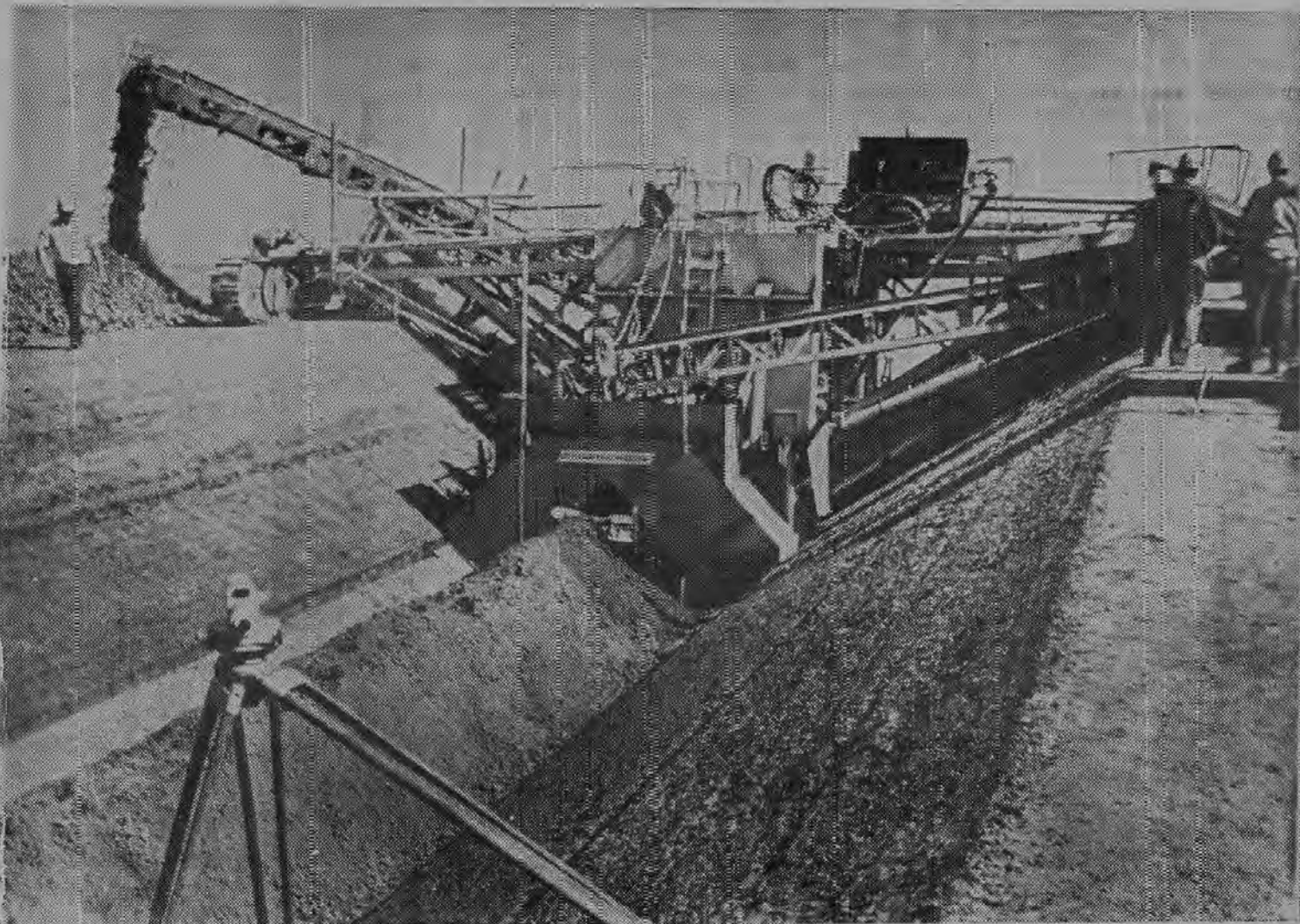
MENDOCINO COUNTY — Over the past three years we have had a tremendous amount of work on Hwy 101. However, the three large highway jobs in this area are all in the polishing stages. A Teichert & Sons will have a lot of finish work next year at Brooktrails. They have already finished moving their dirt and have most of their underground in. The work prospect for Mendocino County, we are sorry to report, will not be as good next year.

SONOMA COUNTY — A beehive of activity, at present, with everybody trying to finish their work before the bad weather sets in. Only one real large job, which is the road re-location job at Warm Springs Dam, with Pimbo Const. doing the work. This job has about forty Engineers working and next year, if the money comes through, could be a big boon to our out-of-work situation.

To all the Brothers attending the District and Safety Meetings, we extend our sincere "Thanks" for your participation.

REMEMBER — SAFETY STARTS AT HOME!!!

BROTHER ENGINEERS push a trimmer with trencher attachment on the San Luis Master Drain. During the peak some 40 Operating Engineers were working this Gordon Ball job.



Reclamation Project a Year Ahead

By CLAUDE ODOM, BOB MARIOTT and HAROLD C. SMITH

BUILDING A DRAINAGE CANAL—Gordon H. Ball, Inc. began work on a 26-mile section of the San Luis Drain project July 17, and promises to have it completed by next July, a full year ahead of the July 1972 completion date specified in the \$7 million contract with the Bureau of Reclamation.

Included in the project is the construction of the 1,300 surface acre Kesterson Reservoir near the east terminus of Gun Club Road and the rebuilding of 4,000 feet of the Gun Club Road atop one of the reservoir's dikes.

This segment of the drain and a segment already completed will carry away brackish used irrigation water from the Westlands Water District in Fresno County. This district now has about 30 per cent of its irrigation facilities completed to distribute water from the San Luis Canal. The irrigation water, which leaches chemicals from the fields, will be returned to the San Luis Drain by smaller canals.

Original plans called for construction of a 188-mile drain to carry such brackish water from the West Side to San Francisco Bay, but conservationists have succeeded, so far, in blocking construction of any segments of the proposed drain north of the Kesterson Reservoir. Present work on the drain includes building an unreinforced concrete ditch 9 feet deep and 87 feet wide between the outer embankment edges from two miles north of the east end of the Gun Club Road, eight miles southeast of Gustine, to one mile southwest of South Dos Palos. There it will join a 15-mile section completed last January, which extends to Nees Avenue, a half mile west of Firebaugh. The Kesterson Reservoir eventually will total 6,000 acres under current plans, but the first phase of its construction calls for only 1,300 acres, which will consist of 12

ponds, each 6 feet deep. Another portion of the current project is the laying of 3,000 feet of pipe for county road crossings and field drains.

The first of these major culvert installations now is taking place where the drain goes under the Arroyo, Santa Fe and (little) San Luis Canals, three miles northeast of Los Banos. These small canals are owned by the Grasslands Water District. These siphons will be 102 inches in diameter and more than 200 feet long. The pipe weighs 22 tons per 12 foot section. The drain is now being trimmed and lined between Kesterson and Highway 152. Although this section and the previously completed section will constitute 41 miles of the drain, it will still be years before it can become operative. First, there must be constructed a section between Firebaugh and Adams Avenue, due west of Tranquility and numerous irrigation drainage inlets to return water to the canal. The schedule calls for construction to begin on this section next year.

DISTRICT NO. 50 SHARES IN \$123.7 MILLION CALIFORNIA WATER BILL—The California budget for the Corps of Engineers contains funds for two new starts opposed by the administration. \$2 million for the \$20 million Hidden Reservoir on the Fresno River and \$1.5 million for the \$18 million Buchanan Reservoir on the Chowchilla River. Other Central Valley Projects outlays include \$23.8 million for the San Luis unit in the San Joaquin Valley.

GROUND CLEARING HAS BEGUN FOR IRS—Site preparation at the northeast corner of East Butler and South Willow Avenues, Fresno has signalled the start of construction of the Fresno Internal Revenue Service center.

American Paving Company of Fresno began grading the site, thus ending months of discussions and near stalemate which at times, appeared to threaten the existence of the center as a Fresno project.

The center is expected to employ 4,000 full and part-time employees and the timetable is geared to fullscale operation by IRS as of January 1, 1972.

The highway commission has awarded contracts totaling over \$2 million for highway construction in the San Joaquin Valley.

Eastco, Hughes & Ladd of Redding were low bidders to construct 1.2 miles of Route 49 north of Madera County line plus a 716 foot bridge crossing the East Fork of the Chowchilla River.

Flintkote Company won a \$449,328 contract to reconstruct 5.9 miles of Russell Avenue in Fresno and Tulare Counties.

Gordon H. Ball at Los Banos has cut the dirt spread to one 9 hour shift.

Hood Corp. and Darkenwald Construction at Boise-Cascade are about finished. F & M Engineering still have a lot of ditch to dig and Flintkote still has a lot of engineers on the paving spread.

Thomas Construction is going good on their Tollhouse job with about 12 engineers working, trying to beat the weather.

Dubach and E. E. Graf are still going on their Interstate 5 job. Graf has one shift and Dubach has two shifts. They should have the dirt moved before the rains.

R & D Watson at Huntington Lake is working six days trying to beat the weather. Clyde Woods at Wishon is going six days while approximately 12 engineers as well as Anderson Construction. These three jobs are for the Forest Service and are in the high country.

Work in the downtown Fresno area is holding up good. Hunsaker Construction has about finished the dirt at the Fresno State College parking lot and have another job downtown Fresno that is keeping their crews busy.

The brothers in Rock, Sand & Gravel have ratified their new contract 100 per cent and are quite pleased with the wage and fringe benefit increase and want to thank Brother Al Clem and

the Negotiating Committee.

Granite Construction Company of Watsonville is about 75 per cent complete on the Westland Water District pipeline job at Huron. Most of the members on this job have been working long hours trying to finish before the rain begins. It looks like the next contract will not be let before spring.

Matich Corp. is getting ready to start one of their CMI Auto-graders on the Interstate 5 job on the Westside. They have another CMI being shipped from Hawaii that should be ready to go about the first week of November. This is a joint venture with V. R. Dennis who is busy setting up the plant to make the baserock. They have approximately 650,000 tons and will keep an 8 to 10 man crew busy for seven or eight months.

Fulton & Sarsons have approximately 25 members on their Interstate 5 job at Kettleman City. They are working 11 hours a day trying to get most of the 2 million yards of dirt moved before the rain hits.

W. M. Lyles Co. is busy on their Highway 63 job through Cutler and Oroquieta. This job will consist of grading and paving four-lanes from Avenue 400 south of Cutler to the city limits on the north side of Oroquieta.

R. G. Wier of Vallejo has been awarded a contract for work on the Kings River Channel Improvement Project. The job consists of removing sand and rock bars, snags and debris in the Centerville Bottoms, an eight-mile stretch of the river from the Friant-Kern siphon north of Belmont Avenue extended to Smith Avenue. The work will repair damage caused during the high flood flows of 1969 and will be supervised by the Corps of Engineers. The present project will be completed in approximately four months.

The Business Agents were very grateful to the members and their wives who turned out for our meeting at the Ramada Inn, October 8th. We were pleased at the interest shown for Camp Murieta.

New Contract for Cortez Miners



ON HOSPITAL JOB is Brother John Jackson, the operator shown here running 60 ton P&H Truck Crane or \$12 million St. Marks Hospital. Brother Roger Petty is the oiler on this crane. Tobler Construction is the contractor.

Busy Retiree Finds Time Does Not Hang Heavy

Haven't you thought or wondered what you would do when you reach retirement age? Well, the District No. 11 Office in Reno, Nevada decided we would devote a section of our news items to tell what the retirees in Nevada are doing with their well-earned spare time. We would like to establish this as a monthly news item and would appreciate hearing from all you retirees. Any suggestions or ideas on how you would like your news item set up or what name you would like it called, please send them in to the District No. 11 office.

Brother Henry Tonn retired April 1, 1970. We asked him what he thought about retirement and he said that the Pension he receives from the Operating Engineers and Social Security has enabled him to devote his time to his hobby of rock hunting, which he has been interested in for the last 15 years, but never had the time to pursue. Here's what Brother Tonn does.

Monday — Help wife with the washing and jobs around the house.

Tuesday — Cutting rock — 4 hours a day.

Wednesday — Polishing rock — 6 hours a day.

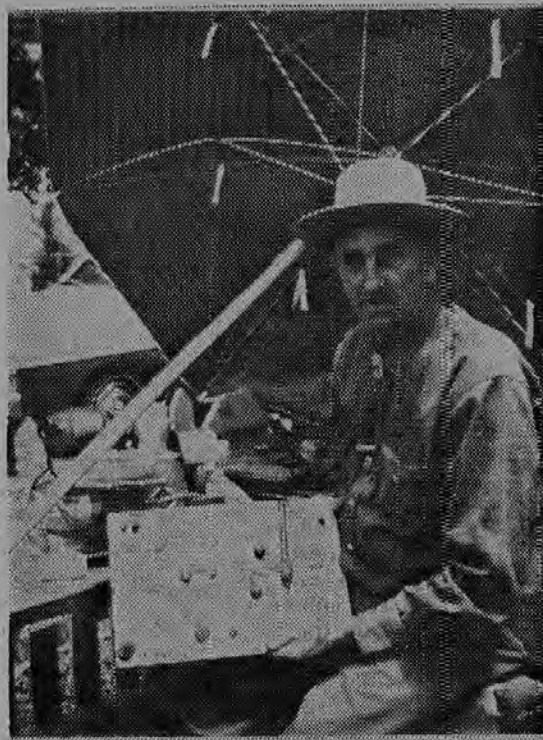
Thursday — Shopping day — the day I spend my money for the week.

Friday — Take care of lawn and garden and flowers and cleaning house.

Saturday — Rest day.

Sunday — Rest day.

Short time and short hours have not much



BROTHER HENRY TONN

time to go rock hunting. Everyday make the rounds up town for one hour. Sell some jewelry — find some nice ladies and they buy some.

If you Operators find a nice agate or interesting rock, please send me one or two. Will pay postage. Thank you! Rock-Hound Tonn.

My address is: 817 - 15th Street, Sparks, Nevada 89431.

Here is a picture of Brother Tonn displaying some of the jewelry he has made.

By BILL RELERFORD, District Representative; ED KNAPP, Business Representative; RUSSELL TAYLOR, Business Representative; DALE BEACH, Business Representative and GAIL BISHOP, Coordinator-Apprenticeship

Parsons Construction Company, in Winnemucca, Nevada, is underway with two shifts at the present time. They have 52 Local No. 3 members working on this project and they expect to run until heavy frost, at which time the State will shut them down. The crusher operation will go all winter.

Morrin & Son is doing the structural work. They are now presently driving piling for the overhangs.

Helms Construction Company has completed their Thisby-Fernley job, with the exception of cleaning up which they are presently doing. They have also completed their job at the Fort Churchill Power Station on the cooling plants. The Spaghetti Bowl Project is about 60 per cent done. Helms also has jobs in the Reno and Carson City area.

Helms Construction Company landed a job at Gold Field Nevada which is in Local No. 12 area.

Savini Construction Company is about 75 per cent done on their Rock Blvd. job. They also have a small housing project at Stead Golf Course.

Holcomb Construction Company, on the overhangs on the Interstate 80 project at North Virginia, is about 75 per cent complete.

Harker & Harker is still laying their gas line on South Virginia and his their water project in Carson City about 50 per cent complete.

Tobler Construction Company has a project in Carson City on curbs and gutters which is underway.

Galey Construction is about 90 per cent complete on their Mill Street job. They are starting to pave now and look for a completion date around the latter part of November.

A. Teichert & Son have completed their job on U.S. Hwy. 395, Gardenerville, Nevada.

The contractors in the Lake Tahoe area seem to be preparing for winter. All the sub-division work is in or near the plant-mix stage.

A few jobs have been let; Raymond International Inc. has a 492 thousand dollar project at San Harbor State Park (underground work and 2 buildings).

Sub-Terra has just started a 2½ million dollar job at Home-wood (underground).

C. Norman Peterson has started work on a water purification plant at Tahoe Keys. There is no price on this as the designs are still on the drawing board. Preliminary work at present and uncertainty in the future. This has been started and stopped twice.

The Reno out of work list has held more names this work season than in any recent year. If labor turns out in its own behalf at the polls in November, things should look up next year. Let's hope so.

Ann Murray's snow birds have arrived in northeastern Nevada. Three hours of the state's first snow fell in the Wells area last Monday causing the J. H. Parsons Construction Company, to redouble their efforts to complete the paving job North of the city.

Helms Construction Company of Reno is double shifting the crusher crews in order to supply material enough to pave the frontage road on the Elko West Freeway Project before the zero weather arrives. About fifty Brothers are presently working on the job. Helms, also the successful bidder on the Elko East Freeway finish, will be going on that job in a few days.

Green Construction Company is still at work in the Palisade Area with a completion date of November 1st.

Nevada Rock is still paying up at Wildhorse. Brothers up there are having the cold weather, but the good fishing at the reservoir is compensating for the inconvenience.

Max Riggs Construction, of Las Vegas, has the concrete structures on the Elko West Freeway.

Nevada's mines are preparing for the winter's operations and in spite of the personnel turnover, a few jobs are available.

The Cortez miners have accepted a new three year contract calling for a nine per cent increase in wages the first year. Negotiations were held in Elko with Brother Paul Edgecomb and Brother Bill Relerford along with Stewards Lenny Fagg and Ralph Vanarsdale. The Cortez Brothers are now enjoying the finest mining contract in Nevada, with wage increases amounting to over 22 per cent in three years plus the fringe benefits including a Dental Plan. The Cortez brothers can be proud of the contract negotiated by Local No. 3.

Three new mines have begun operations near Battle Mountain and are expecting good results. Reports from explorations crews over in the Gold Acres area are good and should produce some new action around Crescent Valley.

GNP Expected To Top Trillion Mark by 1980

The "real" gross national product in the U.S. should experience a rise of around 4.3 per cent annually between now and 1980 when it will be at a level of nearly \$1.4 trillion.

In making these projections the Bureau of Labor Statistics said that, among the major demand components of GNP, state and local government will be forerunners with an anticipated growth rate of 5.4 per cent per year. This rise would be somewhat below the 6 per cent recorded in these expenditures in the 1960's.

Residential structures, which slowed to a virtual no growth during the past decade, are expected to advance by 3.7 per cent per year during this decade. Federal government purchases, up sharply in recent years because of the Vietnam conflict, are projected to grow at only a 2.6 per cent rate in the next 10 years.

SINGLE-VEHICLE ACCIDENTS

Five to 10 per cent of the single-vehicle accidents result from cars overturning on the road.



BROTHER ENGINEERS working for McIntire & Quiros at Incline Village include (l. to r. standing): Pete Mastin, John Newsome, Frank Etchison (steward) Art Standish, Richard York, (l. to r. kneeling), Bob Chioino and Gene Ross. Missing from picture: Ken Barrow, Dave Johnson, Dick Clyde, Bob Donaldson, Darrell Jellison, Bill Orton.

Surveyors Ask:

Are Better Times Ahead?

(Northern California)

By MARTY COORPENDER

It looks now like we had best tighten our belts and phoe and pray for a better year in 1971 in the Sacramento and hill area, as far as surveyors go. As of now, the hoped for boost the first of August or so, has not materialized, and most firms with the big jobs are closing fast or coming to an end real soon with nothing slated to go again till next year, if then.

Our last check around the area: P. M. T. & Associates, Haight & Weatherby, which is now TERCO have finished up the job at La Grange on the Boise Cascade job. Another Boise job up back of Georgetown was cut off before it got off the ground with Ray Vail & Associates up there, and several crews going in the early part of the year.

Over in Penn Valley we had another Boise Cascade job going with McIntire & Quiros, formerly Ray Murphy & Associates doing the surveys. They had six or seven crews going till about a month ago, now they are down to three picking up loose ends for a few more weeks. If Boise sells a few lots they may pick up some more work.

A new firm we welcomed aboard a couple of months ago, Gennis, Cray & Justice of Sacramento is still holding its own with the original crew kept busy around town most of the time. Glad to see Sutcliffe & Morrow working about three crews steady this sum-

mer. Murray Smith has kept one crew steady most of the year with another crew quite often. Murray McCormick has been pretty busy here in the main office, still running about seven crews, but scattered all over the state. McKay & Saumps at Davis, one crew at most, and pulled out of another office when needed.

Was able to break away from organizing efforts with City and County of Sacramento one evening and headed to North Tahoe, Lake Tahoe for a meeting with McIntire & Quiros crews after work, along with Mike Womack for a question and answer period about "onsite" — "off-site", pensions, vacation pay, H & W, and drug & prescription plan. Keeping about five crews going at McIntire most of year. Stopped by on the way to see Ray Vail & Associates crews at Tahoe City and they are running about four or five crews, just finished aerial of old road to Truckee. The work load has been good all around the lake this year, as always, with a short work season. Will be able to get around the lake this month and report on all the other firms missed during the last couple of months while we have been organizing City and County of Sacramento.

Several news firms we have been meeting with of the old Engineers and Scientists group are about ready to sign. If you happen to see any surveyors you think are non-union would appreciate a call so we can run them down.

We Get Letters!

Mr. Al Clem, Business Manager and International Vice President
Operating Engineers Local Union No. 3
P. O. Box 5412
San Francisco, California 94101

Dear Mr. Clem:

It is particularly pleasant for a Republican to receive union support, and I want to thank you and the Operating Engineers for your generosity in contribution to my campaign.

I am sure we will disagree on specific issues from time to time, but I respect your ability and integrity, and will listen carefully to your advice and recommendations.

Thanks again for your help.

Respectfully,
Paul N. McCloskey, Jr., M. C.
11th District, California

Stockton Still Needs More Jobs

By WALTER TALBOT,
AL McNAMARA and
JERRY BENNETT

The report from this district has to be much the same as last month's as there has been little change in the work picture during this period.

The only significant change, which has created some new jobs, has been the resumption of the barge operation for the Granite-Stolte contracts and the new Calsine Plant to be constructed near Ione for Interpace.

The barge operation for Granite-Stolte was terminated last June, as the sand fill material was not needed until now, because of the period of time required to let the thirty-foot fills settle. The resumption of this operation, which will provide jobs for two shifts of engineers at both the loading end at Grand Island near Isleton and the point of unloading at the job site adjacent to the Stockton Deepwater Channel, will provide work through the winter for many operators.

The new Calsine Plant to be constructed at Ione for Interpace (formerly Gladding-McBean) by Jacobs Engineering Co. of Pasadena will also provide some new jobs to the area. At this writing, the Company has not yet awarded the excavating contract that will entail the moving of dirt for the plant site and access roads. However, the successful sub-contractor will no doubt be moving dirt by the first of November. There will be engineers employed by Jacobs Engineering in the plant construction phase of this \$3 million project.

Huntington Bros. of Napa was the successful bidder on the construction of a portion of Highway 88 near Ione. Their bid was \$744,000 and includes one bridge in the contract.

Gordon H. Ball & Granite Construction now have thirty-five engineers on their New Melones diversion tunnel job on the Stanislaus River. However, the

(See STOCKTON Page 14)

Route 680 Freeway Now Open to Warm Springs

By BOB SKIDGEL, MIKE KRAYNICK, JACK CURTIS, & BOB SHEFFIELD, Bus. Reps.

After years of traffic jams, the weary motorists who drive the Mission San Jose bottleneck from Mission Pass to Warm Springs are able to zip through the pass around the Irvington Hills onto Mission Blvd. near Brown Rd.

The first link in the \$26.4 million Route 680 Freeway project was opened for southbound drivers on Oct. 23. If decent weather prevails, the entire 10.2 mile long, six-lane highway will be completed in January. Freeman-Sondgroth crews hope to finish the northbound lanes by then. Until January 1st, drivers will take the Warren Ave. link over to the Nimitz through Warm Springs. Work began on the vital freeway link in August 1968.

In Saratoga, on the west side of the valley, work is well underway on a \$4 million development on Saratoga Ave. across from Paul Masson Champagne Cellars. This is to be a residential community called Vineyards of Saratoga. Principals are W. A. Warnick and A. R. Ceresa and McCarthy-Spiesman has the dirt spread. Chuck Marinas is the able superintendent on that job. This will be an open space development built on ten acres of orchard land and calls for 110 units to be erected.

C. K. Moseman Const. Co. and A. J. Reisch Const. Co. submitted a joint low bid of \$4,489,343 to the State Division of Highways in Sacramento for the construction of six lanes of divided Route 101 freeway from Middle Ave. in Morgan Hill to Cockran Road and to provide a link to the existing Route 101, Monterey Rd. The project calls for widening Cochran Rd. and Monterey Rd. Monterey Rd. will be channelized and signalized where Cochran Rd. intersects.

A. J. Raisch Const. Co. submitted a low bid of \$49,829 for the building of a new on-ramp to Route 17 freeway at Trimble Rd. They will construct a direct northbound on-ramp to accommodate westbound Trimble Rd.

traffic turning onto the freeway.

Work in the southern part of District Nine has picked up a little this month. In the Santa Cruz area, Granite Const. Co., Bogart, Carl N. Swenson, Ponza Bros., and George Wilson are working at the University College. This consists of road work, underground work, paving, and structures.

E. A. Hathaway Const. Co. is well along on the addition to the Wrigley Gum Factory.

R. J. Zipse & Pisano Bros. are just about finished with the excavating and underground work for McKeon on the condominium apartments.

The Sears Shopping Center on 41st Street in Capitola is about half-way completed. O. C. Jones has finished paving on this job.

Granite Const. Co. made the low bid of \$132,563 on County work. Most of the County work will be confined to the San Lorenzo Valley and the South County. The only work to be done in Mid-County is on portions of three streets in Seacliff, Poploc Ave., Maple Ave., and Seacliff Drive.

Granite Const. Co. has the over-lay job from Carmel Highlands to 20 miles south of Big Sur. This job is 57 miles long. They are covering close to two miles a day. There will be 37,000 tons of asphalt used on this job.

Madonna Const. Co. is going strong on their highway job at San Ardo. There are 48 brothers on this job at this time. The scraper spread is hauling five miles one way. This job will be finished in about one year.

In Salinas, Floyd J. Fleeman was awarded the job for constructing a parking lot at the County Agriculture Building. Also, Granite Const. Co. was awarded a \$75,831 job for sanitary and sewer extension.

O. K. Mitty and Sons are moving right along on their 101 highway job south of Gilroy.

These jobs are keeping the rock, sand and gravel and concrete plants busy at this time.

Moonlighter: A man who holds two jobs, just so he can drive from one to the other in a better car.

High Valor Award to

Young Local Union 3 Member

Brother Malcolm D. Douglas of Castro Valley, California, a member of Local 3, since 1964, was recently presented with the **Award of the Army Commendation Medal for Heroism**. Brother Douglas, son of 25-year member B. C. "Scotty" Douglas, received the Army Commendation Medal for Valor in front of a full dress rehearsal at Concord this past June in connection with his actions while serving in Vietnam in 1968 with the 51st Maintenance Company, 5th Special Forces Group (Airborne) 1st Special Forces.

Text of the Army Award follows:

"Reason: For heroism in connection with military operations against a hostile force in the Republic of Vietnam. Specialist Douglas distinguished himself by heroic actions during 2 and 3 February 1968 while moving lumber and small arms ammunition during an enemy attack.

"The airfield received enemy mortar fire directed at the company mortar emplacements which were firing illumination rounds within the airfield area. One of the enemy rounds struck some petroleum drums in the storage yard causing an explosion and fire which also caused the exploding of ammunition within the yard. Upon completion of

the enemy mortar attack, Specialist Douglas moved immediately to the threatened area and came under sniper fire. Upon reaching the burning area he found a fork-lift not in use and began moving flaming fuel drums away from stacks of lumber and ammunition. He was able to move twelve drums before the heat became unbearable. Backing away from the fire, he began assisting other personnel in moving ammunition and lumber. When firefighting apparatus arrived, he again drove to the flaming fuel, moved the drums a safe distance, and then continued to move lumber which was also on fire. Again he was subjected to sniper fire from across the runway, but, with complete disregard for his own safety, he assisted in completing the job of moving all of the lumber and ammunition. Specialist Douglas' courage and devotion to duty were in keeping with the highest traditions of the military service and reflect great credit upon himself, the Special Forces, and the United States Army."

Young Douglas' devotion, cool thinking, bravery and success in action are attributes which should stand him in good stead wherever he is and whatever he is doing. Well, done, Brother Douglas!

Oakland Apprentice, Vacation Plan in Hawaii

Continued from Page 6
with the following testing firms: Structural Testing Inc., of Santa Rosa and Signet Testing of Hayward.

The following have signed Tech Agreements: Robert Peterson Engineers of Danville, Calif. and Utah Dredge & Construction. We would like at this time to welcome them to Local 3.

To the brothers who have donated blood, I personally and Local 3, thanks you for all your efforts and unselfish donation to the blood bank on Saturday, October 3, 1970.

This item might be of interest. On July 18, 1969 the Surveying Service Co. of Costa Mesa, California was burglarized of \$20,000 worth of surveying instruments. Many of the instruments were taken without the metal carrying cases. In September of 1970 a surveyor from Local 3 was approached on the street and offered a used Wild at a bargain price. Thru his alert action about \$15,000 worth of instruments have been recovered. This leaves about \$5,000 worth of instruments still missing, possibly in the bay area. Be suspicious of any instruments offered for sale without legs, and even more so if they don't have carrying cases. The following instruments are still missing: Wild T-1A with case No. 122171, Wild T-2 with case No. 130042, Wild NA-a level with case No. 13561, Wild N-10 E level case No. 152667, Bostrom-Brady Model 4 level with no cast No. David-White Model 8090 level without case number, David-White Model 8114 level without case No. 111531. If any of the foregoing instruments are offered to you, wire or telephone collect Surveyors Service Co., 2942 Century Place, Costa Mesa, Calif. 92626. Phone (714) 546-0606.

If any of you brothers have any articles or new items that are interesting or unusual, we would appreciate it if you would write and inform us of them.

DOWN TOWN SECTION By JIM JENNINGS

The work picture is fair for this time of the year.

Dinwiddie Construction has moved in for the Telephone Company on Franklin Street. This job has put a few engineers to work, and it should be good for at least 16 months.

The new Kaiser building has a crew of about 5 engineers.

Clarence Webb Co. was the low bidder of over \$2 million for the City of Oakland for the site of the new corporation yard on Edgewater Drive.

Work on the Eastmont Shopping Center is about completed, with O. C. Jones just about finished on the pavement.

The Dravo Co., on the Bart project have moved the operation from the foot of 7th St. in San Francisco. The Bart job on the downtown section is near completion.

Before I forget, I would like to urge any brother to up grade his skills by taking advantage of training at Rancho Murieta. Room and board is free and the food is excellent. The complete course is for six weeks, but you can also go for a week or whatever amount of time you can spare.

SOUTHERN ALAMEDA By TOM CARTER

Groundbreaking ceremonies were held July 7th for the California State College at Hayward's \$10.6 million Library-Administration Building—large. See MORE OAKLAND Page 12

(Continued from Page 6)
and reasonably anticipated to be available funds to modify 12.05.01 through 12.05.05.

Vacation and Holiday Pay Plan. Each Individual Employer covered by this Agreement shall pay into the Operating Engineers' Vacation and Holiday Pay Plan according to the following schedule:

14½ cents per hour	Effective 8-31-70
20 cents per hour	Effective 3-1-71
25 cents per hour	Effective 2-28-72

Such payments shall be made in accordance with and in the manner as provided in the VACATION AND HOLIDAY PAY PLAN, Section 22.00.00.

Fringe Option. Each Individual Employer covered by this 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, Pensioned Health and Welfare Trust Fund, Pension Trust Fund, Affirmative Action Training Fund, and Vacation and Holiday Pay Plan.

05 cents per hour	Effective 2-28-72
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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.

Industry Improvement Program. Each Individual Employer covered by this Agreement shall pay into the Hawaii Construction Industry Improvement Program according to the following schedule:

01 cents per hour	Effective 3-1-71
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In the event an Individual Employer specifically excludes the foregoing provision from this Agreement, he shall pay into the Operating Engineers and Participating Employers Pre-Apprentice, Apprentice, and Journeyman Affirmative Action Training Fund an amount equal to the amount provided to be paid to the Hawaii Construction Industry Improvement Program.

The costs of establishing and maintaining the Hawaii Construction Industry Improvement Program shall be borne out of contributions to said Program.

Hawaii Apprentice Termination and Training Subsistence Fund for Operating Engineers. Each Individual Employer covered by this Agreement shall pay into the Hawaii Apprentice Termination and Training Subsistence Fund for Operating Engineers for each hour worked or paid by each Registered Apprentice covered by this Agreement according to the following schedule:

40 cents per hour	Effective 8-31-70
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In the event a Registered Apprentice presently in the program does not qualify for termination pay, the Operating Engineers and Participating Employers Pre-Apprentice, Apprentice, and Journeyman Affirmative Action Training Fund for Hawaii shall make up any sum required for travel and subsistence to enable the Registered Apprentice to attend the Training Center (approved by the Union and the General Contractor's Labor Association) and complete his Apprentice Training.

Wages. Foremen, other than General Foremen, Shifters, Heavy Duty Repairman Foreman and Master Mechanics (Heavy Duty) shall receive:

Effective 8-31-70	\$6.65
Effective 3-1-71	\$7.02
Effective 8-30-71	\$7.39
Effective 2-28-72	\$7.76

All Foremen, Shifters, Heavy Duty Repairman Foreman and Master Mechanics (Heavy Duty) shall be paid by the day, except overtime, which shall be paid by the hour and half hour.

SPECIAL PROVISIONS COVERING SUPERVISORY PERSONNEL ABOVE THE RANK OF FOREMAN.

Fringe Benefits. The Union and the Employer agree that the Individual Employers covered by this Agreement may cover their supervisory personnel above the rank of foremen in the Operating Engineers Health and Welfare Trust Fund, Pensioned Operating Engineers Health and Welfare Fund and Pension Trust Fund for Operating Engineers by paying into all Trusts monthly on the basis of 168 hours per month in accordance with the schedules set forth in 12.02.00, 12.03.00 and 12.04.00, regardless of the hours worked by any such Employee in a month, provided, however, the Individual Employer having made one (1) payment on an Employee shall continue to make such payment so long as the Employee is in his employ and further provided this offer of participation in the various trusts is only available to Employees who have been members of the International Union of Operating Engineers for ten (10) years last past or if aged less than 45 years a member of the International Union of Operating Engineers.

VACATION AND HOLIDAY PAY PLAN

Payments by the Individual Employer. Each Individual Employer covered by this Agreement shall pay each Employee covered by this Agreement in addition to the Employee's "straight time rate" or "straight time hourly wage rate" the amount provided for in 12.06.00 for each hour worked by such Employee for such Individual Employer under this Agreement and for each hour due such Employee as shift differential from such Individual Employer.

The amount due each Employee covered by this Agreement as provided for in 12.06.00 of this Agreement shall be paid by each Individual Employer for each hour worked by each Employee of such Individual Employer and for each hour due each Employee of such Individual Employer as shift differential on or before the 15th day of the month in which such Employee was employed by such Individual Employer and an Individual Employer shall be delinquent if such Individual Employer's report and payment is not received by the Bank prior to midnight of the 20th day of that month. Each Individual Employer shall report the hours and the amounts so paid to the account of each Employee on the same reporting form upon which each Individual Employer reports his payments to the Trust Funds in this Agreement provided

ed and shall make payment to the same Bank and Transit Trustee Account. Upon receipt of such payment to the Bank and Transit Trustee Account each Individual Employer so reporting and paying shall have no other responsibility or obligation, and shall be fully released from any and all obligations hereunder.

Deduction of Taxes. All taxes due from each Employee including taxes due by reason of payments under this Vacation and Holiday Pay Plan, shall be deducted by each Employee's Individual Employer from each Employee's regular wages and such total tax deductions together with the amount payable under this Vacation and Holiday Pay Plan shall be separately noted on the Employee's paycheck.

UNDERGROUND RATE

Employees working in tunnels or adits shall receive twelve and one-half cents (12½c)* per hour in addition to their straight time hourly wage rate set out in Section 01.00.00 and it shall be the Employee's Underground straight time hourly wage rate. Employees working within shafts, stopes and raises shall receive twenty-five cents (25c)* per hour in addition to their straight time hourly wage rate set out in Section 01.00.00 of the Master Agreement and it shall be the Employees' Underground straight time hourly wage rate.

The Underground straight time hourly wage rate shall apply for the full shift and overtime of any Employee performing work underground.

*Commencing August 30, 1971, said differential shall be the same as that negotiated between the Union and the AGC of California.

Application of Agreement. All terms and conditions of the Master Agreement shall apply to all Employees employed on a tunnel job or project, unless otherwise specified in this Addendum A.

Tunnel Definition. Tunnels shall be defined as: An underground passageway, except for jacking operations under highways, railroads, embankments, etc., excavated by men and equipment working below the earth's surface, that provides a subterranean route along which men, equipment, substances or energy can move, other than passageways excavated by mine or quarry operations in connection with such operations.

Coverage. These Special Working Rules and Conditions for working underground shall cover jobsite work on underground construction, alteration, repair, modification or demolition, including but not limited to tunnels, shafts, tunnel shafts, adits, silos, raises, subways, chambers and underground installations including but not limited to power houses, storage facilities, offices, control centers or surge chambers including the lining of same which fall within the jurisdiction of the Union or require the operation of equipment of the kind or type covered by this Agreement. Where open cutwork is covered over or decked, regardless of the material or materials used, and men are required to work under such cover, they shall work and be paid in accordance with the terms and conditions of this Agreement. For all excavation and work related thereto, it is agreed that this Agreement shall cover but not be limited to the construction, improvement, repair, maintenance or modification thereof, including any structure or operations which are incidental thereto, the assembly, operation, maintenance and repair of all equipment, vehicles and other facilities and services used in connection therewith, including without limitation the following types of classes of work:

The manning, running or handling of all boring equipment, mole machines, mining machines, mucking machines, heading shields, all drilling (except jackleg and jumbo), all diamond core drilling, grinding and sharpening of bits, slushers, tuggers (except in breast board or crown bar headings), all conveyors and conveyor belts, locomotives, rubber-tired equipment, including man trip vehicles, mobile power Jumbos, Athey Wagons and tractors, all concrete placing equipment such as Rex Pumpcrete and all pneumatic placers (flowerete) Kemper, Hackley-Presswell and all similar equipment. The jacking of pipe in tunnels, all ground support work including cutting, welding, hauling and hoisting of all liner plate and other materials, all work performed under compressed air (which falls within the jurisdiction of the Union.) The manning of all hoisting equipment including cherry pickers and carpassers, mobile powered heading switches, concrete screeds, agitator cars, the moving, raising and setting of forms including slip forms, in tunnels and tunneling operations. The operation, tending and maintenance of all pumps, generators, compressors, ice plants, Batch Plants, Hot Plants and Rock, Sand and Gravel Plants in or on tunnels and tunnel shaft projects.

Any and all emplacements commonly described as underground silos in which missiles and their component parts are placed, housed or stored. All power hoisting and jobsite hauling of tools, equipment, material, workmen and other personnel and the operation of all equipment primarily used therefor is work and equipment covered by the terms and conditions of this Agreement.

Work in the Individual Employer's portal yards and shops; tunnel survey work such as the placing, setting and adjusting of Laser Beams, Gyroscope, Geodimeter, Electrotape and all other instruments used to perform the same or similar work including Grade Checkers and Shift Engineers is work and equipment covered by this Agreement.

All work of site preparation, mobilization and installation of plant and equipment and the removal of same or requiring the use of equipment of the type or kind covered by this Agreement.

After tunnel work has begun, work outside the tunnel consisting of Batch Plant crews, Hot Plant crews, Rock, Sand and Gravel crews, the construction, repair and maintenance of the equipment outside the tunnel, subway, shaft, raise, etc., and the hauling and hoisting of the material to be used inside the tunnel, subway, shaft, raise, etc., or construction, repair or demolition of said tunnel, subway, shaft, raise, etc., shall come under these tunnel provisions.

Employees assigned to Batch Plant, Hot Plant and Rock, Sand and Gravel Plant operations shall work under the terms and conditions of these tunnel provisions except when such Plant is established in an area to provide material for a project consisting

(See MORE HAWAII Page 12)

\$10.6 Million for Cal State College More on Hawaii

(Continued from Page 11)

(Cont. from Page 11)
est single money value package in the 19-campus State College system.

The hilltop 13-story facility will consist of a large two-story and basement library building with a gross floor area of 248,000 square feet, and a 12-story and basement administrative "glass tower" with 113,500 square feet.

Completion is expected by mid-1971 for student use and administration occupancy by the fall of 1971. Project contractor is Dillingham Construction Corporation, a division of Dillingham Corporation of San Francisco.

Federal construction grants totaling nearly \$4 million have been allocated to the project by the U.S. Office of Education.

The library will be of adequate size to accommodate a total campus enrollment of about 11,300 full-time students with seating facilities for 3,000. It is designed to hold at least 750,000 volumes.

Cal State's multistory tower will be of a size sufficient to accommodate all the administrative functions when the campus reaches ultimate enrollment of 15,000 full-time students. It will contain some classroom space and instruction faculty offices on an interim basis until such time as the building is required for administrative purposes alone.

The library building, as an integral structure with the administrative tower, will form the theme concept for the Cal State Campus.

Harmonious coordination of the physical and visual scales will reflect the structures complexity and vitality. An intimate relationship between the rugged site and the simplicity and boldness of the building will be evident.

The roof of the library will be a terraced mall that will form the main entrance to the administration building (at third floor level). It will have landscaping and quiet areas with benches, screens and kiosks for student study during pleasant weather.

Massive exterior reinforced concrete columns and spandrels are utilized to provide a movement resistive frame. The depth of the spandrels makes it possible to eliminate corner columns at no sacrifice to economy, and provide 270 degrees of unobstructed view of the San Francisco Bay Area.

Lightweight cast-in-place concrete will be used for all portions of the building above grade. Fiberglass or Finnform Plywood forms will be used for the exterior columns to provide a smooth architectural off-white concrete finish.

Spandrels and base will be sandblasted mottled concrete. Anodized bronze colored aluminum sash and solar bronze glass will be used throughout the building.

EASTERN CONTRA COSTA

By HERMAN EPPLER

Work has held very good this season considering the projects we have had to start have been only a few.

Now as the summer draws to a close, we find that many of the contractors have started to work over-time. One project that is affected by winter closing in is the C. R. Fedrick Construction job thru Walnut Creek. They are lining the Walnut Creek Channel with concrete walls and floors and can't stand much water coming down the

channel during the construction project, so they have been working seven days a week and are now on a two-shift operation filling outside the walls. They will probably complete this project by around December 1, 1970.

Antioch is getting its streets worked over. We have Ransome Co. working out there; also Eugene Alves and Vince Euola have resurfacing contracts in Pittsburg and Antioch.

We have several contractors working on the P.G.&E. Plant in Pittsburg. Wright Schuchart & Harbor have completed their job. This leaves Combustion Engineering, W. M. Kellogg, Wismer & Becker and Lord Electric with big contracts at this site. The total project is still less than 50 per cent completed.

D. W. Nicholson has started a job in Fiberboard at Antioch. They are taking out some old equipment at the plant and replacing it with new and modern equipment. The plant itself will be shut down for eight weeks but there will be work for several brothers thru the winter months.

The Perini Corp. has started paving on the freeway in Antioch. They have very little dirt to move on this job and have cut their force in half. This has been a good dirt job for our brothers. This summer at first we had about 45 brothers working for Perini Corp and now we have about 20 engineers left.

SHOPS AND PLANTS

By BOB HAVENHILL

The work has finally picked up and the rains are just around the corner.

Rock, Sand and Gravel is going pretty good with some of the plants working six days to supply materials needed to top out before the winter rains hit.

While talking to the people in Equipment repair business, we were told they expect the work to roll in this winter in order to have everything ready for spring.

Job Steward Monford Kruger of E. J. Lavina Co. suffered a mild heart attack in October and is on the road to recovery. We're sure he would appreciate a call from his fellow workers.

Pacific States Steel, is going as hard as they can to produce enough steel for the Forge, Fab and Morgan Mill. Some of the brothers are getting so much over-time they are complaining about it. There are a lot of brothers who wish they had that same complaint.

Brother Carl Ott was fatally injured in a tragic industrial accident, while employed at the Kaiser Radum Plant. Brother Ott had been working for Kaiser for more than 20 years, and was considered a very competent and safety conscious engineer. He apparently was cleaning or adjusting the rear belt pulley at the take up on a 40-inch Ko-Cal belt loader when he somehow was caught up in the belt and was subsequently crushed between the rear belt pulley and the belt. Death was instantaneous.

The ironic twist of this tragic accident is Brother Ott's younger brother was seriously injured the week before in a screw conveyor, while working in a grain elevator. Brother Ott had driven down to Modesto to see his brother and during their conversation, Carl told his brother to be extremely careful around machinery because "It can kill you." Two days later Brother Carl Ott was dead!

Sincerest condolences to the

family and friends of Brother Ott.

Brothers Antone Robello and Eddie Nolan both retired, passed away last month. Our heartfelt sympathies to their respective families and friends.

There is still room at Rancho Murietta Training Center for you brothers who have the ambition and time to upgrade your skills or acquire new skills in order to provide a higher income and consequently a higher standard of living for yourselves and your families. Anyone who has any doubt should talk to some of the graduates. I personally would recommend Bro. Curt Law of Kaiser Sand & Gravel as one who can vouch for excellence of the training center and the value of himself and family.

Novato Jobs Stay At Peak

By AL HANSEN

NOVATO TOPS IN BUILDING — Construction activity within Novato's city limits — highest of all cities in Marin. San Rafael was second highest.

A contract was awarded to DeMartini and Smith of Novato for street improvements on the site of the new Novato library. It includes curbs and gutters, driveway paving, and a culvert. This firm was low bidder of four.

QUAIL HILL . . . reaching the final phase — Completion date for the headquarters building of Commerce Clearing House is projected for June of '71. The \$2.5 million project, which has been in progress for about a year and a half, will also include surrounding professional buildings, a conference center, a residential development of 110 townhouses and 34 single dwelling residences. Landscaping of the hill will be completed by the end of this year. Still looming high atop Quail Hill in Terra Linda is the giant crane that some residents have almost come to accept as a permanent part of the skyline. Landscaping, under the direction of A & J Shooter of San Rafael, will be continued this fall so that whole hill will be hydro-mulched and thus green by spring, barring weather problems. The target date for landscape completion is before the end of the year.

Four projects were accepted by Novato Council recently: The \$88,000 job by Ghilotti Bros. for the Ignacio Blvd. reconstruction, the \$48,000 work by Bresnan-Dalecio for the Hill Road reconstruction, including intersections with Diablo Avenue and Indian Valley Road, the \$51,000 Bresnan-Dalecio Arthur Street connection with Indian Valley, and the \$10,000 Maggiora - Ghilotti Scown Lane improvement project.

Work in the Petaluma area is booming — DeMartini & Smith, housing developments — also A. Teichert & Son; Lynn Williams working in Petaluma area also — Ghilotti Bros. — Dowd Construction — Monarch Homes — Green Valley Estates; Boise-Cascade; Young Ameri-

(See SAN RAFAEL Page 13)

of a tunnel or tunnels, and other outside operations and is providing materials for such outside operation.

Compensation for travel within tunnel. The Individual Employer shall pay Employees covered by this Agreement working within the tunnel, adits or shafts, on a portal-to-portal basis as follows: The hours of employment of such Employees shall commence at the portal of the tunnel, adit or shaft at which he is directed by the Individual Employer to report for work on his shift and shall end at such portal, except as provided in 05.01.00.

Change House. The Individual Employer shall establish and maintain a change house within a reasonable distance of each portal, adit or shaft. It shall be equipped with showers, toilet facilities, lockers and heating and drying facilities in accordance with the number of men in each crew. Each change house shall be constructed to provide that all clothing will dry between shifts. The Individual Employer will reimburse Employees for clothing or personal belongings in an amount up to one hundred dollars (\$100.00) in the event the change house is destroyed by fire, provided a claim form is filed as required by the applicable insurance company. This shall not apply to short dry tunnels, two hundred (200) feet or less, such as under highways or railroad embankments.

If the change house is located more than one thousand (1000) walkable feet from a portal, adit or shaft, then the time of work shall start and end for pay purposes at the change house. This shall not affect the well established practice of Employees who are required to report before their regular starting time to fire up, grease, or maintain equipment, or are required to report early or remain after their regular shift. These Employees shall be paid at the applicable overtime rate which shall be reckoned by the hour and half hour.

Repair Work. Employees covered by this Agreement shall perform all repair and service work on equipment, including the washing of all boilers and scrubbers, subject to the provisions of Section 02.05.03, 02.05.04, and 02.05.05 of the Master Agreement. All welding and repair of equipment, fan lines, electrical installations, water and air lines, braces, forms, etc., shall be performed by Employees covered by this Agreement, subject to the provisions of Section 02.05.03, 02.05.04, and 02.05.05 of the Master Agreement.

Assistance. When Employees covered by this Agreement require assistance, other Employees covered by this Agreement shall be employed. This shall not change the established practice regarding the use of Assistants to Engineer, Heavy Duty Repairman Helpers and Registered Apprentices.

Special Clothing. The Individual Employer shall furnish rubber clothing, boots, safety hats, safety shoes, or any other special gear required at no expense to the Employees.

Foreman: If an Individual Employer employs five (5) or more Employees covered by this Agreement (excluding Signalmen, Compressor Operators, Pump Operators, Generator Operators, Rodmen, Chainmen, Instrumentmen and Chief of Party) on a project or on any one (1) shift, an Operating Engineer Foreman shall be employed who shall have supervision over all Operating Engineers and shall not operate any equipment except as provided in the SPECIAL PROVISIONS CONCERNING FOREMEN OTHER THAN GENERAL FOREMEN, Section 20.00.00 of the Master Agreement.

Where more than one heading is being worked (driven, concreted, etc.) and five (5) or more Operating Engineers are employed at each individual heading and portal, there shall be an Operating Engineer Foreman employed at each heading and portal on each shift. However, when more than one heading is being driven from a single adit or portal, only one Operating Engineer Foreman need be employed. It is also agreed that when more than one adit or portal on a tunnel project are within a reasonable distance of each other, it may not be necessary to employ an Operating Engineer Foreman for each heading, but this must be agreed upon at a Pre-Job Conference.

Supervision shall be assigned to an Operating Engineer when there are more than two (2) and less than five (5) Employees on the project or shift. He may work at the trade or with his tools and he shall receive fifty cents (50c) per hour over his regular underground straight time hourly wage rate.

It is further understood that on all projects involving a number of short-length tunnels, the Individual Employer shall employ at least one (1) Operating Engineer Foreman, who shall not work at the trade or operate equipment, and shall employ additional Operating Engineer Foremen if needed, to adequately supervise all Employees covered by this Agreement.

Minimum Crews. The minimum crew for the operation of a heading shield, mole or mining machine shall be a mole or mining machine operator, an Assistant to Engineer and one other Employee. It is understood that there are various types and sizes of moles and mining machines which may necessitate increasing or decreasing the crew size, in which event the Individual Employer and the Union shall agree at the Pre-Job Conference upon the crew size to perform the operation and repair of said equipment. On tunnel headings where the operating, repairing or servicing of equipment is performed, the tunnel repairman or other Employees covered by these tunnel provisions shall be utilized.

No one other than an Employee covered by this Agreement shall operate a locomotive or powered towing or pulling unit performing a function similar to a locomotive on a tunnel project.

IF YOU ARE FINANCING A
New Car • Mobile Home • Boat
Airplane • Tractor
or just plain
NEED MONEY
SEE YOUR CREDIT UNION
The Interest Dollars You
Save Will Be Your Own.

Recent Retirees

International Vice President and Business Manager Al Clem and the Officers of Local Union No. 3 congratulate and offer their best wishes for long and happy retirement to the following members:

NORMAL PENSION

Name	Amount	Effective Date
Burton, Marvin D.	\$170.00	9/70
Curry, Warren J.	\$252.25	7/70
Grimes, Paul T.	\$134.00	9/70
Hand, Claude A.	\$188.00	7/70
Johnson, William D.	\$222.50	7/70
Krassowski, Theodore	\$256.25	9/70
Matlock, Hugh S.	\$252.50	9/70
Meacham, Francis E.	\$220.00	8/70
Reynolds, Carlos C.	\$155.25	8/70
Varwig, Henry A.	\$134.50	7/70
Winkelman, Emil W.	\$168.00	9/70

EARLY RETIREMENT PENSION

Name	Amount	Effective Date
Allen, Leonard C.	\$220.00	7/70
Allen, Orville L.	\$179.00	2/70
Collins, William B.	\$150.50	9/70
Conway, Bert H.	\$138.50	6/70
Dunn, James L.	\$199.50	6/70
Gerhart, Leo	\$220.50	8/70
Giffin, John L.	\$ 90.00	8/70
Kemp, Lloyd E.	\$180.50	9/70
Lewis, James E.	\$238.50	9/70
Miles, Warren A.	\$189.00	9/70
Strate, Paul R.	\$165.50	9/69
Washburn, Lester A.	\$230.50	8/70
Wright, Edward C.	\$211.00	8/70

DISABILITY PENSION

Name	Amount	Effective Date
Batty, Benjamin	\$ 93.00	8/70
Bonney, James L.	\$105.00	6/70
Britton, Arthur	\$182.00	5/70
Bush, Bertis W.	\$133.75	3/70
Cargile, William	\$232.50	6/70
Caridine, William	\$100.00	2/70
Davis, Jack W.	\$222.25	5/70
Gillian, M. H.	\$168.50	6/70
Hawley, William	\$230.50	2/70
Hjelmstad, Lloyd N.	\$ 90.00	8/69
Johnson, Harry O.	\$192.50	5/70
Pierce, William A.	\$253.50	7/70
Quaini, Joe F.	\$253.00	7/70
Robbins, Clinton B.	\$224.50	4/70
Ross, William E.	\$154.50	1/70
Smith, Raymond W.	\$100.00	12/69
Talley, Deltis	\$130.00	8/70
Wanner, Pius	\$175.00	3/70
Wells, Donald E.	\$154.50	8/70

PRO-RATA PENSION

Name	Amount	Effective Date
Curry, Charles C.	\$ 15.00	7/70
Horton, Kenneth	\$ 7.50	11/69
Ortiz, Charles P.	\$155.00	9/70
Paisley, Arthur J.	\$ 73.75	5/70
Porter, Allen T.	\$ 27.00	1/69
Sawyer, D. H.	\$ 17.50	8/70
Spiker, Joseph L.	\$ 27.50	5/70
Yankosky, Joseph	\$ 7.50	8/70

RETROACTIVE INCREASES

Cockayne, Charles	Increase of 4 years of pension credit.
Gilson, Lyle E.	Increase of 9 1/4 years of pension credit.
Hemphill, Bryan	Increase of 3 years of pension credit.
Louderback, William B.	Increase of 3/4 year of pension credit.
Tappa, Frank	Increase of 1/2 year of pension credit.
Turner, Lloyd H.	Increase of 15 years of pension credit.

NORMAL PENSION

Name	Amount	Effective Date
Blaw, William	\$212.50	11-70
Royd, James W.	\$251.00	10-70
Davies, Roland W.	\$264.00	11-70
De Lagrange, John	\$ 71.00	10-70
Eason, Henry	\$252.75	11-70
Escover, Edward	\$178.50	11-70
Felix, Barney	\$253.75	11-70
Foy, Ralph	\$240.00	10-70
Grundon, Clyde	\$254.00	12-70
Henry, Alan	\$236.25	10-70
Jacopetti, Joe	\$111.25	10-70
Jones, Howard	\$250.00	9-70
Jones, Maurice	\$236.25	11-70
Lewis, James W.	\$223.25	10-70
Locke, Jess	\$115.00	5-70
Madsen, Alma	\$222.50	11-70
Mundell, Leslie	\$259.50	10-70
McLaughlin, Ralph	\$173.25	10-70
O'Banion, Ernest	\$195.75	10-70
Patterson, Rea	\$236.25	11-70
Porter, James	\$250.75	10-70
Russell, Corliss	\$234.75	11-70
Turner, Walter	\$165.25	10-70
Warner, Wesley	\$255.75	11-70
Wright, Ralph	\$ 73.50	8-70

EARLY RETIREMENT PENSION

Adams, Philip	\$230.50	12-70
Anderson, Vernon	\$207.00	11-70
Barnes, J. G.	\$ 99.00	11-70

San Rafael

(Continued from Page 12)

can Homes — all going full board trying to beat the weather.

Wm. McLellan working all around the area; Hoffman and Albritton the same; Murray - McCormick; Holtzinger Bros. all over the place; Maggiora-Ghilotti; J. B. & C. Company trying to finish up; Custom Grading pretty busy; Allan-Marin still going strong on their subdivision in Tam Valley; Forde Construction also keeping busy; Herb Saxton busy; Site Engineering; Wm. Green & Son; Hutchinson Quarry and Basalt Rock; Hein Brothers in Petaluma; Soiland Company all over the area; Brown-Ely Company; Thornton Paving; McGuire & Hester finishing up their job in Novato; Carlos Gonzalez going good; Marin Storage & Trucking all over the place; Santa Fe-Pomero keeping everybody busy; Moberly all finished on this side — gone back across the bay; Bresnan-Dalecio; F. Clementino; Robert Brothers going real strong at Novato—finishing up some sections they have to do with a good crew.

Duncanson-Harrelson coming right along with their job in Sausalito—Corps of Engineers. Murphy-Pacific cleaning up on their job in San Rafael overpass.

Merz Brothers also keeping busy around the area.

BRING OUT THE BEST IN OTHERS — Why do some people dislike their jobs and quit? And why are others happy in their work and stay? University of Michigan researchers who surveyed 2500 skilled workers in a large public utility came up with some answers.

Here are five key factors which formed the basis of job satisfaction and which influenced workers' attitudes toward their jobs:

1. Achievement — The need to feel one has done something worthwhile or important.

2. Recognition — The need to feel one's achievements are made known to others.

3. Autonomy — The need to feel one has power over one's actions and an area of responsibility.

4. Affiliation — The need to have friends and to be in communication with others.

5. Evaluation — The need to

See More MARIN Page 16

Johnson Testifies On Cottonwood Dam Project

By KEN GREEN and LOU BARNES

Pacific Excavators of Albany was the apparent low bidder for demolishing buildings in the 1400 block of Market Street in preparation for the downtown mall. All buildings on the east side of the block between the Temple Lounge and the City Bakery. The Executive Director, Earl Henson, had predicted that the initial demolition project would cost between \$40,000 and \$60,000.

The House Committee on Public Works heard testimony by 2nd District Congressman "Bizz" Johnson, in behalf of the Cottonwood Dam project. Johnson told the committee the \$174 million was needed for the vast water project in Shasta County. The requested appropriation includes funds for the two dams — the 268 ft. Dutch Gulch Dam and the 238 ft. Tehama Dam on the south fork of the Cottonwood Creek. The two proposed dams, would contribute primarily to flood control but would also provide municipal, industrial and irrigation water as well as recreation and wildlife benefits. Johnson stressed the need for the development in this area where unemployment has been very high.

The J. F. Shea Company has started work on their Ewing Dam Project at Hayfork. The \$1 1/2 million earthfill dam will store Big Creek runoff water in the dry Ewing Gulch for the use of Hayfork homes and business.

A contract has been awarded to J. F. Shea for paving portions of Anderson streets. Work will begin immediately.

An additional interstate 5 freeway offramp for Anderson has been given top priority in a list of highway projects adopted by Shasta County. City officials in Anderson have long sought the extra offramp at North Street contending that the present offramps aren't adequate for easy freeway access to the downtown area.

Redding will be the home of the largest motor inn facility in northern California when Holiday Inn completes construction of 60 new units on Hilltop Drive. In addition to the rooms, a new convention facility with a maximum seating capacity of 400 is planned; also a beauty salon, barber shop and gift shop. The

banquet area—by use of a quick wall system—will have a capability of being separated into six separate rooms each seating 70 people.

The City of Mount Shasta has plans now to improve the water system throughout the city. There will be a 505,000 gallon water tank to build and will replace some old fire hydrants and install new ones. Work will start in early 1971.

The Weed by-pass of hiway 99 north is on the high priority list and present plans are for bid advertising sometime in November—award to be announced the first of the year. This will be let in two sections.

W. H. O'Hair Construction Company was low bidder on another 7 mile stretch of Lookout Road in Modoc County—bid price \$399,840, consisting of 145,000 yards of roadway excavating 22,000 yards of class 2 import and 26,000 yards of sub-base material. Paving will be let at another date. This company just recently moved back to Alturas and are crushing rock for the Peter Kiewit Project.

Peter Kiewit and Sons' at Alturas have closed down their two shift operation but have several brothers working single shift. The company is having compactor problems—so this means that the job will run well into the 1971 season on final grade and paving.

Hughes and Ladd and Gordon Ball at Yreka have opened 10 more miles of interstate 5 and are on final stages of clean-up with a few brothers still working and should be finished within the next couple of weeks. Most of the brothers on this project have been able to transfer to other projects.

Other projects running in the area are about finished and are trying to beat the weatherman—this will give the brothers some overtime hours.

LONESOME BROTHER

Brother Johnny Hunter, who suffered a disabling accident last year while working near the Don Pedro Dam is now at home, retired, and would like to see and hear from his friends and Brothers. He can be reached at 707/965-3678 and his address is 319 N. College, Angwin, California 94508.

Economist Says:

"Wages Not Inflationary!"

It isn't often that someone outside of organized labor's ranks comes forth and says outright that the rise in wages brought about by strong unions isn't the principal reason for inflation.

When such an observation is made by a so-called right-wing economist—an individual who served as economic adviser to Barry Goldwater when the latter sought the Presidency in 1964—it is worthy of attention. Writing in a recent issue of Newsweek magazine, economist Milton Friedman made the point that inflation is always and everywhere a monetary phenomenon.

Taking a look at the past, Friedman wrote:

"Trade Unions were as strong in the U.S. in 1961-64, when there was no inflation, as in 1965-69, when there was inflation. Prices in the U.S. more than doubled in the Civil War, when unions were almost nonexistent, in World War I, when unions were weak, and in World War II, when unions were strong.

"Prices in the U.S. rose more than 30 per cent from 1849 to 1857, and again from

1895 to 1914, both periods when unions were extremely weak. Inflation has plagued countries with negligible trade unions and with strong trade unions; and both kinds of countries have had periods of price stability."

The economist points out that many factors enter into the cost picture, such as higher prices for raw materials when supply is short and demand great, higher costs for money as is presently the case, higher costs for competitive advertising and similar expenses of which labor costs are only a part. He concludes by writing:

"The common element in inflation is not strong unions but an increase in money demand accompanying a rapid increase in the quantity of money. In 1848-1857, the increased quantity of money was produced by gold discovery in California; in 1896-1913 by the perfection of the cyanide process for extracting gold from low-grade ore; in the Civil War and the two world wars by the creation of money to finance military expenditures; in 1964-69 by the Federal Reserve System, partly to help finance large government deficits."

Obituaries

International Vice President and Business Manager Al Clem and the Officers of Local Union No. 3 offer their sympathy and condolence to the families and friends of the following deceased:

Ackerman, Leon (Leona, Wife)	9-28-70
Box 181, Savonsburg, Kansas	
Atchley, Orval (Anita, Wife)	10-12-70
1506 N. Rowell, Fresno, Calif.	
Barham, Keith (Maggie, Wife)	10-21-70
572 E. Herndon, No. 17, Fresno, Calif.	
Bateman, George (Mariane, Wife)	10-4-70
710 Pluma Ave., No. 2, Oroville, Calif.	
Brazil, George (Dorothy, Wife)	9-13-70
868 Diablo Road, Danville, Calif.	
Brighton, William (Dixie Conger)	10-4-70
451 Sherman Ave., Salt Lake City, Utah	
Cargile, Jackie (Betty, Wife)	10-22-70
1866 Hile Ave., Marysville, Calif.	
Christensen, Andrew (Nettie, Wife)	10-28-70
49 Blanca Lane, Sp. 3, Watsonville, Calif.	
Clay, James (Leona, Wife)	10-19-70
402-37th St., Oakland, Calif.	
Cullis, Leo (Avis, Wife)	9-17-70
5207 Akvich St., Redding, Calif.	
Eller, Lemuel (Maxine, Wife)	9-29-70
208 1/2 E. Washington, Norton, Kansas	
Guevarra, Guillermo (Eusebia, Wife)	10-13-70
c/o Tamuning, Agana, Guam	
Hickey, William (Phyllis, Wife)	10-10-70
11 Northridge, Daly City, Calif.	
Jackson, John E. (Geraldine, Wife)	10-27-70
1012 Dutchess Rd., Bothell, Wash.	
Jones, Howard (Verna, Wife)	9-14-70
Rte. 2, Box 469-D, Cottonwood, Calif.	
Jurkovich, Joe (Katherine, Wife)	9-28-70
1310 W. Barstow, Fresno, Calif.	
Kirack, Eiland (Elaine, Wife)	10-11-70
General Delivery, Beaumont, Calif.	
Lewis, Arthur (Ruth, Wife)	10-1-70
P. O. Box 212, Friant, Calif.	
Lynch, Cornelius (Evelyn, Wife)	10-3-70
38 Mount View Ct., San Francisco, Calif.	
Mehl, Chester (Frances Wavra)	10-7-70
4550 Ward Dr., Salem, Oregon	
McCalgan, Robert (Geraldine and Children)	10-2-70
63 Menlo Avenue, Daly City, Calif.	
Morrison, David (Rosalie Ellis, Daughter)	10-31-70
1570 Sundown Lane, San Jose, Calif.	
Mullen, Theodore (Irene, Wife)	9-25-70
744 S. Hickley, Stockton, Calif.	
Noto, Frank (Sylvia, Wife)	10-23-70
903 Grand Ave., Marysville, Calif.	
Nolan, Eddie J. (Margaret, Wife)	10-10-70
847-70th Ave., Oakland, Calif.	
Nye, Gale (Ida, Wife)	9-25-70
1423 Bridgeport Way, West Jordan, Utah	
Ott, Carl (Bertha, Wife)	9-22-70
1753 Elm St., Livermore, Calif.	
Parks, Everett (Doris, Wife)	10-17-70
1632 So. Jackson, Visalia, Calif.	
Rabello, Antone (Ida, Wife)	10-6-70
139 Spring St., Pleasanton, Calif.	
Rafferty, W. W. (Ruth, Wife)	9-15-70
1200 E. El Camino, N. Sacramento, Calif.	
Raul, James (Alvina and Clyde, Parents)	11-8-69
950 Sequoia, Millbrae, Calif.	
Roche, Rodrigo (Lidia, Wife)	9-12-70
37022 Magnolia St., Newark, Calif.	
Sanders, Allen (Vernie, Wife)	10-21-70
3913 Castro Valley No. 34, Castro Valley, Calif.	
Sibley, Ray (Margaret, Wife)	10-24-70
Rte. 1, Box 259, Sp. 28, Eureka, Calif.	
Snedden, Clyde (Joyce, Daughter)	9-15-70
5535-2nd Ave., Sacramento, Calif.	
Winsky, James (Lucille, Wife)	10-15-70
220 Lewis Ave., Millbrae, Calif.	
Wilson, Clayton R. (Pearl, Wife)	7-19-70
1069 Emerald Ct., Santa Rosa, Calif.	
Yardley, Howard (Anita, Wife)	10-25-70
Beaver, Utah	
Yonkers, Carl (Gerald, Son)	10-2-70
730 Barron, Redwood City, Calif.	

DECEASED DEPENDENTS

Anderson, Clara—Deceased September 10, 1970
Wife of Leonard Anderson
Burnett, Carolyn—Deceased September 27, 1970
Wife of Jack Burnett
Clark, Theanna Marie—Deceased October 24, 1970
Wife of Fred Clark
Liggett, Robert—Deceased September 7, 1970
Son of Donald T. Liggett
White, Kimberley—Deceased September 6, 1970
Step-Daughter of Joe Gallardo
Williams, Jerry—Deceased October 4, 1970
Husband of Helen Williams
Wise, Garry Lee—Deceased September 24, 1970
Son of D. C. Wise

Think About It!

"The most important factor in the economic and social life of all working people in the United States is the Labor Unions. Every single piece of major social legislation in our country, including social security and Medicare, is in existence today because of the efforts of Organized Labor. The importance of attending meetings and participating in decisions that eventually affect our entire national life is something too few of us realize."

Hickel to Take Hard Look At Recreation Land Use

A concentrated evaluation of the proposed national urban recreation lands will be conducted by Interior's Bureau of Outdoor Recreation with the cooperation and assistance of other Federal State, and local agencies over the next 18 months.

Bureau studies will evaluate natural resources, population patterns, sociological conditions, existing and potential transportation facilities, and other factors to determine the feasibility of establishing a Federal recreation area. Where direct Federal administration is not feasible, Bureau reports will contain alternative management proposals.

Secretary Hickel said the program being undertaken by the Department is a three-phase plan to be completed by July, 1972. The first phase includes legislative and inter departmental support of national areas proposed in three metropolitan centers: The C & O Canal National Historical Park near Washington, D.C.; Gateway National Recreation area in New York and New Jersey; and Connecticut River National Recreation Area in Connecticut, Massachusetts, New Hampshire and Vermont.

The second phase provides

that the Department will complete by early 1971 proposals concerning potential additions to the Federal park and recreation system in seven urban areas; Golden Gate National Recreation Area, San Francisco; Meramac National Recreation Area, St. Louis; Buffalo Bayou National Recreation Area, Houston; Anacostia National Recreation Area, District of Columbia; Chattahoochee Recreation River, Atlanta; Four Seasons National Recreation Area, Denver; Upper Mississippi National Recreation Area, St. Louis to Minneapolis-St. Paul.

The third phase of the pro-

gram, which will extend into 1972, will complete studies on the feasibility of establishing additional urban-oriented Federal areas in the remaining four metropolitan areas. Santa Monica Mountains National Recreation Area, Los Angeles; Lake Michigan Beach National Lakeshore, Chicago-Milwaukee; Lake Erie Lakeshore, Detroit-Toledo; and Huck Finn National Recreation Area, Memphis.

Upon completion of Interior's studies, and with approval of the Administration, proposed legislation on each area will be submitted to Congress for consideration.

More Retirements . . .

(Continued from Page 13)

Bealer, Frank	\$194.00	10-70
Bernhardt, John	\$114.50	5-70
Davis, Otto	\$129.50	9-70
Davis, Ree	\$102.00	9-69
Douglas, Burrall	\$208.50	10-70
Garlick, Edward	\$112.50	10-70
Goudy, William A.	\$106.50	8-70
Hill, Omer D.	\$120.50	8-70
Jarvis, David	\$137.00	10-70
Jones, Jolevia W.	\$142.00	11-70
Kee, Claude H.	\$208.00	12-70
Kitchen, Orin E.	\$203.50	10-70
Larson, Albert	\$121.00	10-70
Long, Charles	\$141.00	11-70
Martin, Zetiz	\$121.00	12-70
Meadows, Walter	\$234.00	11-70
Musselman, George L.	\$ 94.50	10-70
Roff, Lester	\$144.00	8-70
Schuetz, Wesley	\$239.00	9-70
Scott, George	\$204.00	7-70
Serra, Armand	\$154.00	11-70
Serra, Ray P.	\$183.00	11-70
Wimberley, D. S.	\$220.50	11-70
Wright, William	\$185.00	11-70
Brawley, Thomas	\$226.75	2-70
Cleek, George	\$126.00	11-68
Dunlap, Acie	\$251.50	6-70
Harris, George	\$144.00	7-70
Holmes, Woodrow	\$177.00	10-70
Lawrence, Otis	\$122.50	7-70
Morgan, Winnard	\$105.00	7-70
Morrow, Arlos	\$201.75	7-70
McDonald, A. J.	\$223.25	4-70
Nebeker, Aaron	\$202.50	7-70
Sala, Clement	\$222.50	5-70
Still, Martin	\$156.75	9-70
Tolladay, O. B.	\$193.75	7-70
Townsend, Wilburn	\$122.00	9-70
Tuthill, Ray	\$209.25	11-70
Warren, Grover	\$254.00	8-70
Nealeigh, Wilbur	\$ 9.00	4-69
Patterson, Milo T.	\$ 75.00	10-70
Zwicker, Warren	\$ 5.00	10-70

RETROACTIVE INCREASES

Hayes, Turner—Increase of 1/4 year credit
Paisley, Arthur—Increase of 9 years credit
Shanklin, Thomas—Increase of 1/4 year credit
Watkins, Alva A.—Increase of 1/4 year credit

PRE-RETIREMENT DEATH BENEFITS

Deceased and Beneficiary	Award Amount	Monthly Payment	Effective Date
DuBos, Edward	\$9,189.00	\$255.25	5/1/70
Celia M. DuBos—wife			
Johnson, Carl	9,153.00	254.25	6/1/70
Elaine Johnson—wife			
Hironaka, Robert H.	5,904.00	164.00	6/1/70
Nancy N. Hironaka—wife			
Shuman, Robert L.	5,220.00	145.25	7/1/70
Norma Shuman—wife			
Morse, Robert L.	7,452.00	207.00	8/1/70
Edna M. Morse—wife			
Woods, Paul C.	8,262.00	229.50	8/1/70
Mildred L. Woods—wife			
Williams, Willard	4,662.00	129.50	8/1/70
Shirley Williams—wife			
Hunsaker, Gerald L.	5,490.00	152.50	9/1/70
Katie S. Hunsaker—wife			
Taylor, Frank	4,536.00	126.00	8/1/69
Grace A. Taylor—wife			
Harmon, Norman A.	7,380.00	205.00	7/1/70
Georgia M. Harmon—wife			
Doolin, Joseph	7,884.00	219.00	9/1/70
Emma C. Doolin—wife			
Sloan, Marvin	3,411.00	94.75	10/1/69
Louise Sloan—wife			
Sheppard, Earl	7,182.00		10/1/69
Betty D. Sheppard—wife	3,591.00	99.75	
Donna Anno—daughter	3,591.00	99.75	

Stockton

Cont. from Page 10

number of engineers employed will soon be reduced as the access road will have been completed.

George Reed Co. of Modesto, Sonora and San Andreas picked up a realignment and surfacing job near Ione in Amador County for \$80,000 and an overlay contract for \$108,000 at various locations.

Republic Construction Co. of Lodi was low bidder on a sanitary sewer line in Lodi on Lower Sacramento Road. This job was also in the \$80,000 bracket.

Sub-Surface Pipelines of Hayward was the successful bidder at \$202,000 for sanitary sewer and storm drains on Century Blvd. and West Lane in Lodi.

James Fine of Rio Linda submitted the low bid to the City of Manteca for the construction of sanitary trunk and interceptor sewer lines for \$300,000.

San Francisco

(Cont. from Page 3)

the cause of all the noise and activity around Montgomery and Portsmouth Sts. on Saturday, October 31st. They poured the nine foot thick floor for the new Trans-America Building in one continuous pour. Belt Crete was the sub-contractor. They are a nation-wide firm, signature to an agreement with Local 3. They inform us that this 16,000 cub yard continuous pour was the longest ever made anywhere. It was scheduled for 20 hours but because of a breakdown at one of the plants, it took 24 hours before all the mud was in place. Every plant in town was busy producing mud that Saturday, consisting of PCA, BODE, Kaiser, Rhodes & Jamieson. BeltCrete, employed ten belt operators, all of whom went into the triple time hours. Testing Engineers Inc. of Oakland had several Brother Engineers on the job throughout the length of the pour.

Personal Notes

SAN RAFAEL

Best of good wishes to Brother Corliss Russell who retired from Hutchinson Quarry — after working as Welder for well over 30 years. Many years of retirement.

Also best wishes to Brother O. A. Cooper who retired on September 1st—"Coop" was Foreman for E. A. Forde for many years.

Best wishes to Brother "Ozzie" Wilbur who was recently confined at Marin General, and is now at home recuperating.

REDDING

We are happy to hear that the following members and brothers that have been on our sick list and in the hospital are all back home and getting along fine:

K. "Keith" Swanson Gene Smith
Jerry Palin Count Tanner
Hank Munce Andy Dobos

Vern Schuette

We wish a speedy recovery to Brother Paul Lachney who is back in the hospital for his second back operation.

We want to especially thank the Vardanegas for being so faithful about donating blood. We also want to thank the many blood donors for the month.

A. L. Krone R. L. McDonald
Ann Krone Marie Norris
Kay Cavarrubias and the Vardanegas
Oswalt Dusina

Our deepest sympathy to the family and many friends of Brother Hugh Sharp who expired September 10th, also our deepest sympathy to the family of Brother Charles Haley who passed away August 16th and Brother Jess Crotzer who passed away July 26th.

Also our deepest sympathy to the family and friends of Brother Howard Jones who expired September 14th and to the family and friends of Brother Leo Cullis who passed away September 10.

Our deepest sympathy is extended also to Brother Leonard Hovell on the recent loss of his wife, Miriam, who passed away August 23rd, also our deepest sympathy to Brother Gene Carkhuff on the loss of his wife, Kay, and to Brother Fred White on the loss of his wife, Gwen.

RENO

C. L. "Doc" Kendrick recovering from his accident slowly but surely, but will be out of the construction industry for quite some time to come.

W. L. Blair injured in an automobile accident is out of the hospital and recuperating at home.

Lavoy Whittier also injured in an automobile accident is in Truckee hospital.

Brother Don Sharp in Washoe Medical Hospital due to a recurrence of an old illness.

Brother James Menghini is in Washoe Medical Hospital due to an on the job injury.

We sincerely wish all of the brothers a speedy recovery.

SANTA ROSA

We are glad to report that Wally St. Clair is now home from the hospital and recuperating nicely, after suffering a serious accident. Best wishes for a speedy recovery, Wally!

Our sincere sympathy is extended to the family and friends of Clay Wilson, who just recently passed away.

STOCKTON - MODESTO

Our deepest sympathies are extended to the families and friends of deceased Brothers Theodore Mullen, William Jackson and William Dickinson. Also to Brother Emil Munson on the loss of his wife, Pearl, and to Brother and Mrs. D. C. Wise on the loss of their son, Garry Lee, due to a gun accident.

SAN JOSE

Brother George L. Knight is taking full advantage of his retirement from the Operating Engineers, Local Union No. 3. He and Mrs. Knight are taking many trips. This summer they visited South Dakota and they recently returned from a salmon fishing trip to Oregon. They are presently planning a trip to the desert.

Our thanks to the following Brothers for their donations to the Blood Bank: Walter Brown and Michael Conklin. Thanks also to Mrs. Gladys Peterson.

FRESNO

We wish to express our deepest sympathies to the families and friends of the following Brothers who recently passed away: Art Lewis, Joe Jurkovich and Oroville Atchley.

Also, our heartfelt sympathies are extended to Brother Roy Pritchard on the loss of his wife, Rosa.

RENO

Virl Varney in hospital for observation. He's in Washoe Medical and I'm sure would appreciate remembrance.

James Menghini at home recuperating.

Don Sharp has returned to work after his short bout in the hospital.

We are happy to see the brothers on the mend and wish Brother Varney a speedy recovery.

IF YOU ARE FINANCING A

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Airplane • Tractor

or just plain
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FOR SALE

30 ft. Cabin Cruiser, Cedar planked hull, 6 cyl. Gray marine engine. Credit Union will finance up to 90 per cent of the asking price of \$2,500 for substantial/responsible purchaser/member. For info. call 415/431-5885.

FOR SALE: PATROL 710610—So. No. 14 ft. mopaad electric start, good tires, \$7,500. Quentin Erickson, 240 East 4 North, Springfield, Utah. Reg. No. 978097-10-1.

PORTABLE AIR COMPRESSOR on wheels, bare, Chicago Pneumatic model 210 w/6 cyl Hercules eng. \$550 or trade what have you? Jan Caspersen, 2396 El Camino, Sacramento, Ca. 95821. 716-481-3050. Reg. No. 110204-10-1.

FOR SALE: FIVE ACRES, 3-acre pasture, 3 BR home, Barn, tackroom, corral, chicken hs. Chickens, milk cow and calf, pony, geese, ducks and rabbits. \$23,500 w/\$5,000 down payment. John Punsley, Rt. 2, Box 55, Fallon, Nev. or call 423-5783. Reg. No. 0661395-10-1.

SALE OR TRADE TWO BR HOME for lake property. Att. garage, 12x38 patio, garbage disposal, cooler, carpets, drapes. North area. Phone 925-2393. 2620 Princeton St., Sacramento, Ca. Reg. No. 0752821-10-1.

FOR SALE: LOT, LEVEL in Lakeport, for equity only. T. R. Nelson, 2235-41st Ave., Oakland, Ca. Reg. No. 058517-10-1.

GRADER FOR SALE: 666-Let-W-Revenco Lift Controls, Creeper gears, 13' sliding moldboard, Hyd Tilt, extra parts & tires. 3,000 hours. \$12,000. 1964 Intl. 1/2T pickup 5875. Both good cond. Lee Anderson, 315 El Pintado, Hts., Danville, Ca. 415-837-9470. Reg. No. 734373-10-1.

FOR SALE: PIPE WRENCH, used once. 33 1/2" long, 1-6 open chain \$15. Barrel pump, Takheim Model 688, \$10. Millo Patterson, 19 Moonalia Drive, Magalia, Ca. 95954. 916/877-1380. Reg. No. 0318599-10-1.

WANTED: BE GE HYDRAULIC pump for D4 col. w/adaptor & spool valves. G. B. Hommerschmidt, 4453 S. Bethel Ave., Del Rey, Ca. 93616. Phone 888-2375. Reg. No. 1072423-10-1.

FOR SALE: REGISTERED APPALOOSAS, mares & fillies, from 6 mos. up to broad mares due to foal in February. Racing & jumping background. 707/762-5529. Carroll Dow, 200 Knudsen Lane, Petaluma, Ca. Reg. No. 034082-10-1.

ROLLER: 12 TON INGRAM for sale or trade for boat, airplane, pick-up, camper, house trailer. Rollon condition guaranteed. 961-2909. Mr. Barnard after 6, P.O. Box 1447, Mt. View, Ca. Reg. No. 557446-10-1.

FOR SALE: JIM BEAM BOTTLE collection, some ten years old. Ladd Smith, 5553 Madison Ave., Sacramento, Ca. 95841. Phone 331-2256. Reg. No. 119152-10-1.

BOAT: 13' WIZARD fiberglass runabout w/srg wheel, windshield, handshift throttle, 10 HP motor, 5 gal gas tank, all connections, hoses, etc. ready. Oars, locks, spray tenders brass. \$320. Valued to \$650. Phone 793-5959. F. Amaral, 300 King Ave., Fremont, Ca. 94536. Reg. No. 083244-10-1.

FOR SALE: COMPLETE 22-B BUCYRUS backhoe front with 3/4 yd bucket. Will fit compatible machines O. D. Rogers, P.O. Box 431, Durham, Ca. 95938. Phone 916/343-1510. Reg. No. 390105-10-1.

1969 PRESTIGE MOBILE HOME 20x43, 2 BR, screened porch, awnings, cooler, 59,200. Phone 471-7413 or 471-5321. Union City, Ca. Reg. No. 0605893-10-1.

OC4 W/CHALLENGER ladder-type trencher; 64 FC170 Kaiser keep w/dual control pier hole digger; 68 1T Dodge Flat bed frk; tandem axle axle. Irr. Misc. spare p/s for above. Sell only as complete package. \$10,000. I. W. Anderson, 3884 La Honda Way, Fremont, Ca. Phone 656-5992. Reg. No. 1098447-10-1.

FOR SALE: 1-1/2 ACRES 5 mi. to Placerville. Well pond, 2 BR 1 1/2 baths, unfinished den, 2-car garage, 3 chicken hs, 35 chickens & ducks, partly furnished, \$15,000. Phone 916/622-3105. Reg. No. 351398-10-1.

RETIRED MECHANIC'S TOOLS 1st class shop worth \$1,500, will sell all for \$700, or any part. Phone 262-3512. M. Henderson, 1515 N. Main St., So. 6. Milpitas, Ca. Reg. No. 0622564-10-1.

FOR SALE: DELUXE FIBERGLASS camper, shell, for GMC or Chev. pickup, w/narrow bed, 92" long, w/side door & rear door & side windows. \$225 or best offer. Phone 415/368-8927. Reg. No. 351171-10-1.

MUST SELL '65 T-BIRD w/w. A.C., power, Gold block int. Sea's gaspower 4000W alternator used 3 hrs \$520. Jumbo eoz-1111 hitch solid head \$50. J. Whitman, 247 Bailey Rd No. 5, Pittsburg, Ca. 94565. Phone 415/458-2901. Reg. No. 1053883-10-1.

TRADE 55.8XHS KIT GRAND VIEW for 22 to 28 ft. Terry B. wide plus \$1,000. Kit 80 per cent. J. Howard, 620 Alhambra St., Eureka, Ca. Reg. No. 0814786-10-1.

FOR SALE: TWO BR FURNISHED mobile home w/air, lam. rm & utility rm on 100x200 lot nr market. Above Placerville 2500' elev. H. L. Webb, 206 Corneros, Arroyos, Ca. 707/724-9352. Reg. No. 0745133-10-1.

FOR SALE: SAND BUGGY, Chrysler hemi-powered, tube frame, dual proved tires, exc. cond. Trailer incl. \$1,000. W. A. Rose, 237 Pueblo Dr., Salinas, Ca. 93001. 408/445-2058. Reg. No. 1230192-10-1.

FOR SALE: THREE BEDROOM HOUSE, all weather insul., 220 power, wash & dryer, stove & refrig., new roof. 29 yrs. old, in Visitation Valley, S.F. Phone 415/467-3350. Reg. No. 302316-10-1.

FOR SALE: 1968 VOLVO STA WAGON, like new, a steal at \$2,495. A. M. Dewey, 155 Tama Vista, San Rafael, Ca. 94901. Reg. No. 0387708-10-1.

MUST SELL THREE MOUNTAIN rec. land 12 mi. S. of Hayfork, Ca. Hunting, fish & view. J. Whitman, 247 Bailey Rd. No. 5, Pittsburg, Ca. 94565. 415/458-2901. Reg. No. 1053883-10-1.

TWO TRAILERS, ONE TILT BED ONE BOX. Also orchard-type TDs and D2. After 6, call 415/967-1658. Reg. No. 0947203-10-1.

FOR SALE: TWO NEW BROS Vibrator Roller cleaners-parts No. A122087—model SPV 725. Half price at \$76.50. Call 415/369-5489. Reg. No. 0290869-10-1.

HEAVY DUTY, 5 TON CAPACITY, 4-wheel Dolly 8' x 15'. solid rubber tires. \$150 or trade for cement mixer or building material. B. F. Brooks, 4716 Mowry Ave., Fremont, Ca. 94538. Reg. No. 0421765-11-1.

BYRON JACKSON 6" DEEPWELL turbine pump 7 1/2 h.p. complete well set up 160' of 4" pipe & shaft. \$350 or trade for cement mixer, welder, bldg. material. B. F. Brooks, 4716 Mowry Ave., Fremont, Ca. 94538. Reg. No. 0421765-11-1.

NEAR OROVILLE, 4 BR., 1-3/4 bath, 7 yr. old, appr. 2 acres, barn, pasture, lot, pool w/fenced, lighted concrete area, covered patio, \$33,500. T. L. Broaden, 2544 Poleroma Rd., Poleroma, Ca. Reg. No. 544925-11-1.

FOR SALE: SABER TOOTH RIPPER, fits on all dozers, \$250. Joel Cordova, 5451 Scotts Valley Dr., Scotts Valley, Ca. 408/438-2509. Reg. No. 1043591-11-1.

FOR SALE: PINE MOUNTAIN LAKE front lot. Water, power & roads in. 1 1/2 mi. to Groveland, 40 mi. to Yosemite. Henry Kearns 13055 Lambuth Rd., Oakdale, Ca. 95361. Call collect 209/847-2438. Reg. No. 1099282-11-1.

1968 SPORTS HONDA 90, 3,800 miles, good cond. \$200 or trade for cement mixer, welder or bldg. material. B. F. Brooks, 4716 Mowry Ave., Fremont, Ca. 94538. Reg. No. 0421765-11-1.

CLEAR LAKE RETREAT FOR SALE, 97' waterfront, 400' channel, 3 BR home partly turn on 2 acres. Veg. garden, private floats, boat slips, trees, secluded, quiet water, exc. fishing. \$47,500; owner will finance. R. F. Thomas, 56 Thurston Lane, Lakeport, Ca. 95453. 707/263-4917. Reg. No. 1309046-11-1.

WHITE COINMASTER METAL locator, \$150. Two 5 gal. butane bottles w/stand & regulator. \$50. Sell or trade for small boat. 209/553-4460. J. E. Morris, P.O. Box 127, Snelling, Ca. 95369. Reg. No. 0688904-11-1.

FOR SALE: 30 TON SMITH BALL mill concentrating table 30kW Diesel power plant 75 hp three phase motor. Crusher. \$2,500. George J. R. Williams, Box 189, Weaverville, Ca. 96093. Reg. No. 1113007-11-1.

PICKUP BED, \$150, CHERRY, short W.B. Red. portable shaft grinder "Winona" complete. Trade for motorcycle or \$400. Hard seat insert, K. O. Lee \$225. W. Cullen, 415/689-3404. Reg. No. 0692450-11-1.

FOR SALE: BUSINESS PROPERTY, Acres, 2 BR home, main street, fast growing area, best buy ever at \$25,000, 100' frontage. Gene Stanley, 7067 Skyway, Paradise, Ca. 977202. Reg. No. 0821412-11-1.

FOR SALE: 12.5 ACRES ten miles S. of Redding. Paved road, federal irrigation & domestic water, born. \$11,000. 916/241-2658 or 415/687-3043. Reg. No. 1005688-11-1.

PUPPIES FOR SALE: 8 A.K.C. REGISTERED Britany Spaniels. Charles Amman P.O. Box 8, Solver, Ca. 95563. Reg. No. 1192997-11-1.

HOUSE IN OROVILLE, 3 BR, 1 1/2 baths, large shop & out-buildings. \$20,000 terms. 916/532-2056. Reg. No. 745112-11-1.

FOR SALE: B2040 INTERNATIONAL motor. Low mileage. Patrick Linn, P.O. Box 373, Folsom, Ca. 95630. 916/988-2220. Reg. No. 324319-11-1.

1959 FORD P.U., F100 4 wh. dr., 6 poss. custom bilt. cab. 1964 390 V8 eng., warren hubs, 4000 No. cop winch, pw. brakes, radio & heater. Hvy. duty Bardon bumper, grill guard, spotlight racks. \$950. F. Gonzales, Rt. 1, Box 5218, Vacaville, Ca. 95588. 707/448-9081. Reg. No. 1447053-11-1.

PICK-UP FOR SALE: 1965 1/2-TON FORD, Custom cab, R&H, short wide bed, 6 cyl., 4spd. trans., 6 ply tires, \$900 or best offer. One owner. Tom Schweppe, 5700 Dahlberg, Orangevale, Ca. 95662 or 968-0993. Reg. No. 1148392-11-1.

FOR SALE: BEAUTY SHOP EQUIP. 2 hydraulic chairs, 3 chr drivers w/foot rests, 2 dressrs w/mirrors & shampoo bowls, 1 manicure table, 1 stool, 1 desk, room divider. Cost \$3,000, sell \$400. Edwin Lowry, Box 693, Weaverville, Ca. Ph. 623-3712. Reg. No. 0535756-11-1.

CORVAIR AUTOMATIC DUNEBUGGY pick-up, Metallic yellow, custom seats, \$800. 657-1794. Bill Swartz, 3387 Deodora St., Fremont, Ca. 94538-11-1.

FOR SALE: 1967 EL CAMINO, 377.4 speed. Chrome rims & new tires. \$1,700. 657-1794. Bill Swartz, 3387 Deodora, Fremont, Ca. Reg. No. 1332612-11-1.

ONE 55 ARMSTRONG DRILLING RIG in A1 shape. Drill good, runs good, with tools, \$3,500. Charles W. Criswell, 240 North A St., Tulare, Ca. Ph. 686-9245. Reg. No. 0918845-11-1.

FOR SALE

1969 AMERICAN double ender houseboat. Kitchen sized galley. Stove, oven, refrigerator, sun-deck; decks and walkways. Sleeps 10 people. 55 h.p. out-board motor.

1969 TOYOTA Crown Station Wagon. 4 door, 6 cyl., radio, heater. 4 speed trans.

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- 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 receipts of your ad by our readers.
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- 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.

MEETINGS SCHEDULE

1970 Schedule of Semi-Annual, District and Sub-District Meetings

DISTRICT & SUB-DISTRICT MEETINGS

NOVEMBER

- 3 Sacramento, Tues., 8:00 p.m.
5 Watsonville, Thurs., 8:00 p.m.
10 Stockton, Tues., 8:00 p.m.

- 12 Oakland, Thurs., 8:00 p.m.
18 San Francisco, Wed., 8:00 p.m.

DECEMBER

- 1 Fresno, Tues., 8:00 p.m.
10 Santa Rosa, Thurs., 8:00 p.m.
18 Ogden, Fri., 8:00 p.m.
19 Reno, Sat., 8:00 p.m.

CLIP & SAVE

1971 MEETINGS SCHEDULE

1971 SCHEDULE OF SEMI-ANNUAL, DISTRICT & SUB-DISTRICT MEETINGS

SEMI-ANNUAL MEETINGS

JANUARY

- 9 San Francisco, Sat., 1 p.m.

JULY

- 10 San Francisco, Sat., 1 p.m.

DISTRICT & SUBDISTRICT MEETINGS

JANUARY

- 19 Eureka, Tues., 8 p.m.
20 Redding, Wed., 8 p.m.
21 Oroville, Thurs., 8 p.m.
27 Honolulu, Wed., 7 p.m.
28 Hilo, Thurs., 7:30 p.m.

FEBRUARY

- 3 San Francisco, Wed., 8 p.m.
9 Stockton, Tues., 8 p.m.
18 Oakland Thurs., 8 p.m.
23 Sacramento, Tues., 8 p.m.
25 San Jose, Thurs., 8 p.m.

MARCH

- 2 Fresno, Tues., 8 p.m.
5 Salt Lake City, Fri., 9 p.m.
6 Reno, Sat., 8 p.m.
11 Ukiah, Thurs., 8 p.m.

APRIL

- 6 Eureka, Tues., 8 p.m.
7 Redding, Wed., 8 p.m.
8 Marysville, Thurs., 8 p.m.
21 Honolulu, Wed., 7 p.m.
22 Hilo, Thurs., 7:30 p.m.

MAY

- 4 Sacramento, Tues., 8 p.m.
11 Stockton, Tues., 8 p.m.
13 Watsonville, Thurs., 8 p.m.
20 Oakland, Thurs., 8 p.m.
26 San Francisco, Wed., 8 p.m.

JUNE

- 1 Fresno, Tues., 8 p.m.

- 4 Provo, Fri., 8 p.m.

- 5 Reno, Sat., 8 p.m.

- 10 Santa Rosa, Thurs., 8 p.m.

JULY

- 20 Eureka, Tues., 8 p.m.
21 Redding, Wed., 8 p.m.
22 Oroville, Thurs., 8 p.m.
28 Honolulu, Wed., 7 p.m.
29 Hilo, Thurs., 7:30 p.m.

AUGUST

- 4 San Francisco, Wed., 8 p.m.
10 Stockton, Tues., 8 p.m.
12 Oakland, Thurs., 8 p.m.
24 Sacramento, Tues., 8 p.m.
26 San Jose, Thurs., 8 p.m.
31 Fresno, Tues., 8 p.m.

SEPTEMBER

- 2 Ukiah, Thurs., 8 p.m.
17 Salt Lake City, Fri., 8 p.m.
18 Reno, Sat., 8 p.m.

OCTOBER

- 5 Eureka, Tues., 8 p.m.
6 Redding, Wed., 8 p.m.
7 Marysville, Thurs., 8 p.m.
27 Honolulu, Wed., 7 p.m.
28 Hilo, Thurs., 7:30 p.m.

NOVEMBER

- 4 Watsonville, Thurs., 8 p.m.
9 Stockton, Tues., 8 p.m.
11 Oakland, Thurs., 8 p.m.
17 San Francisco, Wed., 8 p.m.
23 Sacramento, Tues., 8 p.m.

DECEMBER

- 3 Ogden, Fri., 8 p.m.
4 Reno, Sat., 8 p.m.
7 Fresno, Tues., 8 p.m.
9 Santa Rosa, Thurs., 8 p.m.

DISTRICT AND SUB-DISTRICT MEETING PLACES

San Francisco, Engineers Bldg., 474 Valencia St.

Eureka, Engineers Bldg., 2806 Broadway.

Redding, Engineers Bldg., 100 Lake Blvd.

Oroville, Prospectors Village, Oroville Dam Blvd.

Honolulu, IBEW Hall, 2305 S. Beretania Street.

April meeting only, Washington School Cafetorium, 1633 S. King St.

Hilo, Kapiolani School, 966 Kilauea Ave.

San Jose, Labor Temple, 2102 Almaden Rd.

Stockton, Engineers Bldg., 2626 N. California.

Oakland, Engineers Bldg., 1444 Webster St.

Sacramento, CEL&T Bldg., 2525 Stockton Blvd.

Fresno, Engineers Bldg., 3121 E. Olive St.

Ukiah, Labor Temple, State Street.

Salt Lake City, 1958 W. No. Temple.

Reno, 124 West Taylor.

Marysville, Elks Hall, 920-D Street.

Watsonville, Veterans Memorial Bldg., 215 Third.

Santa Rosa, Veterans Bldg., 1351 Bennett Street.

Provo, 165 West 1st North.

Ogden, Teamsters Hall, 2538 Washington Blvd.

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Your Own Credit Union Best Bet to Save You Loan Dollars

By JAMES "RED" IVY
Credit Union Treasurer

The Truth in Lending Law is NOT fully accomplishing what it was intended to do.

The intent of the Law was to require all lenders to reveal the true cost of credit stated in terms of the "ANNUAL PERCENTAGE RATE" to a borrower before credit is extended. This information together with the actual FINANCE CHARGE, total of payments and other information that will allow the borrower to compare the true cost of a proposed loan with more than one lender must be given to the borrower in writing. As far as we know, lenders generally are complying with this requirement.

Unfortunately, the Law does not require bank or finance company personnel, automobile salesmen and other people promoting consumer finance to verbally quote their charges in terms of a True Annual Percentage Rate when they are making their sales pitch. The auto salesman can still glibly tell you that he can arrange for bank financing of the new vehicle he is trying to sell you at an interest rate of 6½ per cent. There is nothing in the "Truth

in Lending Law" requiring him to tell you verbally that the 6½ per cent is "add on" or "discount" interest and that it will show on your contract as an ANNUAL PERCENTAGE RATE (true annual interest rate) of approximately 13 per cent.

Any good salesman will avoid stating finance charges in such simple terms. He will get you behind the wheel, get your new car fever worked up to its' highest peak, and try to convince you that the payment on the contract he is offering you will easily fit your budget. If you happen to notice that the ANNUAL PERCENTAGE RATE on the contract differs drastically from the interest rate he has been quoting verbally, he will probably pass it off as "Just a legal technicality". He can even work it out on paper to show you that 6½ times the amount being financed times the number of years to maturity is exactly the amount of the finance charge. What he will not call to your attention is the fact that the 6½ per cent is charged on the full amount of the loan for the entire period covered under the contract while your average loan balance is only slightly more than ½ the original amount financed.

Rephrased, what we have just said is "That you only have the use of the full amount of the loan until you make the first payment and you have the use of less with each successive payment, but the 6½ per cent interest you have been quoted is computed and charged as though you had the full amount of the loan for the entire repayment period."

WHERE A CREDIT UNION DIFFERS FROM OTHER LENDERS

The Operating Engineers Credit Union, like all Credit Unions, is a cooperative organization owned and operated by its' Members for their own benefit. It has no reason to use mislead-

ing terms in trying to attract borrowers. This would be like taking money out of one pocket and putting it in the other.

The Credit Union charges simple interest based entirely on the declining unpaid balance of a loan. The interest rates being charged at the present time range from a low true ANNUAL PERCENTAGE RATE of 9 per cent up to a maximum true ANNUAL PERCENTAGE RATE OF 12 percent.

If these rates sound high, we would like to point out that the interest charged on a \$3,000.00 loan financed for 36 months at a true ANNUAL PERCENTAGE RATE OF 9 percent would be \$434.40. This is exactly \$150.60 less than the \$585.00 that would be charged on \$3,000 financed for 36 months at 6½ per cent "add on" interest. Add to this, \$150.60 difference, the value of the Credit Life Insurance which the Credit Union provides at no additional cost on all insurable borrowers and you should agree that the Credit Union has no reason to use misleading terms to attract borrowers.

COMPARE BEFORE YOU SIGN

We would suggest that when you select your car, boat, mobile home or when you are arranging for any other type of consumer financing, listen politely to all the talk about bank financing, get-in writing—the FINANCE CHARGE, cost of Credit Life Insurance and the ANNUAL PERCENTAGE RATE BUT DON'T SIGN ANYTHING. Tell the man you have some comparisons to make. Then bring your information to the Credit Union Representative in your nearest Local No. 3 District Office. The dollars we will most likely save you will feel much better in your pocket than they will in the banks.

If we can't save you money, we'll say so—with a smile.

Interior To Increase Urban Play

Secretary of the Interior Walter J. Hickel has announced plans to begin Federal actions directed to the early establishment of 14 major public recreation areas in urban population centers of the Nation.

"We are moving with a coordinated program to establish large park and recreation areas where most of our people live—in the metropolitan areas of our country," Secretary Hickel said. "In the past years there has not been sufficient Federal emphasis on providing funds for recreation and open space preservation in and around our large cities where we believe the needs are greatest."

The metropolitan areas involved in the program are: Washington, D.C.; New York-Newark; San Francisco; Los Angeles; St. Louis; Houston; Atlanta; Denver; Minneapolis-St. Paul; Chicago-Milwaukee; Detroit-Toledo; Memphis; and Hartford-Springfield.

"Our existing national parks are unique, strikingly beautiful, and absolutely necessary elements of our nationwide system," Secretary Hickel said. "But they are mostly located in areas remote from the less affluent members of our society. Many of our people cannot get to the parks; therefore we must get parks to the people."

The Secretary also noted that moving quickly into urban areas for park development will save tax dollars later. "Land near our rapidly expanding metropolitan areas will never cost less than it does now. We must move to select and save choice pieces of property from development for non-conservation uses," Secretary Hickel said.

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feel that the standards for judging one's behavior and performance are reasonable and just.

You are right to seek such conditions not only at work, but also in the family, in an organization or in some community project.

BE CHEERFUL AMID TROUBLES—"The plainest sign of wisdom is a continual cheerfulness." "A light heart lives long." "The cheerful man will do more in the same time, will do it better, will persevere in it longer, than the sad or sullen." "Cheerfulness keeps up a kind of daylight in the mind."

MAKE YOUR TIME COUNT—"Do not squander time, for that is the stuff life is made of," makes as much sense today as when Benjamin Franklin first uttered it.

1. Each minute, day and year is given to us once only. Then it is gone forever.

2. Persons habitually searching for ways to "kill time" are seldom found among the alert, the forward-looking or the happy.

3. Those who are busy fulfilling responsibilities to their homes, jobs, studies, organizations and public affairs find

more joy both in work and relaxation.

BE WILLING TO WORK HARD—Whatever your job in life, you will surely do it better if your efforts are grounded on trust in God, a desire to serve others—and hard work.

The link between science and hard work was emphasized by Dr. Glenn T. Seaborg, chairman of the U.S. Atomic Energy Commission. He said:

1. Exciting Experience—"Hard work can be the most exciting kind of experience if it absorbs your interests so completely that you almost forget when mealtime comes."

2. Importance of Motivation—"Or it can be boring and distasteful if the chore is one which you would never have undertaken voluntarily."

3. Effort Required—"The need for hard work as a basis for achievement is no less now than it ever was and only the rarest genius will reach the highest goals in science without expending his utmost effort."

4. Environment not Enough—"Not even the most wonderful environment will produce a scientist from a man or woman who is fundamentally allergic to hard work."