MEETING NOTICE

The next semi-annual meeting will be held on Saturday, January 8, 1977, at 1:00 p.m., at the Masonic Auditorium, 1111 California Street near Taylor, in San Francisco.

Trouble For Building Trades?

By JAMES EARP

A single word — maintenance — has spurred a series of skirmishes over a newly formed state apprentice program that has turned the warning lights on for a number of Building Trades leaders.

But like the three ingredients — fire, fuel, and heat — there are two other words that have combined to ignite this flame. They are "state" and "apprentice".

Beyond the realm of its simple meaning, the word maintenance has served to reveal how the three involved parties — the Industrial Relations Department, the Service Employees Union and the president of the state Building Trades — view the apprentice program as a whole. And the words "state apprentice" stirred troubles in a labor song that some Building Trades leaders feel is getting increasingly warm.

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For several years now we have been using this space from time to time to send up signals that the American Labor Movement was in serious trouble. Many of these warnings were based on what we saw—primarily in California, but also in other parts of the country, and on what we learned in discussions with labor leaders across the land.

We are now learning that most of the things we were so concerned about in those years had become reality. That is, in most states and in the country as a whole, there is a seeming area of agreement between the ultra liberals and the corporate conservatives that big labor must be strongly dealt with and currently being pressed down the tube.

Proposition 14 is a partial explanation for the Carter-Tunnney defeat in California. Maybe even Carter’s defeat in four of the five states that cost him to Governor Brown as a last minute primary candidate produced some disenchanted liberals that sat on their hands. There is also every indication that Tammy Hayden’s supporters in his bitter primary campaign might have reversed the polls. But what happened to the over 390,000 new Democrats that the United Farm Workers registered in California? Enough votes not only to elect Tammy, but to just pass the joint ballot over the top. Since the Farm Workers Initiative went downhill better than two to one we can only assume that if those new voters voted at all they voted for the candidates they voted for.

The above explains some of the Western States defection, but where did “big labor” go? Despite all the punditry and naval gazing, we think the true facts should read something like the following.

“Big labor” is a myth perpetuated by liberals and conservatives alike at election time to be used for their own ends. Conservatives use it in campaigns to “labor goon” and “fair card” running “racketed-dominated unions” who are ruining the nation with their high wage demands which kissle inflation and bring about the high cost of government. Liberals use it to keep the people looking too hard at the real role that exorbitant profits (a billion dollars for ITT in one quarter), and tax shelters play in an over-heated economy; at a time when the average union has played a vital role in creating unemployment and inflation by exporting American jobs to foreign countries, skills abroad, skills that return for the market competitive imports.

Liberal activists meanwhile attack the traditional union movement for its failure to assimilate eight million illegal aliens into its ranks while at the same time demanding that meaningful jobs be provided by unions for the unskilled black and other minority workers at skilled union wages. This is the same clue that cries out bitterly for massive Federal and State intervention in unemployment while bitterly denouncing the high cost of local and national government and then pass laws preventing public employees from striking. San Francisco is a prime example of this creative politics. So labor, especially the building trades, becomes the “damned if you do” and “damned if you don’t” victim of the body politic.

Poor Joe and Jennifer Voter get misled in either case since there is actually no such thing as "big labor" and since if there were it could not produce non-existent work. Jobs come from the government and industry. Industry seeks skilled craftsmen who can produce competitively at the lowest wages possible. Unions today only supply these workers if the force since the membership steadily from the 1945 peak of 35 per cent of the work force to the 1974 figure of 21.7 per cent. Even this lower figure is inflated by the increase in the number of workers in the trades, and the current sector membership losses brought on by high unemployment and inflation. So “this labor” is a statistical myth.

If labor is in a sound analytical of the numerical strength of the Labor Movement, then it was the sheer gut leadership of George Meany and his captains that dragged even Democrats kicking and screaming into presidential politics. But without the leaders and their support on elections, the impact of this nation’s labor press and the pressure on the get out the vote effort by the general presidents of the Labor Movement that made Jimmy Carter the 39th President of the United States, said, “It must have been put in to ‘avoid any parallel program with the right.’”

By implication then, the exclusion from the agreement of the organized labor group that still believes in labor ’s place in the national life, is established that the program is as good as can be found in the private sector with its different job standards—feels they could “outside” if they wanted to. “I represent mostly janitors and hospital workers and people who are down and out,” saidMeany. “I am trying to get them into a trade.”

Grounded in the principles of democracy, labor eventually eventuates to set up apprenticeship programs “areas that have traditionally held them,” such as doctors, lawyers and the technical fields. Couglin feels strongly about the greatest statements, George Meany and the AFL-CIO have played mid-wife to most of the social gains made for the American people. Even the American workers are the best paid, best protected and have been until now, the most productive in the world. Brother Meany has accomplished this without concern for their vote. He has served all working peoples without concern for nationality or ideology. George Meany has served justice and fairness for working people where they live and whatever they do. He has accomplished these tasks at great personal sacrifice and without the bloodshed that has marked the upward thrust of working people in other lands.

Poor Joe and Jennifer Voter get misled in either case since there is actually no such thing as "big labor" and since if there were it could not produce non-existent work. Jobs come from the government and industry. Industry seeks skilled craftsmen who can produce competitively at the lowest wages possible. Unions today only supply these workers if the force since the membership steadily from the 1945 peak of 35 per cent of the work force to the 1974 figure of 21.7 per cent. Even this lower figure is inflated by the increase in the number of workers in the trades, and the current sector membership losses brought on by high unemployment and inflation. So “this labor” is a statistical myth.

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A Personal Note from
The President's Pen

By HAROLD HUSTON
President

Business Manager Dave Marr assigned me to help in the negotiation with Stansor Corporation of Homes and Hydraulics Division at Willits, California. It was a real pleasure working with the negotiating committee and meeting the good brothers and sister engineers, contractors, and road supervisors. When the contract was presented at a special meeting, almost everyone employed attended the ratification meeting and spoke out exercising their right to vote for or against the new agreement. The majority voted for the new agreement and expressed their appreciation to the officers and the negotiating committee.

I'm happy to report the strike against Peterson Tractor Company—Lift Truck Division at San Leandro has now been settled and the brother engineers have approved their new one-year agreement and are back to work. The Members in this shop gave the negotiating committee their full support and I might add this is the first strike ever against this employer and I hope it is the last one. I would appreciate it if each of you Members would make it your responsibility to attend the quarterly district meetings held in your District. Also please try and attend the bi-annual meetings held in San Francisco. This is your Union and you should want to keep abreast of what is going on within “Your Union.”

The major national, statewide, and local elections held on November 2, 1976, are now history. We only hope that the many campaign promises made by each political candidate that have been supported, and won, will keep his word and help the working people.

I know your officers and Members of our great union are going to be holding each of them very closely to see if labor once again gets on the track and starts moving forward.

Members of organized labor throughout the United States and Canada are aware that the elections will start throughout our jurisdiction where every member who is able to go to work will be given an opportunity for a job. There is an old saying when your “Neighbor” is out of work we are in a recession, but when “You” are out of work, requires the legislature to act on the opportunity for a job. There is an old saying when your “Neighbor” is out of work we are in a recession, but when “You” are out of work, requires the legislature to act on the opportunity for a job.

We hope each member and his family have a Happy Thanksgiving Day, and enjoy seeing and being with your loved ones.

Christmas is just around the corner, please let us take the opportunity to wish all of you a very Merry Christmas and a Happy New Year.

Work In Marin Looking Good;
Marin Water Projects Offing

By W. A. “Lucky” SPINKLE, Assistant District Representative

Work in the Marin area is going full blast—equipment and Operators are all red hot.

Some of the recent contracts awarded are:

Bremen-Dalcio, Inc., street and road work, various roads in Novato
Bay Cities Paving & Grading, Inc., doing resurfacing of Sir Francis Drake Blvd. at Greenbrae and San Geronimo Valley
Maggiora-Ghilotti, Inc.—sewer replacement on Chapman Drive, Corte Madera, also in Fairfax
Ghilotti Brothers are all over the county with men and equipment—they recently were awarded a contract for construction of several Smith Ranch Rd., also John F. McNiss Park
Plumlee Corporation from San Carlos, were recently awarded a new contract for work on the intersection of Bon Air Road and Corte Madera Creek
Ghilotti Brothers were awarded contract for flood control work, consisting of channel improvements along Covey Creek, and drainage improvements along Speese Street in Novato

At International Conference
Future Of California Coast Discussed

The first of three international Coastal conferences was held in Marin County Nov. 5 and 6 for the purpose of reviewing the effects the recent coastal legislation will have on the environment. The conference discussions were carried out in their counties.

At the conference there were several California legislators, such as Senator Jerry Smith (D-Santa Clara County) Assemblyman Michael Warnum (D-Marin County) and San Francisco Supervisor Bob Mendelsohn, who played active roles in shaping the current coastal law.

In discussing the complicating that went into the bill during the final hours, James Carroll of the Council for Environmental and Economic Balance pointed out that, by holding out until the end, the Building Trades were able to force some compromises to the bill that will be beneficial to labor in the years to come. Chairman Mendelsohn also made some of the urban exclusion clause, which allows those wanting to build in urban areas to be excluded from the project without going through the lengthy permit process. The Building Trades also forced the legislature to compromise on the “sensitive areas” issue. Under this clause, sensitive areas are put under even stricter permit processes than the rest of the coast. However, labor was able to include in the bill a clause that requires the legislature to set the areas within two years, or those areas lose their special status.

All the California legislators present at the conference pointed out that the next two years will be crucial in the future of the Coastal Bill. Under the law, the Coastal Commission will go into effect on January 1. During the coming two years, regional commissions will be established and local governments will be required to come up with their own coastal zoning and planning.

After two and a half years are up, the regional commissions will be dissolved and merged into the larger state commission. Those wanting to build along the coastal zone will be required to obtain a permit from the local government—which will be the county in most cases. Public hearings will be held on major projects, and the outcome of a request for a permit may be appealed to the regional agency or the state.

Supervisor Bob Mendelsohn, who is currently serving on the temporary coastal commission that will be dissolved on December 31, said that the input the local governments received during the next two years will be crucial.

“For those of you who think you have the battle, forget it,” he emphasized. “Developers and the Building Trades are watching.”

What he was referring to, is that there are many unresolved conflicts surrounding the concept of coastal planning. The rights of the private property owner versus the right of the public to have access to the coast is one of the hottest issues. Mendelsohn pointed out that the courts, which had generally upheld the principle of the temporary coastal commission established by Proposals 38, may be reluctant to do the same thing with a permanent commission.

This may hold the courts to be more lenient on the developer and single dwelling builder, said Mendelsohn.

Senator Jerry Smith, who authored the Coastal Bill, said that there may be some attempts in the next two years to alter the zone line, which designates those areas within the coastal zone. Generally, this line runs parallel to the coast, at approximately 1,000 yards inland. Urban areas have a smaller zone and some areas, such as San Mateo County, have areas where the zone is several miles deep.

Other battles will undoubtedly be fought over zoning and the conversion of agricultural lands to development. Many farmers strongly opposed the Bill because it took away their freedom to sell in the future.

Mendelsohn said that issue of property taxes will also be a major battle in the coming years. He feels that property tax reform is needed, since the present methods of property taxation encourages counties to develop. Whatever the outcome of these issues, it promises to be a “fascinating battle,” Mendelsohn said.

Engineer Fulfills His Dreams

By CRAIG CANEPA, Dispatch

Royal Babs, 3-year-old Apallosa filly owned and bred by Dave and Estella Campbell, Silverado Estates, Napa Valley, was won the 1976 Idaho Snuff Bit Futility in Boise, Idaho. Sponsored by the Idaho Retired Cow Horse Association, the Futurity had 30 horses from eight states competing.

Working under very adverse weather conditions in an Arena nearly knee deep in water and slushy sand, Royal Babs was the only Apallosa competing with only four months training, she really demonstrated the fiber and versatility of today’s Super Horse, the Apallosa.

Trained and ridden by Don Ulmer of Carson City, Nevada, Royal Babs came from seven points behind the leader in the closing moments of a thrill packed performance to snatch the lead and win top honors.

Dave, who retired in 1972 at the age of 66, devoting his retirement, together with his lovely wife, Estella, to breeding and training race and performance bred Apallosa. Dave and Estella were instrumental in the organization of the Apallosa Horse Association of Northern Nevada (AP-HAWN) and he served as president for three years.

At present, they have a half brother to Royal Babs, “C,” a great grandson of the famous Depth Charge, in training for the 1977 three-year-old Snuff Bit Futurities.

Dave and Estella live in beautiful Washoe Valley, Carson City, Nevada. Visitors are always WELCOME.
By BOB MAYFIELD

Well, I guess all of us are more than happy that at long last the elections are over. I'm certain that every family in America was to throw-away handouts, and door-to-door appearances in person, or date from the President on down campaigned vigorously in several forms, including television, radio, newspapers, personal appearances, throw-away handouts, and door-to-door appearances in person, or others in behalf of someone, only to name part of the methods used. The whole thing added to all of us being ready to see another scene as we were all worn out with politics.

In summing up the net result, now that it's all counted and completed, I would have to truthfully say that all of us connected with the labor movement had a large majority of our candidates and also the bond issues in first place at the conclusion of the ballot counting. What a difference a week in the trade could have had the voice that we have, except in America. It is certainly no secret that this election had a large number of people vote, which is good, and of that number labor's voice had a large impact on most all states.

A lot of people around the country are already wringing their hands and worrying about this country's destiny now that the Carter-Mondale ticket is the President and Vice-President. I'm certainly like the man from Missouri and want this platform to show me and John Otto Inc. project. ,

In Northern California and in Reno, Nevada, several very important bond issues passed which will certainly guarantee substantial numbers of new jobs, and most of these will be right away. In the City & County of San Francisco, Measure "A" passed by a heavy county and was for $397 million of matching funds. These funds match a like amount provided by the State and make close to a billion dollars of Federal funds available for the construction of the sewer and water cleanup for the entire city. Also, the so-called upper sewer bond in the East Bay passed, and a $19 million earth filled dam project for a water supply for Marin County. In Reno, Nevada, on this their second try, the voters finally recognized and immediately, and long term problems and passed that water and sewer bond measure. These aforementioned projects are only a few of many throughout Local 7's jurisdiction that will provide jobs right away and for several years to come. This is the end product of what all of us who have access to the Union paper have done to try to encourage not only our members but also their families to vote. I'm very proud of all your efforts.

At this writing the only contract left to be completed is the Utah Bucket-Crane Road project. In fact, someone has电路, it will fully expect it to be completed and ratified by the time this article reaches press. Since last month's column, the Abbott Diesel contract in Salt Lake City was completed and had two rig jobs right away and for several years to come. This is the end product of what all of us who have access to the Union paper have done to try to encourage not only our members but also their families to vote. I'm very proud of all your efforts.

In closing, I hope that each and every family has a very good Thanksgiving, and a little more work this year so that we might all enjoy a little better Christmas and the beginning of a prosperous 1977.
Pension Plan

COPED

PENSION TRUST FUND FOR OPERATING ENGINEERS

50 Francisco Street, San Francisco, Calif., 94133
Telephone (415) 391-4448
EIN: 94-0609794

To All Covered Employees:

We are pleased to announce that the Trustees of the Pension Trust Fund for Operating Engineers have recently adopted many changes in your Pension Plan. These changes are the result of compliance with the ERISA Act, passed by Congress in 1974; and provide a more liberal pension program and greater financial security for our operating engineers and their families. Although most of the basic benefits provided by the Plan have not changed, Credited Service will be earned in a different way and the Break-in-Service Rule will be different. A new Husband-and-Wife Pension has been added which is similar to and replaces the present Joint and Survivor Option.

Here is a summary of the most important changes in the Pension Plan which will take place on December 1, 1976, the beginning of the Fund's next fiscal year.

Credited Service

One year of Credited Future Service will be granted for all calendar years after the Contribution Date during which an Employee works at least 1,000 hours in Covered Employment. Employee works less than 1,000 hours in a calendar year, he earns partial credit for work before January 1, 1977 on the same basis as under the present plan. But beginning January 1, 1977 he will earn partial credit according to the following schedule:

<table>
<thead>
<tr>
<th>Hours Worked in Year</th>
<th>Credited Service</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than 500 hours</td>
<td>None</td>
</tr>
<tr>
<td>500-749 hours</td>
<td>1/2 year</td>
</tr>
<tr>
<td>750-999 hours</td>
<td>1 year</td>
</tr>
<tr>
<td>1,000 hours or more</td>
<td>One Year</td>
</tr>
</tbody>
</table>

Although no more than 1 Year of Credited Service will be allowed for any calendar year, under the above schedule, employees will need to work fewer hours in a calendar year to earn a full year of Credited Service. This reduced schedule affects only how you earn eligibility for benefits, not the amount of your pension, as shown in the following example:

<table>
<thead>
<tr>
<th>Hours Worked</th>
<th>Present Per Year Rate * Factor Benefit</th>
</tr>
</thead>
<tbody>
<tr>
<td>860</td>
<td>$2.00 per hour * 0.25 * 860 = $890</td>
</tr>
<tr>
<td>1,000</td>
<td>$2.00 per hour * 1 * 1,000 = $2,000</td>
</tr>
</tbody>
</table>

Example I:
If the employee's spouse is age 60 and his salary is $2,000, he would receive a Husband-and-Wife Pension of $300 per month ($400 x 80%) and his spouse would receive, on his death, a monthly benefit of $120 for the rest of her life.

Example II:
If the employee and his spouse are both age 65, he would receive a Husband-and-Wife Pension of $344 per month ($400 x 86%) and his spouse would receive, on his death, a monthly benefit of $190 for the rest of her life.

Example III:
If the employee is age 65 when he retires, and his spouse is age 70, he would receive a Husband-and-Wife Pension of $356 per month ($400 x 89%). If his spouse would receive, on his death, a monthly benefit of $178 for the rest of the year.

Operating Engineers employees who have reached age 65 have, in the case of any employee who dies after December 1, 1976, a new Husband-and-Wife Pension which has been added to the present plan. This is a much more liberal Break-in-Service rule than the present plan.

What it means is a One-Year Break in Service (after January 1, 1977, less than 500 hours of service in a calendar year) can be repaired to the same as the break in service in 1976. All other One-Year Break in Service years are disregarded after a calendar year in which you have at least 500 hours of service.

Important: Break-in-service years are not added together unless they are consecutive.

Because this new Break-in-Service rule allows large periods of absence from Covered Employment before an Employee's Credited Service is permanently cancelled, grace periods will be granted in the future only for periods of 10 years or less. The employee qualifies for Workers' Compensation Disability Benefits.

New Husband-and-Wife Pension

The Plan now has a Husband-and-Wife Pension for married employees retiring on December 1, 1976 or later. This is similar to the present Joint and Survivor Option in that it provides the surviving spouse of a deceased pensioner with a reduced monthly pension for the rest of her lifetime. However, beginning December 1, 1976, this type of pension will be payable to a married employee unless he says he does not want it.

Guaranteed retirement benefits for two people for two lifetimes, the husband's and the wife's means that more monthly benefit checks may be paid out than would be the case if the wife's benefits were torn down. Spreading the available money over more monthly benefits reduces the amount which can be paid each month to the pensioner. When he dies, his spouse would receive 50% of this reduced amount.

How much the pensioner's monthly benefit is reduced when he retires depends entirely on the difference in ages between him and his spouse. The following are some examples of how the amount of the Regular Pension would be affected when a Husband-and-Wife Pension is payable:

<table>
<thead>
<tr>
<th>Age of Wife in Relation to Age of Employee</th>
<th>Percentage of Pension Payable to the Employee</th>
</tr>
</thead>
<tbody>
<tr>
<td>18 years younger</td>
<td>80%</td>
</tr>
<tr>
<td>5 years older</td>
<td>80%</td>
</tr>
<tr>
<td>Same age</td>
<td>80%</td>
</tr>
</tbody>
</table>

The percentage applicable to you will depend on your age and that of your spouse. Here are some examples of how these factors are applied to a Regular Pension of $400 a month:

Example I:
If the employee's spouse is age 55 and he is age 60 when he retires, he would receive a Husband-and-Wife Pension of $220 per month ($400 x 89%). His spouse would receive, on his death, a monthly benefit of $160 for the rest of her life.

Example II:
If the employee and his spouse are both the same age, age 65, he would receive a Husband-and-Wife Pension of $244 per month ($400 x 86%) and his spouse would receive, on his death, a monthly benefit of $135 for the rest of her life.

Example III:
If the employee is age 65 when he retires, and his spouse is age 70, he would receive a Husband-and-Wife Pension of $356 per month ($400 x 89%). If his spouse would receive, on his death, a monthly benefit of $178 for the rest of the year.

Once the Husband-and-Wife Pension has started, it can't be changed even if the Pensioner and his wife are divorced, or if the wife dies before he does.

Upon Retirement

Each pension applicant will be furnished with a letter showing the monthly amount he and his spouse would receive for the Husband-and-Wife Pension, and also for the single-life pension with 60 payments guaranteed. He must advise the Administrative Office at the time of retirement whether he wants the Husband- and-Wife Pension or a single-life pension with 60 payments guaranteed.

Privilege Pensioner to whom a Husband-and-Wife Pension is payable, dies before reaching age 55, his spouse will receive a benefit beginning on the first of the month following the month he would have reached age 55 had he lived. This is an additional benefit not provided under the present plan which provides greater protection to the spouse of a disability pensioner if he wants it.

Before Retirement

There is another kind of protection provided by the Husband-and-Wife Pension: a pension is payable to the widow of an employed employee on or before December 1, 1976, and on all years thereafter. If the employee dies, after becoming eligible for an Early Retirement or a Regular Pension, his widow will receive a pension—50% of the Husband-and-Wife Pension figured as if the employee had retired the day before he died.

Rules for the Payment of the Husband-and-Wife Pension

The Husband-and-Wife Pension protects only the spouse legally married to the employee at the time his pension begins.

If the spouse dies before the pensioner, all pension benefits stop on the death of the pensioner.

The spouse must have been legally married to the pensioner for at least one year before his death in order to receive benefits.

*No benefits are payable to a spouse whose marriage to the employee or pensioner was legally terminated at the time he retires or dies.

*Payments to a surviving spouse are for her lifetime. They do not stop even if she remarries.

Changes in Disability Pension Amount

If the Husband-and-Wife Pension protects only the spouse legally married to the employee at the time his pension begins.

If the employee was retired on or before December 1, 1976, the annual amount of the Disability Pension will be increased by 1/4 of 1% for each month he is younger than age 60 (but not younger than age 55) plus 1/8 of 1% for each month he is younger than age 60. However, the amount of the Disability Pension will be less than 60% of the Regular Pension earned by the disabled employee. If the employee was retired on December 1, 1976, the amount of the Disability Pension paid in the form of a Husband-and-Wife Pension, this amount will need to be further reduced in accordance with the ages of the employee and his spouse.

This summary of the changes in the Pension Plan which become effective December 1, 1976 highlights only the major revisions which will be made. A completely new Pension Plan is now being drafted: it has been approved by the Board of Trustees, a new booklet explaining all of the provisions of the new Plan will be printed and a copy sent to you.

Sincerely,

BOARD OF TRUSTEES

Page 5
Christmas A Good Time
To Use The Credit Union

Christmas is an expensive season for most of us not only in how much we spend on gifts but also in how much we mortgage future income through credit costs on financed purchases. If we overuse bank and department store charge cards which generally carry a 18% to 22% APR, many of us will find it extremely difficult to meet the payments on this type of debt - with interest. The time this goes to press.

To Use The Credit Union

If you are not a member, obtain a membership card and Phone-A-Loan account, complete an application and return it to the Credit Union. A-Loan application by contacting the Credit Union or your District Office. If you are a member who hasn't applied for a Phone-A-Loan account, you have the opportunity as close to your telephone to reduce credit costs.

Now is a good season to think about opening memberships for yourself and your immediate family and any other financial benefits. Your children can join at any age but once they leave home they are no longer eligible for memberships. Credit Union memberships make sensible Christmas gifts that may not immediately excite your children but will last a lot longer than a toy, and when your children become consumers of credit, they may be very pleased that you opened the door to a financial institution that will give them real financial benefits.

Marysville-Little Chute
In Work Picture

By ALEX CELLINI
District Representative

Butte Creek Rock has been working with a small crew at Lake Almador West in their pit the levee-if the weather holds up and down - we hope their crew ten hours a day - we are sure it will come in longer than the normal shut down period. Baldwin will probably have been slow.

It is rumored that the Williams & Sons and another company in Yuba City may be moving to Sacramento - we will see and see. Their work has been slow.

Diamond Reel Company in Yuba City is currently working on their crew ten hours a day - we don't know how long this will last, but we are sure it will come in handy on the pump stations that it is so close to the holidays.

This is a very good situation by the time this goes to press.

Pension Plan

This is the opportunity to get to know everyone a Happy Holiday - if you are doing good, have a merry Christmas and a Happy and Prosperous New Year!

We would like to take this opportunity to thank the following individuals for their donation to the blood bank:

Kenneth Bettis and William H. Frantey.

Two college scholarships of $500.00 each will be awarded for study at any accredited college or university, one award to a son and one to a daughter of Members of Operating Engineers Local No. 3.

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

Who May Apply

Sons and daughters of Members of Local No. 3 may apply for scholarship. The parent, Local No. 3 will not exercise any choice as to College Scholarships at the above address.

INSTRUCTIONS:

1. The Application—to be filled out and returned by the applicant.

2. (A) the Fall Semester (beginning in 1976), or (B) the Spring Semester (beginning in 1977), to the University Scholarship Selection Committee, an independent, outside group composed entirely of professional educators.

3. Letters of Recommendation—every Applicant must submit letters of recommendation giving information about his character and ability. These may be from teachers, community leaders, family friends or others who know the Applicant. These may be submitted with the application, or sent directly to the University Scholarship Selection Committee.

4. Photographs—A recent photograph, preferably 3 inches by 2 inches, with the Applicant's name and address and a check for $50.00 will be deposited in the bank of each winning student's name at the college or university he plans to attend.

INSTRUCTIONS:

All of the following items must be received by MARCH 1, 1977.

1. The Application—to be filled out and returned by the Applicant.

2. A check for $50.00 will be deposited in the bank of each winning student's name at the college or university he plans to attend.

3. Letters of Recommendation—every Applicant must submit letters of recommendation giving information about his character and ability. These may be from teachers, community leaders, family friends or others who know the Applicant. These may be submitted with the application, or sent directly to the University Scholarship Selection Committee.

4. Photographs—A recent photograph, preferably 3 inches by 2 inches, with the Applicant's name and address and a check for $50.00 will be deposited in the bank of each winning student's name at the college or university he plans to attend.

It is the responsibility of the Applicant to see that it all the above items are received on time and are sent to:

James R. Ivy
Recording-Corresponding Secretary
Operating Engineers Local Union No. 3
474 Valencia Street
San Francisco, California 94110

to College Scholarships at the above address.
ELECTION SPECIAL

Labor's Vote Made The Difference

By JOHN McMAHON

After the long, grueling and sometimes boring campaign, the people have spoken. Voting their party and their pocketbooks, Americans have elected a 52 year old former governor of the State of Georgia as their 39th President.

Campaigned on the issues of staggering inflation, skyrocketing unemployment and lack of leadership, James Earl Carter was elected in one of the closest presidential elections in decades. Working class people in traditional Democratic Party stronghold areas across the nation showed their concern for the depressed state of the economy by going to the polls in larger numbers than had been expected to vote for a change in the country's leadership.

Carter has made full employment one of his main campaign promises. "Our country's single most important priority," Carter said over and over again on the stump, "must be a job for every American who wants to work. Every person has a right to a decent job. I am committed to the goal of full employment, and I am dedicated to positive programs to achieve that goal."

Carter's election can, in large part, be attributed to the overwhelming support he received from the ranks of organized labor. He was endorsed by the national AFL-CIO in July, just four days after the end of the Democratic Party Convention in New York City. He was given support, to the maximum extent possible under the law, by virtually every state federation of labor, central labor council and local union in the nation. Union members volunteered to work phone banks, walk precincts and drive people to the polls on election day to ensure that the American people voted the Presidency of Gerald Ford.

Although Carter carried only one state in the Los Angeles election, Hawaii, his margin of victory was built up in an almost solid sweep of the South and wins in key industrial, heavily organized labor oriented states in the Northeast.

Showing that it was in the mood for a change, the American people also defeated nine incumbent members of the U.S. Senate. The biggest surprises were the defeat of California's first term Senator John Tunney and Utah's three-term Senator Frank Moss. The defeat of Moss was blamed on his strong support of the goals of organized labor, which didn't go too well with conservative Utah voters. By ousting Moss, Utah voters are trading an experienced legislator who knew how to get things done for an unknown new face. Moss had built up 18 years seniority in the Senate which netted him many important committee and subcommittee chairmanships. His opposition to amendments to the National Clean Air Act was responsible for its defeat in the Senate earlier this year. Had the bill passed, states such as Utah would have found future industrial development impossible because it would have forced extremely strict air quality standards on new businesses.

Tunney's defeat was perhaps the biggest surprise of election day. Strongly supported by Local 3 and other labor unions, Tunney was caught up in the anti-Washington mood that gripped much of the nation. Although his record in his six years in the Senate was better than any other first term Senator, he couldn't overcome the problem of not being able to make his record known to the people of California. An authority on the nation's future energy alternatives, and a strong supporter of nuclear power, Tunney was defeated by a 70-year-old former San Francisco State University President, S.I. Hayakawa.

Voters in Nevada returned three-term Senator Howard Cannon of Las Vegas. Cannon, running on the slogan of being "Nevada's Man in the Senate" won by an impressive victory by winning in every county in the state. Congressman James Santini was also reelected.

In Hawaii, Local 3 endorsed candidates made a clean sweep on election day. In addition to voting for Carter, Hawaii gave seven-term Congressman Spark M. Matsunaga a promotion by electing him to the U.S. Senate. Also elected to their first term in the U.S. Congress were Congressman Con Heftel in the First District, and Dan Akaka in the Second District. Frank F. Fasi was reelected as Mayor of the City and County of Honolulu. Their solid victories in the Islands are attributed to the strong support given by Local 3 Financial Secretary Harold Lewis. "These are good people," Lewis said, "they will work hard for labor's interest when they get back to Washington."

Overall, 88 percent of Local 3's endorsed candidates for Congress, State Senate and State Assembly were elected to office. Even though most of the union's endorsed candidates were elected, the state and local propositions that passed were the most important and satisfying victories. On the state ballot, Proposition 15, the Nuclear Initiative, has had wide ranging effects across the nation. As if to follow suit behind California, attempts to impose nuclear safeguards through the initiative process failed in all six states that had the initiatives on the November 2 ballot.

The referendum measures were defeated in Oregon, Colorado, Washington, Arizona, Ohio and Montana. The string of defeats followed the 2-to-1 defeat of California's Nuclear Initiative last June. The nuclear safeguards measures were given the best chance of passage in the environmentally oriented states of Oregon and Colorado, but even there the voters apparently believed that extra safeguards would mean higher electricity and gas rates.

The referendum measures were similar in all six states. They required the state legislatures to certify the operational and waste disposal safety of nuclear plants and to make the companies that operate them responsible for insurance covering all liabilities.

States' Nuclear Measures Lose

The hard and successful work that California's organized labor put in last spring against Proposition 15, the Nuclear Initiative, has had wide ranging effects across the nation. As if to follow suit behind California, attempts to impose nuclear safeguards through the initiative process failed in all six states that had the initiatives on the November 2 ballot.

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The Continuing Controversy
Over The Initiative Process

Private interest groups (i.e., greyhound dog racing) exploit it. Environmentalists attack it. Political leaders cynically use it. Over the last several years they have been considering various means for reforming the present initiative system—primarily in response to those who say the initiative process has outlived its usefulness.

But the practice of direct legislation has held its own, due to the vocal and persistent cry of those who believe that the initiative keeps the legislators honest. Many feel that the initiative allows the people to circumvent the legislators when they don't do their jobs.

The initiative process was written into the California Constitution in 1911, in an attempt to eliminate the control that the Southern Pacific Railroad company had over the state’s politics. At the time, Southern Pacific had a political machine which had the initiative process literally on puppet strings. It had controlling interests in both the Democratic and Republican parties. Governor after governor was elected without ever having to vote for the corporation.

Southern Pacific kept political men in every county, whose job it was to see that “the right men were chosen as convention delegates, the right kind of candidates elected... and the right things done by the men in office.”

It was not until the 1906 Republican convention that the public really organized an effective opposition. Directly following the nomination of James F. Power as the Republican candidate for governor, a party was held by the political men, in which a picture was taken showing Gilbert standing next to Southern Pacific political boss Abraham Ruef, with his hand on Ruef’s shoulder.

Never before had such blatant bossism been portrayed in the public’s eyes.

By 1909, the fight was on, and Hiram Johnson, backed by the Lincoln-Roosevelt League appeared to be the common man’s best hope. Operating on the platform of “kick the Southern Pacific Railroad out of politics,” Johnson eventually went on to win the election as governor of the state.

While in office, Johnson’s single aim was to get the initiative process written into the state’s constitution. Southern Pacific put up a bitter fight, but Johnson’s efforts—touring every major city in the state and pointing out that direct legislation was the people’s chance to protect themselves “against corporation greed, corporation control and political domination”—finally prevailed at the special election on October 10, 1911, in which the initiative process carried by a vote of more than 3 to 1.

Today there are those who say that the initiative is no longer a weapon of the people, but a tool of special interest groups seeking to sell something to the public that has been turned down by the Legislature.

Certainly there are problems to the initiative today—due mainly to the vast increase in population and the advanced techniques of public relations through the use of the media.

With the growing population, it has become increasingly difficult to obtain the necessary signatures to put an initiative on the ballot (8 per cent of registered voters for constitutional amendments, 5 per cent for statutory amendments).

To overcome this, the public relations firms which specialize in obtaining signatures on petitions, generally charging a fee of about $50 cents per signature. With the passage of proposition 9, which put limits on campaign spending, the system was put in jeopardy. But the California Supreme Court overruled some of the prop. 9 provisions during the heated nuclear initiative campaign.

Another problem facing the initiative process is one of clarity. The public has voiced its dissatisfaction with having to vote on important issues and not being able to understand the wording of the initiative.

The same thing happened most recently...
Residents of San Francisco approved a controversial ballot measure which has been described as both "another nail in the city's coffin" and a "restoration of representative government in the City by the Bay."

The measure, Proposition T, calls for the abolition of the present Board of Supervisors and the election of a new Board in November, 1977. The new Board of Supervisors will establish a city-wide initiative drive to place the measure on the ballot again. One of the main selling points was the fact that five of the present supervisors lived in the City's Inner Sunset District, while there were no members living in five of the eleven districts established by the new law. Because of this, the proponents of Prop. T said that the Board of Supervisors were unaware of the problems in the older, poorer districts of the City. Instead, so the proponents said, "they were more interested in lowering tax rates for downtown businesses."

When the measure qualified for the ballot this year, it appeared as though it was doomed again. But then organized labor entered the picture. Seeking revenge after repeated defeats at the polls and in the city council in the past three years, most of organized labor felt that the only way to defeat the present Board of Supervisors was to change the manner in which they were elected. The San Francisco Central Labor Council placed the passage of Proposition T on the top of their election priority list this year.

The measure of Prop T will make a definite change in the way politics is carried out in San Francisco. It is true, that in the future, residents of San Francisco will have a smaller voice on the Board, but they will be guaranteed of some representation, even if it is small. Each citizen will be more likely to personally know at least one member of the Board. Each citizen will be able to have a member of the Board from the immediate vicinity who knows the problems of that particular area.

Whatever the passage of Proposition T does to the City, the people of San Francisco have asked for it. This complete replacement of the present Board of Supervisors shows that San Francisco is ready for a change. A change in which direction will be seen to be...
More Looking At Labor
(Continued from Page 2)
Thus we are following the European social labor concepts that have bankrupted England; forced a conservative turn around in Sweden; brought inflation and labor strife to Italy; and declining population explosions in Communist-block countries, the first with technical know how and capital, the second with labor power and industry.

Other policies stated in the advocates' plans are:
* To invoke high "smog" and "energy" charges on automobile users, in order to subsidize "dams to crops and public works". This is in the belief that the automobile user is not required under the present system to pay the true cost that cars present to the state and public.
* Even though a short effort will be made to encourage the use of mass transit by increasing the cost of the automobile, the plan also points out that "public transit riders will pay for the cost of the service", that "transit fares will increase over time to cover a larger share of the cost, as more equitable auto user charges are imposed".
* Operating under the assumption that the more people residing in the cities, the less will be the overall cost for transportation, the plan advocates a comprehensive urbanization program.
* Cities and local areas will be required to carry a larger burden of the cost of highway construction, since the Brown administration believes that the local users are not paying the true cost of the highways.
* This particular policy is currently in conflict with the present laws on highway funds, which generally have the federal government pay the major portion of highway construction.
* In connection with the use of highway funds, Brown advocates the elimination of the present law which earmarks gas tax highway construction as per cent, and mass transit construction as per cent.

Local 3 Business Manager Dale Marr reviewed the program just after it was announced in early November and has directed Local 3 to apply "every inch of the way."

This plan has been criticized by Brown and a select group of so-called "task force" members, who are nothing more than university, ivory tower academicians," Marr said. "They are attempting to destroy the poor people of California by giving their gaines in an untried experiment to impose socialism, political theories or real live people.

Although the public hearings are open for the present, there is no reason, or to continue to fight the program in the legislature, nor to demand that the program be given further public review.

"This planning statement came on like a storm," Marr said. "There was hardly enough time to get hold of a copy of the plan to read it before the public hearings were already upon us.

More On Sewer Projects
(Continued from Page 1) to Richard Silar, head of the city's water management board.

The sewer bond was the subject of heated controversy between the San Francisco Bond and Supervisors several months prior to the election. Some of the supervisors were reluctant to put such a heavy financial burden on the city.

However, it was pointed out by various government agencies that if the city would be subject to fines for complete construction halts in the future if San Francisco— as one of the major polluters of the Bay—did not upgrade its facilities.

As the battle went on, it was finally pointed out that, besides the potential $10,000 a day fine, the supervisors, as the city's responsible governmental body, could even be jailed if it was shown they made a demonstrated effort to disobey the federal mandate for cleaner water.

Finally, on Aug. 23, the Board of Supervisors approved by unanimous vote the legislation to put the revenue bond on the Nov. 2 ballot.

"Super Sewer" Gets Go Ahead
Another sewer bond—the "Super Sewer" project of the lower East Bay also passed by a healthy margin in the Nov. 2 election. Voters in Hayward and the Union Sanitary District voted to approve sale of $15.7 million in revenue bonds to fund their share of the $38 million project.
The rate for Apprentices is dependent on the wage rate of the Journeyman Carpenter, Rodman. On January 1, 1977, some dramatic changes will take place for Apprentices working in the B-C-D areas.

In order to understand the details of the rates and fringe package change, please read this month's Column of Talking to Techs and the provisions and comments of Technical Engineers Master Agreement. Except for work defined in Section 31.02.00 and 31.02.01, wage rates for Apprentices will be adjusted as follows effective January 1, 1977.

### Wage Rate Changes

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### Fringe Benefits

- **Area A**: Fringe Benefits package provided for Area A.
- **Area B**: Fringe Benefits package provided for Area B.
- **Area C**: Fringe Benefits package provided for Area C.
- **Area D**: Fringe Benefits package provided for Area D.

### Wage Schedule No. "A"

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</table>

### Fringe Benefits

- **Health and Welfare**
- **Health and Welfare and Sick Benefits**
- **Vacation**
- **Pension**
- **Fringe Benefits**

### Notice

Date Change in First Aid Class 111

The Oakland First Aid class that was to be held on November 27, 1976, has been changed to December 4, 1976, at 675 Hegenberger Road, Oakland, Classroom, Suite A, 2nd Floor. All members interested in taking this course should sign up. You may contact Jerry Bray, shift leader, or John Troy, assistant shift leader, for questions. The Oakland First Aid class will cover the same material as the First Aid class held last year. The class will be limited to 20 people. Those who are interested are encouraged to sign up early to ensure their place.
Sonoma Subdivision Work Increases

By BOB WAGNON, STAN McNULTY and PAT O’CONNELL.

Goodbye, recession! Hello, normal times again. Subdivision activity in Sonoma County has reduced the out of work list to a manageable size and with the bidding season on the way, the outlook for the community looks bright. Picking up, it appears the heavy unemployment rate will be just an unpleasant memory.

Congressman Dan Clausen succeeded in securing a $5 million dollar state grant for the Redwood Valley Water District to help finance the subdivision of the Green Valley area. Construction on the project will be underway by the end of the month.

Several Highway Jobs To Start In N. Utah

By TOM BILLS, District Representative, RENEE RICHARDSON, DON STRATR, WILLIAM MARKS, DENNIS WRIGHT and NANCY WRIGHT, Business Representatives, and VANCE ABBOT, Safety Coordinator.

The Utah Department of Transportation has advertised November 13th for a number of bids for the construction of a $1 million project which will include widening Ogden Canyon Road to four lanes. The State has spent two years righting-of-way property to begin planning this project. The plans include a four-lane stretch to the mouth of Ogden Canyon to be bid at a later date. The project has a 100-day completion date.

The Transportation Department also indicates that two highway projects will be advertised for bids in the Northern area before year’s end. One will be between Layton and Lagoon with an engineer’s estimate of between $7 and $8 million. The other project, located at Castle Rock near the Utah and Wyoming line on I-80, is estimated at approximately $4 to $5 million.

The Stillwater Tunnel, about 40 miles northwest of Dachzen, will be bid in December, 1976. The Bureau of Reclamation has allowed 1,625 days for completion of the 8-mile-long tunnel. The engineer’s estimate has been placed between $35 to $50 million.

Bids on the Tyle Baxter Dam, located near Vernal, will be opened on January 20, 1977. The Dam will be zoned earthfill and will crest at approximately 1,600 feet. The work includes earthwork, gravel surfacing and drainage structures for approximately 2.0 miles of access road to the recreation area and approximately 2.5 miles of access road to the Dam.

Southern Utah

The lengthy fall season in Utah is allowing us to work in Southern Utah to maintain Utah Power & Light Company’s power plants. The workers are going strong. Hunting will be downing shorty, however, Jelco Inc. has started the water purification plant on this side after the jobs on the hands there this winter. Many of the hands at the Huntington job have been transferred over to the Emery project.

W. W. Clyde still has a number of highway jobs at Provo, in addition to a number of jobs in the area. This job is about $800,000, so he should get the hands work for the remainder of the year.

We have a few jobs in Utah that are being built non-union with Davis-Bacon money in them, which prompts a note of caution. We would like to remind all members of the use of this type of project, if only for the sake of their own job security. We would like to remind all members who are working on these projects or anyone you may know that it is to be certain and make sure to get your own, 30 day’s notice on your check stubs.

It is also important to keep in mind that the proper scale and fringe package is the responsibility of the employee. If one of our members is working on a non-union project, he should make sure to inform the contractor of the correct scale and fringe package.

There are a number of non-members, possibly you may know, that are not sure what the proper scale and fringe package is. If one of our members is working on a non-union project, he should make sure to inform the contractor of the correct scale and fringe package.

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We have a few jobs in Utah that are being built non-union with Davis-Bacon money in them, which prompts a note of caution. We would like to remind all members of the use of this type of project, if only for the sake of their own job security. We would like to remind all members who are working on these projects or anyone you may know that it is to be certain and make sure to get your own, 30 day’s notice on your check stubs.

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For distinguished service to safety. This is the inscription on the beautiful bronze plaque—the Harry Reed Memorial "Award of Honor," which was presented to Local 3 on October 18 at the annual Labor Conference of the National Safety Council in Chicago.

The late Harry Reed was the first chairman of the National Safety Council’s Labor Conference, and each year this award is presented to a labor organization with the most outstanding safety program. The area of competition covers the entire United States and Canada.

Needless to say, we of your safety department are absolutely delighted to have received such an honor and shall forever be indebted to the National Safety Council Awards Committee. The honor must be shared with those persons—past and present—whose efforts have made our safety program one of the finest.

Primarily, this award is given for saying thanks to a lot of people who assisted our department in its endeavors. Our Business Manager Dale Marr is to be commended for his decision to give us the assignment, the tools and the backing to achieve our goal. Personally, I want to thank the Safety Representatives—Jack Short from Sacramento, Sam Coburn in Modesto, bunny Abbott in Utah, Lenny Fagg covering Nevada and Jim Roland covering Hawaii and the Pacific Islands. These dedicated men have turned in a tremendous effort of carrying out our safety policies and have succeeded in a job well done.

I hope that the other departments, district representatives, business agents, dispatchers, committee persons, stewards and Rancho Murietta’s instructors and staff and all file members shall share this with their constituents.

The plaque has been placed in Marr’s office, a very fitting and proper place.

Safety and the Holiday Season

It only seems natural that we should lend some thought to the upcoming holiday seasons, as the year end festivities are that special season of the year which for a young person offers the tools to gift friends and loved ones is an expression of warm feelings, good will and a wish for happiness.

When you leave the house and the stand. By doing this, the tree will absorb water more readily.

Rancho Murieta’s instructors and staff and all rank and file members and a wish for happiness.

Jerry Martin

Pictured above is the presentation of the Harry Reed Award of Honor for the most outstanding safety program in the United States and Canada. The Award was given to Local 3 at the last annual National Safety Council conference in Chicago. From left to right are Jerry Martin, Local 3 Director of Safety, Joy Turner, President of the International Union of Operating Engineers, Dale Marr, Local 3 Business Manager and Joe Short of the Laborers International Union.

By Bob Skidgel

District Representative, Ron Butler, Assistant District Representative, Gil Barks, Bill Dorresteyn, ChuckIVE, Jim Johnston, Dewey Markman, Bob Marr and Hank Munroe, Business Representatives

Work has been slightly better in the past few months. While the business is not outstanding, it is a nice looking job with Pipemo is on this project and is keeping a couple of operators going.

The Pittsburg Hospital goes to be a great deal be awarded around the 15th of November. This is approximately a 15 million dollar job, but will not have many operators on it. Like the Antioch Turkish Bridge $20 million, and will peak out on employment in September, 1977 and have 17 operators on the job. This is not counting sub-contractors and their operators now. We’re taking about Peter Kiewit employees only.

Teichert is winding down the storm channel they built in the Brentwood area, and should be moving into Oakley on the Hwy. This job is going strong in November.

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Dredging,

(Continued from Page 13)

will be a big job for brother Business Representative Hank Mattiace. Silva's Pipeline is coming along on the Turtle Creek job. This is the first day of Joe Foster's spread did in record time.

We'll start both the elections is over. The job is for Jimmy to win January 21, 1977 and and all of us go to the good is limited to Bill and put our brothers back to work. We want to thank all you brothers for all the help you have been to me out in the field and for keeping me informed about the jobs, etc. As long as we keep the lines open, brothers, we can’t be beat. You all know I will talk anyway on any kind of a problem. We’ll get it taken care of.

I wish you all a very nice and happy Christmas with all your loved ones and wish the best to you all.

Dredging

Dredging jobs will run through Christmas. By the time this goes to print, there will be four jobs running.

Equipment: a small Titanic is still swinging away at Standard Oil Long Wharf with three shifts of men working six hours a day. We have 3,000 yards barges from Coos Bay and have 400,000 yards in Sacrament with 17 or 18 hands working to do so until the rains come. "If they ever agree this season..."

We have a very nice finish on the last contract negotiations for a while until the middle of next year. The one was with Torres Concrete for the pre-cast walls they make for sound barriers. This was assisted by Reporter, Asst. Dist. Rep. on this one because of the competition in the industry, this particular contract was hard to negotiate for the brothers engineers involved.

May you and all your family have the best holidays ever!

Rock Cranes

Well it looks as though the truck crane rental work is holding its own in the Bay Area and I hope it stays that way.

We have had a very good safety record in the truck cranes and hope you brothers keep up the fine job you’re doing. When the work really goes booming we will have to be especially aware of where and how you work as it tends to be in the dirt. We’ll be keeping close watch on companies work policies and also your good cooperation in calling the job stewards when it’s needed. This very good cooperation may save someone a lot of heartache and money and it is appreciated.

The Cigarmakers are credited with using the first Union Label in the year 1874. You’ll still find the Union Label on many fine cigars.

Recording- Corresponding Secretary James R. Rivy has announced that in accordance with Local 3 By-Laws, Article 10, Section 10, the officers of the District No. 3 will take place at the first regular quarterly district or subdistrict meeting of 1977. The schedule of such meetings at which the Grievance Committee members will be elected is as follows:

DISTRICT AND SUBDISTRICT MEETINGS

District No. Meeting Location

4 Eureka Engineers Building, 208 Broadway, Eureka, Tuesday, January 11, 1977, 8:00 p.m.

ReDDING Engineers Building, 100 Lake Blvd., Redding, Wednesday, January 12, 1977, 8:00 p.m.

6 OROVILLE Prospectors Village, Oroville Dam Blvd., Oroville, Tuesday, January 12, 1977, 8:00 p.m.

17 HONOLULU Washington School, 1635 So. King Street, Honolulu, Wednesday, January 19, 1977, 7:00 p.m.

17 HILO Kapiolani School, 966 Kiliau Avenue, Hilo, Thursday, January 20, 1977, 7:30 p.m.

2 SAN FRANCISCO Engineers Building, 474 Valencia Street, San Francisco, Wednesday, January 26, 1977, 8:00 p.m.

2 STOCKTON Engineers Building, 2628 No. Califi. Street, Stockton, Tuesday, February 8, 1977, 8:00 p.m.

2 OAKLAND Labor Temple, 23rd & Valder St., Oakland, Thursday, February 10, 1977, 8:00 p.m.

4 FRENSO Engineers Building, 3211 E. Olive Ave., Fresno, Tuesday, February 15, 1977, 8:00 p.m.

4 SACRAMENTO C. E. L. & T. Building, 2253 Stockton Blvd., Sacramento, Tuesday, February 22, 1977, 8:00 p.m.

2 SALT LAKE CITY Engineers Building, 268 W. No. Temple, Salt Lake City, Friday, March 4, 1977, 8:00 p.m.

11 RENO Musician's Hall, 124 West Taylor, Reno, Saturday, March 5, 1977, 8:00 p.m.

10 SANTA ROSA Veterans Building, 1351 Maple Street, Santa Rosa, Thursday, March 10, 1977, 8:00 p.m.

9 SAN JOSE Labor Temple, 2102 Almaden Road, San Jose, Thursday, March 17, 1977, 8:00 p.m.

A seniority pre-bid provision for million dollar hospital and plan to get it taken care of.

The Steel Mill, Forge and gravel plants have approximately 1,000 employees working a three shift system. Five firms are working with the Long Wharf and they are so posted. Personal injury and Wally provided us with the help they needed.

As long as we keep the lines open, brothers, we can’t be beat. You all know I will talk anyway on any kind of a problem. We’ll get it taken care of.

They have had a very good safety record and are working with a three shift system. Five firms are working with the Long Wharf and they are so posted. Personal injury and Wally provided us with the help they needed.

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DOES COATS TO NEW MASTER OPERATOR FOR EASEY BRASSEY

We are sorry to report the deaths of the following members:

- Lynch James, Crane operator of long standing is also at home mending from open heart surgery.
- Bob Jones, Crane operator of long standing is also at home mending from open heart surgery.
- David Wright, his death of their daughter Elena.
- S Turner. We extend our sympathy to the families and friends of these brothers.

SANTA ROSA

SANTA ROSA MEMORIAL HOSPITAL and we wish him a speedy and complete recovery.

MERRYchristmas-and a Healthy & Happy New Year.

We would like to take this opportunity to wish each and every one of you the Merriest Christmas—and a Healthy & Happy New Year.

RULDS FOR SUBMITTING ADS

- Any Operating Engineer may advertise in the Engineers News. We will not charge any PERSONAL PROPERTY he wishes to sell, swap or purchase. Ads will not be accepted for real estate.
- PRINT OR TYPE the wording you want to appear in your advertisement on a separate sheet of paper, limiting your message to 25 words or less.

SAN RAPID

SAN RAPID is for sale.


Regionals issues that were hotly contested in many states will also be on the agenda. Councilor Carter and his people from Carter, identified in the warning day of the campaign as an important environment, lost the seven states where nuclear power plants were operating.

The new President and his staff will have to face the challenge of a budget deficit, the need for economic growth, and the challenge of dealing with the international situation. Carter will need to work closely with Congress to get his agenda through. The new President will also have to address the issue of energy independence, which has become a major concern in recent years. The new President will need to work closely with Congress to get his agenda through.

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