

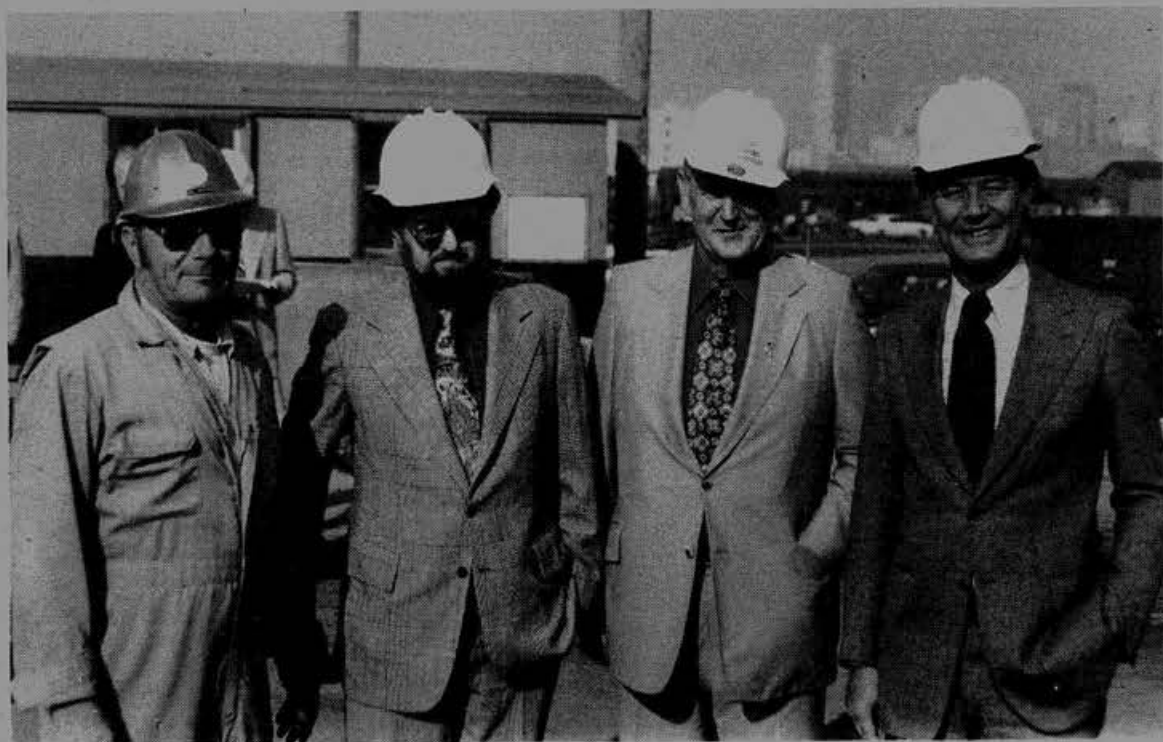
Huge Sewer Project Gets Green Light

ENGINEERS NEWS

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

Guam, Where America's Day Begins • Hawaii, The 50th State • No. California, The Golden State • No. Nevada, Silver State • Utah, Heart Of The Rockies

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Pictured above at the groundbreaking of the first San Francisco sewer project are, from left to right, Hal Cooper, dozer operator, Richard Sklar of waste water management, Business Manager Dale Marr and Mayor Moscone.

New Caltrans Plan Sought

The last two years have seen an increasingly bitter campaign waged over Governor Brown's transportation policies, but the war is not over. Following many months of study and research, Governor Brown has just released the "proposed" transportation plan containing many policies that promise to spur another series of battles between labor, business, the public and the State.

The plan, which has been reviewed in a series of public hearings during November, will be presented to the Legislature in December. According to the "task force" in charge of the plan, "if these policies are concurred in by the Legislature, affected state agencies must act in accordance with these policies."

The policy statement reflects many of the attitudes already voiced by Governor Brown, such as an attempt to get people out of their automobiles and into public transit, as well as a continued effort to wind down the state's highway construction plan before it has been completed.

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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.

Marr Attends Groundbreaking With San Francisco Mayor

San Francisco Mayor Moscone, along with Local 3 Business Manager Dale Marr and a hard fighting city waste water management staff enjoyed the fruits of their labors last week as the first shovel of dirt was lifted to start San Francisco's massive sewer construction program.

After years of planning, months of public hearings and a lot of pushing from Local 3, the \$1.5 billion sewer project was given the green light when the citizens of San Francisco voted overwhelmingly on Nov. 2 to support a \$240 million local revenue bond to fund the city's share of the project.

It was the largest local bond issue passed in the United States in the last election.

The groundbreaking ceremony on Nov. 18 officially marked the beginning of what will turn out to be the largest public works project in the history of San Francisco. It will provide work for operating engineers and other craft workers until the expected completion of the project in 1984.

"It's a great day for the city of San Francisco," commented Dale Marr at the ceremony, referring to the fact that the project would provide a much needed boost in the local construction picture. It would also relieve the city from the constant government pressure to upgrade the sewer treatment facilities to meet the federal EPA water requirements.

Tom Mellon, who as San Francisco's chief administrator holds the city's purse strings, said he

has every intention of getting a new portion of the project out to bid every month.

The project now under construction is the \$13 million pumping station at 7th and Barry Streets. The pumping station will provide part of the link-up between the Northshore sewer collection system and the Southeast treatment plant.

Another advantage San Francisco receives from the passage of the sewer bond is the lifting of the building ban that has been imposed on the City until it makes a demonstrated effort to clean up its waste water.

Impressed by the passage of the sewer bond, the Regional Water Quality Control Board lifted the nettlesome building ban on building permits in the city on Nov. 16.

Since May, the state board had been approving permits on a piecemeal basis while awaiting the outcome of the November 2 election.

The effect had been delays in building permits of from one to 28 days—along with an "incredible uncertainty" for those considering construction projects—according

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Trouble For Building Trades?

State Changes Wording Of Apprenticeship

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 needed to make fire—fuel, air 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 apprenticeship program as a whole. And the words "state apprenticeship" strike troubled notes in a labor song that some Building Trades leaders feel is getting increasingly sour.

Nearly six months ago, on June 18, the California Industrial Relations Department ratified an agreement with the Service Employees Union Local 411 that allowed for the training of "apprentice maintenance carpenters, plumbers, electricians and painters" in what Director Donald Vial

of the Dept. of Industrial Relations proudly exclaimed was "the only program of its kind in State government."

The only problem was, Pat Coughlin, Regional Director for Local 411, didn't know his union had signed an agreement for "maintenance apprentices." His copy of the final draft of the program indicated that it was to be a full-fledged apprenticeship program that "would be as good as the private sector" and therefore in his thinking, enable them to eventually hire out through union halls if they so desired.

Coughlin didn't find out about the change in wording for nearly four months. In the meantime, the Building Trades looked at the program and saw red at the words "state apprenticeship program."

At the California Labor Federation convention in late September, James Lee, president of the California Building Trades, presented a resolution calling for Vial and Wallace to "rescind the agreement recently signed with the Department of Health and the State Department of General Services, and not enter into any unilateral agreements on journeyman-apprenticeship standards..."

According to Local 3 Business Manager Dale Marr, the program was viewed as a threat to the Building Trades, because it demonstrated the continuing "bit by bit" process the state was using to

take over the union movement.

It was the furor at the convention that eventually filtered back to Coughlin, informing him on the "maintenance" inclusion.

On examination of the signed agreements, it turned out that the word "maintenance" had been penciled in. Coughlin and Pat Knopp, Sec.-Treas. of Local 411, claim that the word was probably penciled in after the agreement

was signed, although they can come up with no proof. At best, they claim, the word was penciled in shortly before the ceremonial signing, at a time when all the negotiations were supposedly completed.

Coughlin, who had been the most directly involved among the officers in his union with the state program, refers to a telephone

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LOOKING AT LABOR

By DALE MARR, Business Manager

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 happening in our own jurisdiction, especially in California, 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 were only the tip of the iceberg. That, in fact, the only seeming area of agreement between the ultra liberals and the corporate conservatives is that big labor must be strongly dealt with and currently both are drawing up battle plans to do just that. Both are aiming their biggest guns at what they see as the diminishing power of labor in America.

This weakness was never more evident than in the recent election when party liberals sat on their hands while a Democratic presidential candidate fought for his life at the polls. Only with what labor columnist Victor Riesel has called "big labor's last hurrah" was Jimmy Carter able to squeak into the White House. That effort and an unprecedented vote from the black communities, the lower middle class and the working poor in the South staved off the Republican charge that had used "big labor" as its whipping boy to decimate a 30 per cent lead in July to a two per cent loss in November.

How did it happen? Why did it happen? True there were many regional and local issues that cast a pall over the Carter-Mondale ticket and sent Democrats and Independents alike scurrying for the safety of the incumbency.

True, labor and the party machines were unable to produce winners in Michigan, Ohio, Illinois and New Jersey. What happened in California? In Nevada, Oregon and Washington? Democrats and liberals were elected easily in those states while labor's presidential choice went down the tube.

Proposition 14 is a partial explanation for the Carter-Tunney defeat in California. Maybe even Carter's defeat in four of the five states that went to Governor Brown as a last minute primary candidate produced some disenchanted liberals that sat on their hands. There is also every indication that Tom Hayden's supporters in his bitter primary fight with Senator Tunney never came back to the polls. But what happened to the over 300,000 new Democrats that the United Farm Workers registered in California? Enough votes not only to elect the Carter-Mondale ticket, but to also put John Tunney over the top. Since the Farm Workers Initiative went down better than two to one we can only assume that if those new voters voted at all they were single shots or, one issue votes.

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 erect the boogeyman of "labor goons" and "fat cats" running "racket-dominated unions" who are ruining the nation with their high wage demands which kindle inflation and bring about the high cost of government. This big lie, of course, keeps the voter from 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. It also clouds the issue over the role that the multinationals have played in creating unemployment and inflation by exporting American jobs and American developed technical skills abroad, skills that return in the form of 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 clique 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 mislead 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 some 15 per cent of that work force since they have lost 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 public employee organizing and new private sector membership losses brought on by high unemployment and inflation. So "big labor" is a statistical myth.

If the above is a sound analysis 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 the voters booths on election day. It was the vital 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. President-elect Carter owes George Meany and the AFL-CIO a couple of big ones.

Even more important, we think this past election should be a warning to the American Labor Movement. As one of this nation's

State Changes Apprentice Program

(Continued from Page 1)

conversation he had with Ruland Cottrell, Senior Apprenticeship Consultant with the Department of Industrial Relations. During this conversation, says Coughlin, Cottrell admitted that he had penciled in the word "maintenance" about 20 minutes before the signing—under the directions of the Chief of Apprenticeship Standards, Ed Wallace.

But the big brass in the Industrial Relations Department shake their heads, claim ignorance, and say they will be glad to retract the word—however it got in there.

"We don't know how the word 'maintenance' got in there," said Deputy Director Bill Becker. He pointed out that it really didn't matter, since the department had offered to take it out of the agreement as soon as they heard it was causing problems with Local 411.

But further down the line, Dianne Reynolds, who works under Ed Wallace, told *Engineers News* that it was her understanding that Cottrell changed the wording in it, although she didn't know under whose direction he acted.

Ed Wallace, who maintains the whole conflict is totally "irrelevant," says it was not Cottrell that penciled in the words, but that someone "in the planning division" put it in well in advance of the June 18 signing. He also maintains that Coughlin had copies of the changed agreement before the signing.

So What?

What does all this contradiction signify? Wallace says it doesn't mean anything, since a special meeting was held last Friday with Coughlin and Knopp in which it was agreed to retract all references to the word "maintenance."

"Needless to say," Dianne Reynolds told *Engineers News* directly after the meeting, "we are delighted that the problem has been resolved."

But the problem hasn't been re-

solved entirely. Knopp wants to know why maintenance was put in the agreement in the first place, how it got in there and who did it. He intends to formalize his questions "in writing" and present them to the Department of Industrial Relations," he said.

When pressed for an answer on why maintenance was put in the agreement, Wallace said that it must have been put in to "avoid any parallel program with the outside."

By implication then, the exclusion from the agreement of the word must mean there is a possibility of the trained apprentices being able to hire out into the private sector when they become journeymen. Wallace contradicts himself and says this is not possible since the standards are not the same.

To Knopp and Coughlin, "maintenance" downgrades the program. "I want to be able to say that our apprentice program is as good as any in the private sector," Coughlin said.

Affirmative Action?

As to whether the trained apprentices will ever be able to hire out in the private sector through union halls, Coughlin says he doesn't really know. However, if it is established that the program is as good as can be found in the private sector—even with different job standards—he feels they could go "outside" if they wanted to.

"I represent mostly janitors and hospital workers and people who are down and out," Coughlin said. "I'm simply trying to get them into a trade."

Grounded in the principles of democratic socialism, his goal eventually is to set up apprenticeship programs "in areas that have not traditionally had them," such as doctors, lawyers and the technical fields.

Coughlin feels strongly about the

relationship he has with his members. "I eat because a lot of members pay their dues," he said, "and a lot of labor leaders forget that relationship."

He is representative of a labor group that still believes in labor but is dissatisfied with the current trend of the established power, believing that many labor leaders have simply lost touch with their members.

Building Trades Lax?

He accuses the Building Trades of not looking after their rank and file. "The building trades don't know how to organize," he said, and claims they don't keep the members they do have working. "Instead of pushing for increased wages, why not freeze wages and hire more workers?" he asks.

Jimmy Lee, President of the state Building and Construction Trades Council, chalks up most of the building trades' unemployment rate of 30 to 35 per cent to the work of environmentalists and the current state administration. He believes they have contributed to a no-growth syndrome which has in turn caused the construction industry to lag.

He does not feel that the state apprenticeship program—now that the word "maintenance" has been retracted—is a threat to the building trades. His present position appears to have shifted from the earlier stance the building trades took against the program at the California Labor Federation Convention, but when asked about the change, he said the resolution against the program referred to the "maintenance" clause.

Dist. 50 Concept?

If the program would have allowed "maintenance apprentices" he said, the trainees would be able to cross the traditional jurisdictional lines between plumbers, carpenters, electricians, etc.

His concerns were apparently about the pressure that had been applied by various private contractor organizations to make the program a general apprenticeship system—a program which Vial refused to consider.

With the apparent success of last Friday's meeting, the flames seem to have subsided, but whether the coals are put out is another question.

"Apprenticeship training and point of entry are the corner stones on which the building trades unions build the American trade union movement," says Local 3's Dale Marr. "We doubt that President Meany and general presidents will sit idly by while any group sets up a lateral craft system that destroys these concepts while playing into the hands of the employer who could give a damn about the consumer's right to quality construction and service."

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ATTEND
UNION
MEETINGS

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A Personal Note from The President's Pen

By HAROLD HUSTON
President

Business Manager Dale Marr assigned me to help in the negotiations with Stanray Corporation Remco Hydraulics Division at Willits, California. It was a real pleasure working with the negotiating committee and meeting the good brothers and sister engineers working in this bargaining unit. When the proposed new agreement was presented at a special called meeting, almost everyone employed attended the ratification meeting and spoke out exercising their democratic right to vote either 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 its 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 Semi-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, whom labor 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 watching each of them very closely to see to it that labor once again gets on the track and starts moving forward.

Members of organized labor throughout the United States and Canada are very proud of the skills we possess, and only want jobs in order to make a decent living for our families.

We hope and pray that many new projects will go to bid in 1977, and new housing developments 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, we are in a depression! I believe we have been in a depression long enough!

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

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

Work In Marin Looking Good; Many Water Projects In Offing

By W. A. "Lucky" SPRINKLE,
Assistant District Representative

Work in the Marin area is going full blast—equipment and Operators all over the County.

Some of the recent contracts awarded are:

Bresnan-Dalecio, Inc. — street and road work, various roads in Homestead Valley;

Bay Cities Paving & Grading, Inc. — doing resurfacing of Sir Francis Drake Blvd. at Greenbrae and San Geronimo Valley;

Maggiore-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 extension or Smith Ranch Rd., also John F. McInnis Park;

Piombo Corporation from San Carlos were recently awarded excavating and grading contract at Creekside Park, near Kentfield, at the intersection of Bon Air Road and Corte Madera Creek;

Ghilotti Brothers also awarded contract for flood control work, consisting of channel levee improvements along Coyote Creek, and drainage improvements along Spruce Street in Homestead Valley;

Fanfa-Mulloy back working at Shelter Ridge job, Strawberry; also on their fill job located on

Andersen Drive, San Rafael;

Piombo Brothers working at Tamalpais Cemetery, end of Fifth Street, San Rafael with a few operators;

O. C. Jones working on Highway 101 at Greenbrae;

Rubicon Construction Company working in Tomales with a few operators, on their Waste Water Project;

North Marin Water District directors agree that four major projects, totaling \$3.68 million, will have no significant adverse effect on the environment. The projects for which the district is seeking federal public works employment funds are:

Rehabilitation of the water distribution system in Raphael Village, a government housing development, estimated to cost \$580,000;

Construction of a five million gallon reinforced concrete reservoir for treated water east of the district's water treatment plant, near Stafford Lake, estimated to cost \$1.47 million;

Improvements in the water transmission system in the South Novato Area, estimated to cost \$810,000;

Improvements in the water systems at Point Reyes Station and Inverness Park and construction

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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 recently passed Coastal Bill (SB 1277) will have on California. Representatives from Holland, England and Italy attended the conference to discuss the progress of the coastal programs being carried out in their countries.

Also at the conference 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 compromising 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.

Chief among these was the urban exclusion clause, which allows those wanting to build in urban areas the ability to do 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 act on

these 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 receive from the public during the next two years will be crucial.

"For those of you who think you have won 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 prop-

erty 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 Proposition 20, may be reluctant to do the same thing with a permanent commission.

This may lead 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 the 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,
Dispatcher

Royal Babs, 3-year-old Appaloosa filly owned and bred by Dave and Estella Campbell, Silver "C" Appaloosa, Washoe Valley, Nevada, won the 1976 Idaho Snaffle Bit Futurity in Boise, Idaho, Sept. 16th & 17th.

Sponsored by the Idaho Reined Cow Horse Association, the Futurity had 20 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 Appaloosa competing.

With only four months training, she really demonstrated the fiber and versatility of today's Super Horse, the Appaloosa.

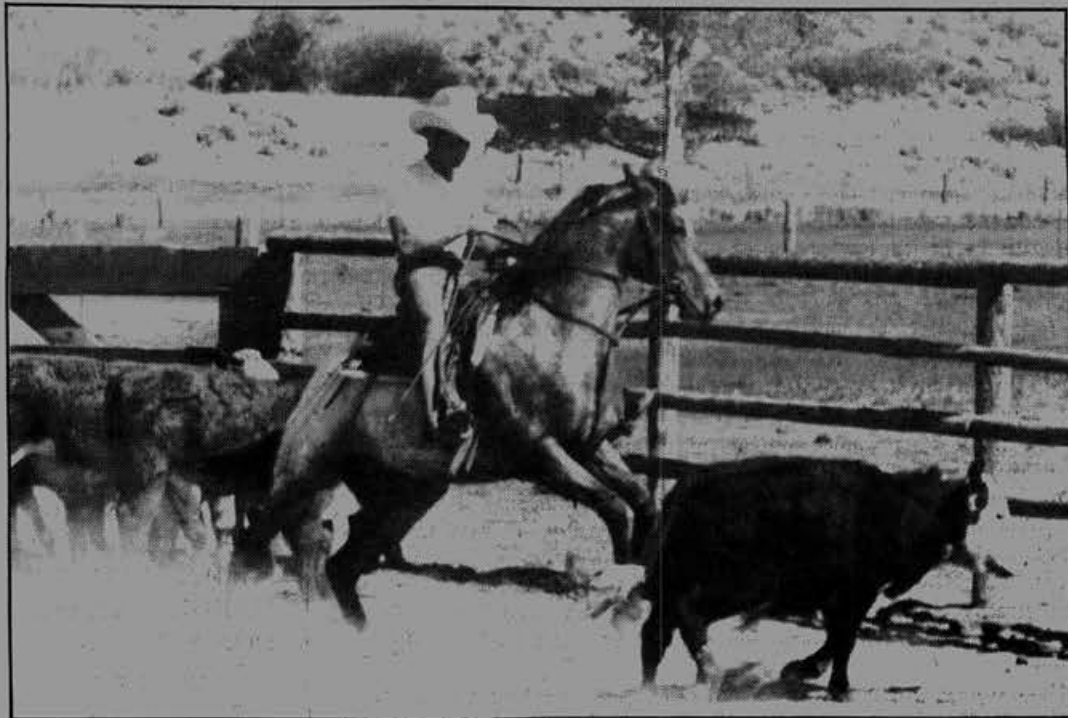
Trained and ridden by Don Ulmer of Carson City, Nevada, Royal Babs came from seven points behind the leading horse in the closing moments of a thrill packed performance to snatch the lead and win top honors.

Dave, who retired in 1972 at the age of 66, is devoting his retirement, together with his lovely wife, Estella, to breeding and training race and per-

formance bred Appaloosas. Dave and Estella were instrumental in the organization of the Appaloosa Horse Association of Northern Nevada (APPA-HANN) and he served as president for three years.

At present, they have a half brother to Royal Babs, "C" Chant, a great grand son of the famous Depth Charge, in training for the 1977 three-year-old Snaffle Bit Futurity.

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





RIGGING LINES

By BOB MAYFIELD
Vice-President

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 some degree informed of the elections, as it seems most every candidate 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. When it is all said and done, where else in the world could we have 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 the rest of the people in this great country what they said they would do in the next four years to make things better for all of us, and especially the working man. SHOW ME! However, I don't intend to be a pessimist, but remain fully optimistic and genuinely believe things will happen for the better in a relatively short period of time and will be apparent to all of us.

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 count and was for \$240 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 super 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 their immediate and long term problems and passed that water and sewer bond measure. These aforementioned projects are only a few of many throughout Local 3's jurisdiction that should mean 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 of your efforts.

At this writing the only contract left to be completed is the Utah Builders, and this is 98 per cent completed (I hope). I would fully expect it to be completed and ratified by the time this article reaches press. Since last month's column, the Abbot Diesel contract in Salt Lake City was completed and heavily ratified, with some of the key features of the contract being a cost-of-living insertion, the same as copper and steel. The Union Health & Welfare was maintained and the hourly Pension contribution will more than double in the life of the contract. Many language and working rule changes too numerous to list were also won in this negotiation. In all fairness to the owner of this company, this individual genuinely seemed to care a little about the continued welfare of his employees and seemed to have no animosity toward the Union. All of the gold contracts in Nevada have been put to rest for some time to come and with excellent increases going to these employees. Since these contracts have been completed, the world price for gold has begun what I'm sure will be for all of us and the owners of these mines, a steady climb back to a plateau of where it was a couple of years ago. At this writing, the price of gold is just over \$126.00 an ounce.

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.



Nevada

Many Jobs Progressing Well

By DAVE YOUNG,
Business Representative

Robert L. Helms, one of our largest Northern Nevada employers, has a number of members working at Raleigh Heights, at Donner Springs and the Village Greens Subdivisions No. 1 and No. 2, not to mention Highway 395 between Glendale and Mill Streets, Interstate I-80 at Lovelock and the Southern Pacific railroad properties near Vista.

Frehner Construction has awarded subcontracts to Arco Construction of Reno who signed a new contract with Local 3 Monday, November 1st. Arco has started work on Highway 51 near Carlin, realigning and overlay work involving approximately six members and will soon start on Highway 50 at Dayton.

Holcomb Construction of Reno outbid Birl Valley Readymix of Yerington on the new bridge over the Walker River at Miller Lane near Yerington. The low bid was \$166,459.00.

Perata Excavation will work all winter at Incline Village on the John Otto Inc. project.

The I.V.G.I.D. Golf Course employees are being transferred to Ski Incline Maintenance Shop and Bowling Alley, etc. for the winter season. Del Webb has started the expansion of the Sahara project and also has plans for a 19 story, 650,000 sq. ft. hotel-casino in Reno, with an estimated cost of between 50 and 75 million dollars.

Dubach Inc., I. Christensen and Earl Games are having a time of it trying to overcome the Highway 80 job near Verdi.

Sierra Paving, Sierra Rock, Sand and Gravel, Porter Engineering, Boecon, Walker Boudwin, Sierra Steel and Nor-West Pacific Corporation are still active at Hawthorne.

The M.G.M. project is well under way. Much steel is up and there are a number of contractors on the job site; Sierra Steel, Gerhardt and Berry, George Reed, Rodoni & Son, Herrick Steel, Taylor International, Jake's Crane, Western Crane & Rigging, etc.

Byars Construction has several members back in the area for a change, building warehouse sites on Kleppe Lane.

R. E. Ferretto has a number of jobs going and has had to turn down work because he couldn't

fit it into his busy schedule.

Seaberry Depaoli has a very busy work schedule and should have little problem with a winter slowdown.

The Sewer Bond issue crowded it's way through the red tape at the polls, so now the fear of no-growth is no longer showing in the Reno-Sparks area.

Construction on the Northern Nevada Emotionally Disturbed Children's Facility in Reno was

this jobsite. Currently we are involved in a court action to insure that Wyher will abide by the wage and working conditions contained in the Northern Nevada Master Agreement.

On November 18th, a portion of the Elko by-pass will be bid. P. K. S. Construction Co. feel they will be the successful bidders but there are several other contractors who feel the same.



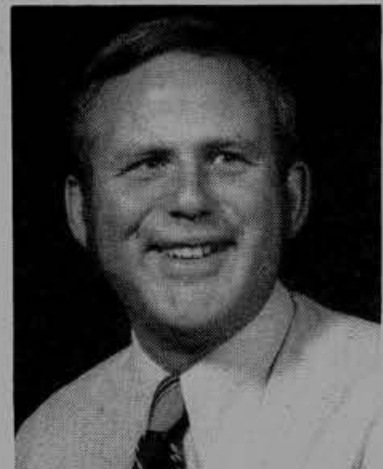
SHARLENE BATEMAN has made history at the Duval Mine in Battle Mountain. Besides being the first woman to be promoted to mill operator, she is also the first woman to be appointed a steward by the Operating Engineers. She is pictured above at the control console of the secondary crusher, which she operates.

awarded to McKenzie Construction of Sparks for \$1,083,250.00. Contracts were also awarded to Sierra Paving for the reconstruction of various streets for a total of \$53,700.00.

Nevada Paving has their new hotplant erected and will be in full production soon. Nevada Aggregate's hotplant, for all intent, is out of business and the plant's new owner should soon start dismantling.

Contri Construction, from Tahoe, has begun work on their two million dollar portion of the Valmy Power Plant. The overall cost of this project will be in excess of three hundred million and will take ten years to complete.

Jack B. Parsons has cut back his truck spread but the scraper and pipe crews are going full guns. Wyher Construction is on



DICK SNYDER, chief mill steward at the Duval Mine, Battle Mountain, has been elected to the Board of Trustees at the Battle Mountain General Hospital.

Report From The Oil Fields

By FRANK TOWNLEY,
Oil Field Representative

R. B. Montgomery Drilling, Inc. has recently moved their Rig No. 47 into Local No. 3's jurisdiction in the Devil's Den area. This rig is going to drill to a depth of approximately 20,000 feet. Lewis Shepard is the tool pusher. R. B. Montgomery Rig No. 6 is still drilling in the Geysers area on Wild Horse No. 5. I would like to congratulate Brother Delbert Perry, whose wife recently had a new baby girl. I understand Brother Howard Bryant has gone back to work after a long eye injury.

Perryman Drilling Co. is moving so fast it's hard to keep up with those guys. I saw them down in Livermore the other day. I would like to welcome Brother

Bob Perryman into Local No. 3. Hoover Drilling Co. is doing work over in the Geysers area. Local No. 3 member Brother Manuel Crumb has been set up to tool pusher.

Camay Drilling Co. Rig No. 25 is located in the Pine Mountain area drilling for Shell Oil Company. I was glad to see Lonnie Thornton back working for Camay after a vacation in Southern California. Would like to welcome Coy Rolan into Operating Engineers Local No. 3.

Progress Drilling Co. Rig No. 18 has moved across to Interstate No. 5 in the Kettleman City area to deepen an old well for A.P.I., Inc. John Hamilton is the tool pusher on this rig; drillers are: L. T. Smith, D. R. Lilly, R. D. Scranton and Brother L. R.

Reich.

Progress Drilling Co. Rig No. 19 has moved below Bakersfield for a short job and is expected to return to Fresno County when they finish.

Hunnicut & Camp Drilling Co. has all six of their rigs running and most of them are in the Rio Vista area. So, all in all, there is a lot of work going on around the jurisdiction of Local No. 3.

Brothers, there are still some drilling contractors who aren't organized around California. In organizing these companies it takes much time making many, many contacts. You hands can increase your bargaining power simply by explaining the benefits you are receiving to your friends and relatives who work for non-union companies.

Pension Plan Changes Adopted

PENSION TRUST FUND FOR OPERATING ENGINEERS

50 Francisco Street, San Francisco, Ca. 94133
Telephone (415) 391-4440
EIN-94-6090764

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. If an 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:

Hours Worked in Year	Credited Service
Less than 500 hours	None
500-749 hours	2/4
750-999 hours	3/4
1,000 hours or more	One Year

Although no more than 1 Year of Credited Service will be granted in a 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:

Present	Hours Worked	Contribution Rate	Monthly Factor	Benefit
Plan	1,750	\$2.00 per hour	$\times .02 =$	\$70.00
	1,750 hours			= 1 1/4 Pension Credits

After
12/1/76 1,750 \times \$2.00 per hour \times .02 = \$70.00
1,750 hours = 1 year of Credited Service

As you can see from the above illustration, although you will receive one year of Credited Service for 1,750 hours worked during a calendar year after December 1, 1976 as compared to 1 1/4 pension credits under the present pension plan, your monthly benefit amount will be the same.

New Break-in-Service Rule

An employee will have a One-Year Break in Service in 1976 if he does not have 350 hours of service (or does not have 300 hours of service if he is age 60 or over during 1976); beginning January 1, 1977 he will have a One-Year Break in Service if he does not have at least 500 hours of service in a calendar year. This Break in Service can be temporary or permanent, depending on how many years of Credited Service the employee has.

A Break in Service occurring in 1976 or from 1977 onward, only becomes permanent when an employee has as many consecutive One-Year Break in Service years as he has years of Credited Service.

For example: An employee has earned 7 years of Credited Service. Then he has 5 years after January 1, 1977 in each of which he has less than 500 hours of service. He still hasn't permanently lost his 7 years of Credited Service. The next year he works only 200 hours. He adds another Break-in-Service year, which now total 6. The following year he works 500 hours—which gives him 7 1/2 years of Credited Service and prevents a permanent break in service.

This is what it looks like:

1st year—1,400 hours	year of Credited Service,
2nd year—1,500 hours	year of Credited Service,
	total 2 years
3rd year—1,100 hours	year of Credited Service,
	total 3 years
4th year—1,300 hours	year of Credited Service,
	total 4 years

5th year—1,400 hours	year of Credited Service,
	total 5 years
6th year—1,200 hours	year of Credited Service,
	total 6 years
7th year—1,250 hours	year of Credited Service,
	total 7 years
8th year—400 hours	break in service—1 year
9th year—250 hours	break in service—2 years
10th year—00 hours	break in service—3 years
11th year—00 hours	break in service—4 years
12th year—350 hours	break in service—5 years
13th year—200 hours	break in service—6 years
14th year—500 hours	1/2 years of Credited Service
	total 7 1/2 years

If he had worked less than 500 hours in the 14th year, he would have had a total of 7 break in service years, equalling his total Credited Service years and therefore causing a permanent break in service and permanently cancelling his previously accumulated Credited Service and pension benefits. As you can see, this is a much more liberal break-in-service rule than the present plan's rule.

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—so long as the break in service isn't permanent. All previous 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 long 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 disability for which an 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.

Guaranteeing retirement benefits to 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 only one lifetime were covered. Spreading the available money over more monthly benefit payments 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:

Age of Wife in Relation to Age of Employee	Percentage of Pension Payable to the Employee
10 years younger	80%
Same age	86%
5 years older	89%

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 65 when he retires, he would receive a Husband-and-Wife Pension of \$320 per month ($\$400 \times 80\%$) and 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 \$344 per month ($\$400 \times 86\%$) and his spouse would receive, on his death, a monthly benefit of \$172 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 ($\$400 \times 89\%$) and his spouse would receive, on his death, a monthly benefit of \$178 for the rest of her life.

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.

If a Disability 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 employee eligible for Early Retirement or Regular Pension who dies while still working. If he 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.
- ★ Monthly pension benefits are not changed after payments begin, even if the spouse dies before the pensioner or their marriage is legally terminated.
- ★ Payments to a surviving spouse are for her lifetime. They do not stop even if she remarries.

Changes in Disability Pension Amount

If an employee eligible for a Disability Pension becomes totally disabled after December 1, 1976, the monthly amount of his Disability Pension will be figured in the same way as an Early Retirement Pension. That is, the Regular Pension amount he had earned will be reduced by 1/4 of 1% for each month he is younger than age 65 (but not younger than age 60) plus 1/2 of 1% for each month he is younger than age 60. However, the amount of the Disability Pension will not be less than 60% of the Regular Pension earned by the disabled employee. If the employee wants this 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: after 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



Vol. 3 — No. 12

SAN FRANCISCO, CALIFORNIA

December, 1976

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 cost us 18 per cent ANNUAL PERCENTAGE RATE of interest on outstanding balances, we may even mortgage a portion of Christmas, 1977 in the spirit of giving during Christmas, 1976.

You don't have to borrow, of course, to enjoy Christmas, but if you do, and you are a Credit Union member, you have the opportunity to cut credit costs considerably. You may obtain a 12 per cent ANNUAL PERCENTAGE RATE Phone-A-Loan advance to pay off charge card balances before the 18 per cent is levied.

You may also obtain a Phone-A-Loan advance, leave your credit cards at home and shop with cash. This way you can set a budget and stay within it.

Paying off 18 per cent charge card balances with a 12 per cent APR loan, of course, makes sense any time of the year just like refinancing your car, boat, truck, or recreational vehicle with the Credit Union does if you are paying more than 12 per cent APR to GMAC, Ford Motor, your bank, or a finance company.

If you are not a member, obtain a membership card and Phone-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, complete an application and return it to the Credit Union.

With an approved and opened Phone-A-Loan account, you have the opportunity as close as your telephone to reduce credit costs.

Now is a good season to think about opening memberships for your spouse and children. Any immediate family member still living under the same roof with a Credit Union member may be eligible for membership. Membership guarantees a lifetime source of low-cost credit, high-return savings, and 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 quite pleased that you opened the door to a financial institution that will give them real financial benefits.

Marysville—Little Change In Work Picture

By ALEX CELLINI,
District Representative
GEORGE HALSTED,
Business Representative

Butte Creek Rock has been working with a small crew at Lake Almador West in their pit working on roads and housing projects.

Robinson Construction Company is working at the Oroville-Bangor area paving roads. Stewart Construction Company is nearing completion on their suspension bridge job at Lime Saddle on the Oroville Reservoir. Baldwin will be doing the paving for the completion of this project. Alonzo Concrete Pumping will be pumping the bridge deck on this project.

At this writing, there has been very little change since the last issue for work on the West Side. Peterson Tractor is still working up and down — we hope their work picks up.

Butte Creek Rock is still keeping a number of operators busy working the operation at Stoney Creek and they are currently working on Bruce Road in Chico. This job should be completed by the time this goes to press.

J. E. McAmis is working on their job for the Bureau on Reach 3 of Tehama-Colusa Canal. The rumor is that Reach 6 and 7 of the Tehama-Colusa Canal will be put to bid in January, 1977—hopefully, there will be one contract

to cover both reaches.

The weather, at this writing, has been good and this has helped the job situation. We do not know if the Corps will shut down the Claude C. Wood job on the levee—if the weather holds out they may let them work longer than the normal shut down date. Baldwin will probably have all their street work done in Yuba City by the time this article goes to press. They have been keeping busy.

It is rumored that the Williams & Lane shop in Yuba City may be moving to Sacramento — we will wait and see. Their work has been slow.

Diamond Steel Company in Yuba City is currently working 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 pay checks since it is so close to the holidays!

We would like to take this opportunity to wish everyone a Happy Holiday — if you are doing any traveling on the highways, play it safe so that you may be around to enjoy the holidays! Hope you all have a very 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. Fortney.

Job Placement Picking Up

By WALT TALBOT,
District Representative and
AL McNAMARA,
Business Administrator

The placement of Engineers to various projects picked up considerably here in District 30 during the past month. This, we attribute largely to the fact that winter is fast approaching and the contractors are anxious to sell the jobs before it rains!

The most important news in this district for some time that will affect the livelihood of Engineers in this district is the completion of Interstate 5 in San Joaquin County. The State of California Department of Transportation (DOT) has called for bids to be opened Dec. 8th for the concrete paving with some road finishing excavation on approximately seven miles of new freeway.

The project will complete the freeway between Hammer Lane and Highway 12. The dirt moving contracts for this stretch of freeway were completed some time ago by Ball-Kirst on the south half and more recently by Plombo Const. on the north end. The estimated cost of the paving contract is 9½ million.

On December 22nd DOT has also called for I-5 freeway that will complete the dirt moving contracts for I-5 in San Joaquin County, for a bridge construction contract across the Mokelumne River that divides Sacramento and San Joaquin Counties and a section of freeway to be constructed from the river to Lambert Road in Sacramento County

will be all that remains to complete I-5 in its entirety. Estimated cost of the 10.5 miles of new freeway from Hwy. 12 to the county line is \$21 million.

With the two projects mentioned above and other proposed projects for the district, we are optimistically predicting a better year in 1977 than they had this year.

Teichert Const., who had a late start this year because work was scarce, are now picking up jobs in and around Stockton. The latest being a \$120,000 road resurfacing and reconstruction for San Joaquin

County and an overlay project in Tracy.

M C M Const. Co was low bidder for \$1.6 million to reconstruct and modify the existing bridge over the Mokelumne on Highway 12. This job will also be in San Joaquin and Sacramento Counties and is not the bridge job we mentioned earlier in this report for Interstate 5.

Manteca Const., a comparatively new employer in the contracting business, in this district was successful in bidding the water supply systems and sewer construction in the Tracy area for \$180,000.

At its meeting on October 17th the Executive Board approved Honorary Memberships for the following Retirees:

Name	Reg. No.	Initiated by	Local	District No.
P. D. Adams	322333	9/41	3	6
Robert P. Ayers	321287	9/41	3A	9
Vernon C. Bigelow	277031	8/39	3	3
Richard Blackmore	269201	11/38	208	04
		(3/39 transferred to Local 3)		
Claude O. Brown	324982	10/41	3	7
Thomas Browne	286534	5/40	12	2
		(9/41 transferred to Local 3)		
Paulus Craig	322123	10/41	3D	3
Dwight Courtney	303725	4/41	12A	2
		(7/41 transferred to Local 3A)		
Doyle Evans	314233	8/41	3	9
Kenneth E. Foster	288018	6/40	353	12
George Gibson	295939	1/41	3A	3
Harl V. Gifford	322352	9/41	3	99
Vernon Hallberg	324998	10/41	3	8
Cameron Henderson	313264	7/41	3C	03
Lawrence M. Hudson	322399	9/41	3A	6
Otto Never	321323	9/41	3A	8
Glen Radmall	282651	2/40	353	12
Gary Robinett	307959	6/41	3A	5
Thomas B. Spencer	324968	10/41	3A	6
Earl L. Winterhalder	325046	10/41	3	9

Local 3 Scholarship Contest

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 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 scholarships. The parent of the applicant must be a Member of Local 3 for at least one (1) year immediately preceding the date of the application.

Sons and daughters of deceased Members of Local No. 3 are eligible to apply for the scholarships. The parent of the applicant must have been a Member of Local 3 for at least one (1) year immediately preceding the date of death.

The applicants must be senior high school students who have, or will be, graduated at the end of:

- either: (1) the Fall Semester (beginning in 1976),
- or: (2) the Spring Semester (beginning in 1977),

in public, private or parochial schools who are planning to attend a college or university anywhere in the United States during the academic year and who are able to meet the academic requirements for entrance into the university or college of their choice. Students selected for scholarships must have achieved not less than a "B" average in their high school work.

Applications will be accepted between January 1, 1977, and March 1, 1977.

Awarding Scholarships:

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

Apart from verifying the eligibility of the ap-

plicant, Local No. 3 will not exercise any choice among the various applicants or indicate in any way that one applicant should be favored over another. Based on factors normally used in awarding academic scholarships, the University Scholarship Selection Committee will submit to the Local 3 Executive Board recommendations for finalists. The list of potential winners and their qualifications will be reviewed and studied by the Executive Board and the scholarship winners selected.

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

INSTRUCTIONS:

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

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

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

3. Letters of Recommendation—every Applicant should submit one to three 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 by the writers to Local No. 3.

4. Photographs—A recent photograph, preferably 2 inches by 3 inches, with the Applicant's name written on the back. (Photo should be clear enough to reproduce in the *Engineers News*.)

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

James R. Ivy
Recording-Corresponding Secretary
Operating Engineers Local Union No. 3
474 Valencia Street
San Francisco, California 94103

or to College Scholarships at the above address.

PENSION MEETING NOTICE

Informational meetings on the new pension plan change will be held for members living in the Fresno district at the following locations:

- 1/4/77 7 p.m. Teamster's Hall 740 W. 19th, Merced
- 1/10/77 7 p.m. Engineers Hall, 3121 E. Olive, Fresno
- 1/11/77 7 p.m. Convention Center, Visalia
- 1/18/77 7 p.m. Lacey's Cafe, Fifth and Elm, Coalinga

ELECTION SPECIAL

By JOHN McMAHON

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

Campaigning on the issues of stagging 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 strongholds 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 had 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 assure that the American people vetoed the Presidency of Gerald Ford.

Although Carter carried only one state in Local 3's jurisdiction, 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 doesn'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.

Nevada voters 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 Cec 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 is 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 per cent 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 won election, the state and local propositions that passed were the most important and satisfying victories. On the state ballot, Proposition 4 was approved by the electorate. The measure changes the state Constitution to enable the State Legislature to require the University of California to put all construction contracts out to competitive bid in



39TH PRESIDENT-ELECT, JIMMY CARTER

the private sector. This policy will eventually lead to lower construction costs, because private enterprise will be responsible for any cost overruns. It also will lower unemployment in the construction industry by requiring the University to employ private contractors to do the construction work.

Along the same line, San Francisco voters also approved a similar measure, Proposition J, which exempts certain city services and construction projects from civil service jurisdiction, enabling private contractors to bid for the job. This, like state Proposition 4, should enable private construction firms to obtain more city construction projects.

San Francisco also approved a financing plan for the construction of the long-delayed Yerba Buena Convention Center in the downtown area. Raising the city hotel tax by one half per cent, the project has cleared a major financing problem that has helped delay the project for years.

Perhaps the two biggest election victories were Measures M and W in Alameda County approving a 75 million dollar sewer project in Hayward, and Proposition A in San Francisco which enables the start of \$2 billion worth of sewer work in the City. Both projects will provide thousands of hours of employment for Operating Engineers for the next decade.

States' Nuclear Measures Lose

The hard and successful work that California's organized labor put in last spring against Proposition 13, 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.

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The Continuing Controversy Over The Initiative Process

Private interest groups (i.e., greyhound dog racing) exploit it. Environmentalists lean on it. Public relations firms get fat off it and a lot of legislators are insulted by it. The "initiative" or "vote by referendum" has led a stormy existence off and on from the time it came into existence to the present day.

The initiative process provides the opportunity for the voting people in California and the 23 other states which have it to vote directly on major policy decisions.

Many legislators view this as an encroachment on their own job, which is to represent the people and

pass laws on their behalf. For 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 state literally on puppet strings. It had controlling interests in both the Democratic and Republican parties. Governor after governor was elected and subsequently paid tribute to 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 wasn't until the 1906 Republican convention that the public really organized an effective opposition. Directly following the nomination of James Gillett as the Republican candidate for governor, a party was held by the political men, in which a picture was taken showing Gillett 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 ballots (8 per cent of registered voters for constitutional amendments, 5 per cent for statutory amendments).

To overcome this, there are 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 disenchantment with having to vote on important issues and not being able to understand the wording of the initiative. This was brought into the glaring limelight last spring with the controversial nuclear initiative. Several polls that were taken indicated that up to a third of the public was voting opposite to what they believed they were voting for. A "yes" vote on Proposition 15 was a "no" vote on nuclear power.

The same thing happened most re-

(Continued on Page 9, Col. 1)

California Voting Results State Senate

Following are winners in races for the State Senate (R-Republican; D-Democrat; *-incumbent):

Dist. Senator

- 1-Ray Johnson (R)
- 3-Albert S. Rodda (D)*
- 5-Milton Marks (R)*
- 7-John A. Nejedly (R)*
- 9-Nicholas C. Petris (D)*
- 11-Alfred E. Alquist (D)*
- 13-John Garamendi (D)
- 15-Rose Ann Vuich (D)

- 17-Robert (Bob) Nimmo (R)
- 19-Lou Cusanovich (R)*
- 21-Newton R. Russell (R)*
- 23-David A. Roberti (D)*
- 25-H. L. Richardson (R)*
- 27-Robert G. Beverly (R)
- 29-Bill Greene (D)*
- 31-George Deukmejian (R)*
- 33-William Campbell (R)
- 35-John V. Briggs (R)
- 37-Paul B. Carpenter (D)
- 39-Bob Wilson (D)

State Assembly

Following are winners in races for the State Assembly (R-Republican; D-Democrat; *-incumbent):

- 1-Stan Statham (R)
- 2-Barry Keene (D)*
- 3-Eugene A. Chappie (R)*
- 4-Vic Fazio (D)*
- 5-Eugene T. Gualco (D)*
- 6-Leroy F. Greene (D)*
- 7-Norman S. Waters (D)
- 8-Michael Gage (D)
- 9-Michael Wornum (D)*
- 10-Daniel E. Boatwright (D)*
- 11-John T. Knox (D)*
- 12-Arthur R. Flegal (R)
- 13-John J. Miller (D)*
- 14-Bill Lockyer (D)*
- 15-S. Floyd Mori (D)*
- 16-Art Agnos (D)
- 17-Willie L. Brown, Jr. (D)*
- 18-Leo T. McCarthy (D)*
- 19-Louis J. Papan (D)*
- 20-Dixon Arnett (R)*
- 21-Victor Calvo (D)*
- 22-Richard D. Hayden (R)*
- 23-John Vasconcellos (D)*
- 24-Leona H. Egeland (D)*
- 25-Alister McAlister (D)*
- 26-Carmen Perino (D)*
- 27-John E. Thurman, Jr. (D)*
- 28-Henry J. Mello (D)
- 29-Carol Hallett (R)
- 30-Ken Maddy (R)*
- 31-Richard Lehman (D)
- 32-Gordon Duffy (R)*
- 33-William M. Thomas (R)*
- 34-Larry Chimbole (D)*
- 35-Cary K. Hart (D)*
- 36-Charles R. Imbrecht (R)
- 37-Robert C. Cline (R)*
- 38-Paul Priolo (R)*

- 39-Jim Keysor (D)*
- 40-Tom Bane (D)*
- 41-Mike D. Antonovich (R)*
- 42-Frank Lanterman (R)*
- 43-Howard L. Berman (D)*
- 44-Alan Sierety (D)*
- 45-Herschel Rosenthal (D)*
- 46-Charles Warren (D)*
- 47-Teresa Hughes (D)*
- 48-Maxine Waters (D)
- 49-Julian C. Dixon (D)*
- 50-Curtis R. Tucker (D)*
- 51-Marilyn Ryan (R)
- 52-Vincent Thomas (D)*
- 53-Paul T. Bannai (R)*
- 54-Frank Vicencia (D)*
- 55-Richard Alatorre (D)*
- 56-Art Torres (D)*
- 57-Mike Cullen (D)*
- 58-Fred W. Chel (D)*
- 59-Jack R. Fenton (D)*
- 60-Joseph B. Montoya (D)*
- 61-John L. E. Collier (R)*
- 62-William H. Lancaster (R)*
- 63-Bruce E. Young (D)
- 64-Dave Stirling (R)
- 65-Bill McVittie (D)*
- 66-Terry Goggin (D)*
- 67-Jerry Lewis (R D)
- 68-Walter M. Ingalls (D)*
- 69-Wm. E. Dannemeyer (R)
- 70-Bruce Nestande (R)*
- 71-Chester B. Wray (D)
- 72-Richard Robinson (D)*
- 73-Dennis Mangers (D)
- 74-Ronald Cordova (D)
- 75-Tom Suitt (D)*
- 76-William A. Craven (R)*
- 77-Jim Ellis (R)
- 78-Lawrence Kapiloff (D)*
- 79-Pete Chacon (D)*
- 80-Wadie P. Deddeh (D)*

California State Propositions

Results of State propositions with all 24,440 precincts reporting:

	Result	YES	NO
1—Housing Bonds	Failed	2,994,372	4,009,178
2—Park Bonds	Passed	3,618,330	3,410,646
3—Energy Conservation Bonds	Failed	2,853,723	4,050,301
4—University of California	Passed	3,748,791	3,133,195
5—Interest Rates	Failed	3,204,392	3,617,880
6—Statutes, Dates	Failed	2,847,918	3,748,444
7—Judicial Performance Commission	Passed	5,590,236	1,139,287
8—County School Officers	Passed	3,553,252	3,106,366
9—State Constitutional Offices	Passed	4,350,746	2,244,900
10—Taxation, Multi-County Districts	Passed	5,332,149	1,352,688
11—Tax on Unsecured Property	Passed	4,629,500	1,816,856
12—Energy Conservation Bonds	Failed	3,281,428	3,423,038
13—Dog Racing	Failed	1,861,083	5,695,976
14—Agricultural Labor Relations	Failed	2,880,215	4,733,577
15—Chiropractors' Board	Passed	5,581,084	1,303,112

Prop. T: Road To Representation Or Ward Politics?

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 established by the law, will consist of members from eleven districts throughout the city. The residents in each district will be allowed to vote for only the candidate from their respective district. As it is now, the entire city votes for the eleven board members on a city-wide basis.

Opponents of the measure, which included ten of the eleven members of the Board, said that the new law would pave the way for ward politics reminiscent of Tammany Hall in New York and Mayor Daley's Chicago. Those in favor said that for the

first time in years, residents in San Francisco's various districts will be assured of a voice on the Board of Supervisors.

The issue had been defeated twice before, the most recent in 1973. Community groups from the City's Mission and Potrero districts started a city-wide initiative drive to put the measure on the ballot again. One of their main selling points was the fact that five of the present supervisors lived within a five block radius 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 weren't aware 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 many city strikes 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 passage of 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. Their complete repudiation of the present Board of Supervisors shows that San Francisco is ready for a change. A change in which direction remains to be seen.

Initiative Process

(Continued from Page 8)

cently in the last election in Utah, where the public voted on whether or not they wanted flouridated water. Briefly put, the proposition might as well have read—"Yes, we want no flouridation today."

Perhaps the most serious problem is the emotional element. Packed with the punch of the media, organizations with money can rack up enough emotionalism on an issue to send anyone into fits of paranoia. The complexity of most initiatives—here we are back to clarity—meant that few people ever read the actual initiative, if it was even available to be read. Many simply relied on the verbal garb that came to them from the opposing sides, and did their best to choose among the least irrational points.

As a consequence of emotionalism, proposition 15 became an issue of whether the state of California would succumb to a cloud of radioactive material escaping from a nuclear "meltdown," or steadily deter-

riorate from lack of energy, if nuclear power were abolished. Greyhound dogs were shown as blood-thirsty canines eating rabbits to sustain them for the race, while their mafia owners made millions of dollars. Ceasar Chavez was defeated because everyone was coaxed into believing that their property would be overrun by organizers, and that the price of vegetables would skyrocket because of union labor.

Despite this host of controversy, the initiative process more likely than not will remain a closely guarded tradition in California. The public has come to value what power it has, especially in the wake of conspiracies exposed in Watergate and the Pentagon Papers.

The fight to make it more difficult or easier to put an initiative on the ballot may change the present process in the future, but it is generally recognized as one practice that helps put the power where it belongs—in the people.

Nevada Voting Results

County	PRESIDENT		SENATOR		CONGRESSMAN	
	Carter (D)	Ford (R)	Cannon (D)	Towell (R)	Santini (D)	Earhart (R)
Carson	3,874	5,282	4,726	4,257	6,119	1,730
Churchill	1,800	2,358	2,199	2,019	3,267	623
Clark	51,029	48,127	75,889	22,285	83,140	10,494
Douglas	1,934	3,045	2,638	2,272	3,281	1,348
Elko	1,955	3,293	2,844	2,493	3,820	853
Esmeralda	213	180	241	140	292	67
Eureka	163	272	240	251	342	92
Humboldt	1,074	1,380	1,301	1,224	2,183	218
Lander	374	396	451	318	628	90
Lincoln	642	700	890	475	1,202	116
Lyon	1,866	2,068	2,060	1,878	2,459	560
Mineral	1,361	1,104	1,957	621	2,247	144
Nye	1,053	861	1,447	518	1,647	206
Pershing	633	635	750	563	1,071	155
Storey	310	274	336	242	428	62
Washoe	21,687	29,264	26,462	22,251	37,370	7,025
White Pine	1,963	1,464	2,139	1,320	3,058	216
Total	91,931	100,753	126,570	63,127	152,554	23,999

California Voting Results

Vote by County for President and U.S. Senator

County	President		Senator	
	Ford	Carter	Hayakawa	Tunney
Alameda	153,212	223,780	147,713	226,148
Alpine	225	189	241	182
Amador	3,698	4,036	4,228	3,580
Butte	28,366	24,133	32,011	19,861
Calaveras	3,691	3,602	3,865	3,053
Colusa	2,732	2,334	2,756	2,085
Contra Costa	125,846	123,182	128,247	120,651
Del Norte	2,466	2,785	2,411	2,406
El Dorado	12,442	12,750	13,954	11,104
Fresno	71,699	74,077	74,464	65,362
Glenn	4,009	3,500	4,521	2,118
Humboldt	18,002	23,433	17,593	22,657
Imperial	10,618	10,247	9,390	10,815
Inyo	3,906	2,635	4,099	2,446
Kern	57,937	50,514	59,654	46,352
Kings	8,263	8,061	7,979	7,612
Lake	5,428	6,350	6,063	5,780
Lassen	3,002	3,798	2,894	3,779
Los Angeles	1,159,186	1,208,798	977,664	1,048,453
Madera	6,833	9,363	6,932	6,163
Marin	53,346	43,545	54,241	53,459
Mariposa	2,010	2,093	2,174	1,852
Mendocino	9,613	10,602	10,087	10,537
Merced	14,836	16,537	13,637	15,137
Modoc	1,917	1,732	1,924	1,494
Mono	1,598	1,025	1,636	945
Monterey	40,634	36,615	42,727	32,507
Napa	20,706	17,945	20,855	18,085
Nevada	8,163	7,918	9,633	6,688
Orange	397,917	227,472	410,605	249,520
Placer	18,261	21,037	20,879	18,287
Plumas	2,884	3,429	2,973	3,070
Riverside	97,080	95,589	92,736	100,354
Sacramento	121,755	142,803	136,167	121,090
San Benito	3,398	2,802	3,493	2,281
San Bernardino	112,797	109,165	166,243	105,688
San Diego	346,552	259,298	353,977	244,827
San Francisco	102,389	131,842	90,616	145,135
San Joaquin	50,002	48,425	51,819	43,753
San Luis Obispo	27,660	24,830	27,249	23,502
San Mateo	116,475	102,239	111,701	104,845
Santa Barbara	60,557	54,726	58,291	56,454
Santa Clara	218,042	207,097	227,221	197,710
Santa Cruz	31,594	37,521	35,322	33,475
Shasta	16,630	18,428	18,388	16,017
Sierra	680	841	739	765
Siskiyou	7,062	7,057	6,810	6,966
Solano	26,105	33,641	27,493	31,469
Sonoma	50,482	50,302	54,014	46,583
Stanislaus	32,744	38,190	33,937	33,713
Sutter	8,767	6,930	9,557	5,540
Tehama	6,110	6,990	7,420	5,558
Trinity	1,989	2,171	2,401	1,696
Tulare	31,826	25,527	30,460	23,890
Tuolumne	6,092	6,482	6,142	5,844
Ventura	82,345	69,323	84,381	65,042
Yolo	18,329	23,474	19,618	21,649
Yuba	5,487	6,440	6,141	5,620
State Total	3,836,335	3,708,650	3,700,386	3,473,433

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 productivity and inflation to France and Japan. Only Germany and the Communist-block countries, the first with technical know how and productivity and the others with cheap and slave labor, can compete in the export market place today. So, while corporate profits continue to spiral and a dominant bureaucracy continues to spend more of the workers' tax dollars, fifteen per cent of the nation's productive workers are blamed for society's ills and failures.

We think it is time that Labor looked to it's own house. George Meany and the AFL-CIO have more than paid their dues. The now middle class skilled worker has paid his and more. We think it is time for the trade union movement to find out why "big non-labor" that is made up of the hitchhikers and coattailers haven't paid theirs. We need to get busy and see that they and the corporate structure do.

We also believe that national and international honors for George Meany are long overdue. We hope that President-elect Carter will make national recognition of George Meany one of his first official acts. In fact, if pure altruism and personal contribution to world peace and the economic well being of all mankind is the criteria for the Nobel Peace Prize, then we think it is about time George Meany was the recipient. We so move!

ON OTHER BATTLE FRONTS

We have had preliminary looks at two of the Brown Administration's new plans for the future of state government. One on energy and one on transportation. They both stink.

Both programs are attempts by academic idiots to mandate an agarian utopia in the middle of a state population explosion. Some 1.5 million new Californians plus several million illegal aliens have arrived here since 1970. These new arrivals must either go on welfare or be given jobs and paychecks. We will do battle!

Recently we accepted chairmanship of the newly formed Force Account Task Force that will be dealing with the millions of dollars in our work being done by the cities, counties and states in our jurisdiction at double expense to the taxpayer. We hope to knock some of this waste out of the box and put brother engineers on work that would be professional and much cheaper if it were put out to bid. Besides Operating Engineers Locals 3 and 12, other groups joining with industry in this effort include Southern California District Council of Laborers, the California Landscape and Irrigation Council and the Southern California Pipe Trades Council. There will be others, I am sure.

Finally, for myself and all the officers and staff of this local union I wish you and your families the Holiest of Christmases and the Happiest of New Years. May the God of Hosts and His Son, Our Saviour Jesus Christ, dwell always with you and yours. You are a noble people!

Caltrans Policy Statement

(Continued from Page 1)

Other policies stated in the plan are:

★ to invoke high "smog" and "energy" charges on automobile users, in order to subsidize "damages to crops and public health." 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 the public.

★ Even though an effort will be made to encourage the use of mass transit by increasing the cost of driving the automobile, the plan also points out that "public transit riders will pay for the cost of the service," that is, "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 they use. This particular policy is currently in conflict with the present laws on highway funds, which generally has the federal government pay the greatest portion of major highway projects.

★ In connection with the use of highway funds, Brown advocates the elimination of the present law which earmarks gas tax funds to highway construction (75 per cent) and mass transit construction (25 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 oppose it "every inch of the way."

"This plan has been conceived by Brown and a selected group of so-called 'task force' members, who are nothing more than university, ivory towered academicians," Marr said. "They are attempting to make the people of California their guinea pigs in an untried experiment to impose socialist, textbook theories on real live people."

Although the public hearings ended in November, Marr said there is no choice but to continue to fight the program in the legislature, and hopefully 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 Sklar, head of the city's waste water management team.

The sewer bond was the subject of heated controversy between the San Francisco Board of 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 the city would be subject to fines

and 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 wore on, it was finally pointed out that, besides the potential for a \$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 resolution 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 \$165 million project.

Utah Voting Results: County-By-County Tally

County	Initiative Proposals Recall		Fluoridation		Recall	
	GOP Ford	DEMO Carter	For	Against	For	Against
Beaver	1,087	961	770	1,143	714	1,122
Boxelder	9,275	3,372	7,123	6,240	5,497	7,171
Cache	16,330	5,363	10,952	11,682	10,047	11,094
Carbon	3,263	5,157	3,729	4,155	3,482	3,844
Daggett	216	130	187	130	131	176
Davis	31,145	14,071	22,838	23,148	21,263	23,970
Duchesne	2,612	1,110	2,127	1,626	1,757	1,756
Emery	1,717	1,764	1,878	1,558	1,448	1,861
Garfield	1,154	536	819	763	645	839
Grand	1,776	936	1,677	1,108	1,379	1,306
Iron	4,623	1,697	2,880	3,595	2,833	3,554
Juab	1,287	1,145	1,238	944	875	1,266
Kane	1,094	330	799	600	687	664
Millard	2,477	1,223	2,078	1,630	1,598	2,005
Morgan	1,356	701	1,155	901	948	1,073
Piute	375	265	367	223	276	298
Rich	541	248	403	275	342	349
Salt Lake	143,822	86,408	119,558	112,799	112,207	113,995
San Juan	1,838	1,180	1,070	1,395	1,036	1,384
Sanpete	3,836	2,009	3,756	2,032	2,453	3,011
Sevier	3,677	1,560	3,203	2,128	2,571	2,594
Summit	2,310	1,278	2,236	1,350	1,718	1,758
Tooele	4,617	4,356	4,504	4,327	4,126	4,405
Unitah	3,996	1,331	2,386	2,706	2,334	2,600
Utah	49,309	18,647	38,838	30,505	32,879	34,377
Wasatch	1,931	1,090	1,676	1,298	1,296	1,591
Washington	5,927	1,889	4,425	3,626	4,098	3,507
Wayne	553	334	517	337	418	396
Weber	34,323	22,888	26,566	30,071	27,539	27,551
TOTAL	336,467	181,979	268,855	252,295	246,597	259,517
PERCENT	62.34%	33.72%	51.58%	48.41%	48.72%	51.27%

County	U.S. Senate		U.S. Representative		Governor		Lt. Governor	
	GOP Hatch	DEMO Moss	1st District GOP Ferguson	2nd District DEMO McKay	1st District GOP Marriott	2nd District DEMO Howe	GOP Romney	DEMO Matheson
Beaver	984	1,060			954	988	760	1,267
Boxelder	7,515	5,515	5,366	7,236			7,224	5,664
Cache	14,602	7,738	9,660	11,924			12,453	9,428
Carbon	2,794	5,849	1,493	6,956			1,976	6,601
Daggett	186	163	108	231			164	184
Davis	26,213	20,334	18,126	27,138			23,554	22,395
Duchesne	2,616	1,304	1,709	2,091			1,934	1,874
Emery	1,564	2,015	977	2,532			1,348	2,180
Garfield	1,162	561			1,092	537	908	770
Grand	1,748	962	1,320	1,348			1,095	1,651
Iron	4,262	2,336			4,223	1,959	2,768	3,859
Juab	1,241	1,224			1,367	993	1,129	1,282
Kane	1,069	406			990	429	789	663
Millard	2,541	1,340			2,519	1,215	2,040	1,744
Morgan	1,153	983	834	1,262			1,065	1,049
Piute	393	262			430	187	341	288
Rich	552	290	291	677			407	392
*Salt Lake	119,053	114,861			122,019	91,384	99,944	133,889
San Juan	1,941	1,112	1,580	1,407			1,582	1,424
Sanpete	3,701	2,367	2,989	3,004			3,204	2,755
Sevier	3,561	1,826	2,435	2,775			2,763	2,303
Summit	2,013	1,638	1,326	2,193			1,629	1,992
Tooele	3,660	5,445			3,734	4,747	3,400	5,599
Uintah	4,137	1,485	2,974	2,454			3,213	2,181
Utah	45,476	24,115	33,090	34,349			39,279	29,653
Wasatch	1,755	1,358	1,283	1,769			1,457	1,502
Washington	5,969	2,212			5,944	1,777	4,954	3,229
Wayne	625	304			579	297	430	391
Weber	26,386	31,941	19,629	37,909			24,582	33,246
TOTAL	288,842	241,006	106,009	147,255	143,851	104,513	246,392	279,455
PERCENT	53.72%	44.82%	40.98%	56.92%	53.46%	38.84%	45.91%	52.07%



TEACHING TECHS

By ART PENNEBAKER
Administrator, Surveyors' JAC

The wage rates for Apprentices are dependent on the wage rate of the Journeyman Chainman/Rodman. On January 1, 1977, some dramatic changes will take place for Apprentices working the B-C-D areas.

In order to understand the details of the wages and fringe package change please read this month's column of Talking to Techs and the provisions of your 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.

Area	Current Wage Rate	1st period Increase	1/1/77 Wage Rate
A	\$5.56	—	\$5.56
B	\$5.35	\$.21	\$5.56
C	\$4.43	\$1.16	\$5.56
D	\$3.53	\$2.03	\$5.56
Area	Wage Rate	2nd period Increase	Wage Rate
A	\$6.48	—	\$6.48
B	\$6.24	\$.24	\$6.48
C	\$5.17	\$1.31	\$6.48
D	\$4.12	\$2.36	\$6.48
Area	Wage Rate	3rd period Increase	Wage Rate
A	\$7.41	—	\$7.41
B	\$7.14	\$.27	\$7.41
C	\$5.90	\$1.51	\$7.41
D	\$4.70	\$2.71	\$7.41
Area	Wage Rate	4th period Increase	Wage Rate
A	\$8.33	—	\$8.33
B	\$8.03	\$.30	\$8.33
C	\$6.64	\$1.69	\$8.33
D	\$5.29	\$3.04	\$8.33
Area	Wage Rate	5th period Increase	Wage Rate
A	\$9.26	—	\$9.26
B	\$8.92	\$.34	\$9.26
C	\$7.38	\$1.88	\$9.26
D	\$5.88	\$3.38	\$9.26

Fringe Benefits will also increase in the B-C-D area to the current Fringe Benefit package provided for Area A.

Fringe Benefits			
	B-C-D Current	Increase	1/1/77
Health & Welfare	\$1.12	—	\$1.12
Pension Health & Welfare	\$.23	—	\$.23
Pension	\$1.60	\$.40	\$2.00
Vacation	\$.50	—	\$.50
Holiday	\$.40	—	\$.40
Affirmation Action	\$.20	\$.04	\$.24

In September, 1975, changes were made to the count of Journey-men to Apprentices ratio. Before that date, only first through fourth period Apprentices were counted.

The basic reason was an attempt to surcharge the occupation with new entrants who would be 70 per cent minority individuals as provided by the Federal Court Order.

As the end of the 1975 work season was coming to end, it was found that several minority Apprentices had advanced from the fourth to the fifth period of training. Because the ratio requirements concerned only first through fourth it would apparently leave some minority individuals stranded at the fifth level with less chance to train toward Chief of Party.

In an attempt to accommodate the problem, the E. E. O. C. allowed the ratio count to include all Apprentices, first through eighth period. During the course of the next twelve months, only two new entrants were required to fill available training opportunities.

During that same twelve months period, 33 fifth through eighth period new applications were accepted. These new indentures were made up of persons already a part of the workpool.

It appears that either many Tech Engineers have finally gotten the calling, or the Employer is finally insisting on his employees participation, or some other phenomenon is happening.

Whatever the cause, the end result seems to be too few minority entrants to meet the original five year goal of population parity required by the terms of the Court Order.

In an expanding job market, accommodations can be made for many variables. Recent statistics indicate, however, that the current work season has generated about the same number of work hours as last year. It is a stagnant situation as far as newly created jobs is concerned.

The E. E. O. C., who is the plaintiff in the ongoing legal action, has indicated its concern and is pondering the difficult decision of whether to revert to counting only first through fourth period Apprentices and thereby enter new ethnic individuals into the work force or to count all Apprentices and thereby tend to maximize training opportunities for Apprentices already a part of the Program.

It is another of these situations that you are damned if you do and damned if you don't. Whatever the final decision, it is sure to not serve the logical best interest of someone.

Date Set For San Felipe Trial

By MIKE KRAYNICK,
District Representative,
TOM CARTER,
Assistant District Representative,
and JACK BULLARD and
ROBERT FLECKENSTEIN,
Business Representative

Federal judge Stanley Weigel has set the date of January 10, 1977 for the start of the San Felipe Water project trial. Lawyers estimated that the trial will take 8 to 10 days in court. Judge Weigel has told lawyers for the U. S. Bureau of Reclamation and others interested in seeing the project go ahead, along with attorneys representing it that he wants to see them get together between now and January 4 to prepare a pre-trial statement on points they believe are pertinent. Judge Weigel postponed the case for 2 months when he criticized both sides for not being properly prepared to go to trial.

By the times this goes to press we hope the bid will be let for the \$3.9 million grading and construction project involving a portion of Guadalupe Parkway between W. San Carlos and W. St. John Streets. The contract is due to be let December 8 by the State Department of Transportation providing there are no obstacles. It could be a good one to look forward to.

Santa Clara County Supervisors Monday night agreed to spend \$3.5 million to buy parcels of land along Penitencia Creek to create a four-mile regional park. Development of the park will involve the City of San Jose, Santa Clara Valley Water District, Berryessa School District and each of the above will provide facilities such as parks, public parking, turf playfield and percolation ponds. It will provide linear continuity to link Alum Rock Park with Coyote Creek.

San Jose electronics industry has received a shot in the arm with the announcement that Hewlett-Packard will move its microwave division here. It has options to buy 160 acres of industrial land on the north side of Trimble Road at North First Street. Fairchild Camera and Instrument Corp. has broken ground for 150,000 square feet of building in Oakmead Industrial Park. Together the two firms will employ about 1,000 people. Meanwhile a third expansion project by Electric Power Research Institute has begun in Palo Alto. The \$3 million addition will be completed late next year.

The fate of a freeway bypass for San Jose's "Blood Alley" has been called "a definite maybe" after local and state officials huddled in a sometimes heated meeting. The \$7.2 million project to start construction next year as part of a revamping of the state highway budget the amount appropriated is only enough to complete the "first stage" of the freeway, however, that is only enough for installation of storm drains and grading of the roadway overpasses and underpasses, and paving will require approval in future years.

Eighteen million dollars worth of hotel is being built in Monterey, near the new convention center on the Wharf. Baugh Const. from Seattle has the job; they signed an agreement with us. We'll have two tower cranes on the job. John Barber is project manager. John's father Marvin was a Local 3 man most of his 11 working years, many of them for Guy F. Atkin-

son. Marvin died of pneumonia while Master Mechanic on Atkinson's Mangla Dam—overseas. On the same hotel site, Granite Const. did the site work. Ron Trapp is there, big Lee Vara on dozer, Tim DePace sets grade. Brothers Tom Higgins and Bill West signed an agreement with us there, they are doing the construction survey work.

All the Monterey and Santa Cruz Counties Drilling Agreements expire January 1, 1977. We planned it that way, for obvious reasons. As you read this we'll be somewhere near the end of negotiations. We long ago completed the pre-contract negotiation meetings.

Jerry Blair shifted from Granite Monterey Branch for several years, they promoted him to estimating and other management duties about a year ago. He still maintains his membership, of course, he's entering the hospital soon for a knee operation. His son Troy was hospitalized recently, took a fall from a motocross bicycle while going over a jump. Troy ruptured his spleen, really banged up. Doctors opened him up from way below his belly button all the way to his breast bone, like a butchered bull. He's fine now. We suppose that should be enough.

(Continued on Page 13, Col. 1)

TALKING TO TECHS

MIKE WOMACK, Dir.
PAUL SCHISSLER
GENE MACHADO

For all the Surveyors working in the Bay Area, this article will have little or no effect. But we would like to remind you that as of January 1, 1977 there will be two (2) wage schedules. As you are well aware, there have been four (4) wage schedules. Area A, B, C, and D. In the last negotiations it was agreed to eliminate the B, C, and D schedules and create a new "B" schedule. The "B" schedule will only affect those outside the eight (8) Bay counties. Listed below is the effective date of the new "A" and "B" wage rates, and of the single Fringe benefit schedule.

24.02.00 The Intent of the parties is to merge the fringe benefit schedules into a single schedule of fringe benefits no later than January 1, 1977, and that no later than January 1, 1977, wage schedule "B" shall be merged into wage schedule "A" and wage schedule "C" shall be merged into wage "A" and wage schedule "D" shall be merged into wage schedule "A" except as provided in Section 26.05.04 Said schedule shall thereafter be known as Wage Schedule "A" and Wage Schedule "B".

31.00.00 Effective January 1, 1977, on all types of field and construction survey work, including soil testing service, except work defined in Section 31.02.00 and 31.02.01, shall be paid the wage and Fringe Benefit of Schedule "A" ("Wages") and Schedule "A" (Fringe Benefits"), as follows:

Wage Schedule No. "A"	Effective 1/1/77
Classification	
1301 Chief of Party	\$11.14
3731 Inspector	\$11.14
7491 Soil Tester	\$ 9.60
3761 Senior Tech	\$ 9.60
6311 Chainman/Rodman	\$ 9.26

31.02.00 Effective January 1, 1977, on all other work covered by this Agreement, Employees shall be paid in accordance with Wage Schedule "B" in the following counties: Del Norte, Siskiyou, Modoc, Sacramento, Yolo, Sonoma, Monterey, San Benito, Santa Cruz, Humboldt, Trinity, Shasta, Lassen, Tehama, Plumas, Mendocino, Glenn, Butte, Sierra, Lake, Colusa, Sutter, Yuba, Nevada, Placer, El Dorado, Amador, Alpine, San Joaquin, Calaveras, Stanislaus, Tuolumne, Merced, Mariposa, Madera, Fresno, Kings and Tulare, where work covered by this Agreement that is not required for or is not directly related to engineering design or construction; and

31.02.01 Agricultural work such as contour, land leveling, orchard layout, orchard storm damage repair and similar work on agricultural areas, camp grounds (not construction camps) and forest lands, excluding any field survey work that is required for or is directly related to engineering design, performed in any area of California or Nevada within the coverage of this Agreement, the wage rate shall be as follows:

Wage Schedule No. "B"	Effective 1/1/77
Classifications	
1301 Chief of Party	\$ 7.48
3731 Inspector	\$ 7.48
7491 Soil Tester	\$ 6.18
3761 Senior Tech	\$ 6.18
6311 Chainman/Rodman	\$ 5.88
Fringe Benefits	
Health and Welfare and Sick Benefits	\$ 1.12
Pension Health and Welfare	\$.23
Pension	\$ 2.00
Affirmative Action	\$.24
Vacation	\$.50
Holiday	\$.40

NOTICE

Date Change in First Aid Class! ! !

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, California at 8:00 A.M., Saturday morning.

Those of you with a first aid card should check the date as they are only good for three (3) years and then they have to be renewed.

We at the Tech Engineer Center would like to take this opportunity to wish you and your families a happy and bountiful Thanksgiving.

New Jobs Start In S.F.

By RALPH WILSON,
District Representative,
CHARLES SNYDER,
BILL PRUETT,
Business Representatives

Homer J. Olsen has all but completed their portion of the Indiana Street Sewer project up to 17th St., and Peter Kiewit and Son has only a small portion of work remaining on their project from 17th Street to the 7th and Berry Pumping Station.

On the brighter side, Cahill Const., has just started the \$13 million 7th and Berry Pumping Station which is expected to be completed in July 1978. The sub-contractors, performing the bulk of the work will be Chet Smith Trucking, Duncanson & Harrelson Corp., S&Q Corp., Spencer White and Prentiss and Cleveland Wrecking Co.

Charles Pankow Inc., has started the 7 million dollar AT&T office building at 795 Folsom and 4th Streets. This will be about half the size of the 3rd Street and Howard AT&T office building built by Charles Pankow Inc., completion date is Oct. 1977.

Embarcadero No. 3 is completed with the interiors remaining to be completed as space is rented. Lazar and Assoc. are performing this portion and anticipate one-third occupancy by the first of the year. Prospects for starting the anticipated Embarcadero No. 5 depend on occupancy of the No. 3 building. Underground Construction has a number of small underground jobs going throughout the city.

MGM Const. has a small job going on Army St.; Lowrie Paving has some work for Pacific Telephone and Annuzzi Bros. Concrete Service has a \$1,000,000 project for PG&E at various locations throughout the city.

Ferma Corp. has a pile and structural removal project underway at Pier 46. Bill Fairly has an underground job to get underway on 3rd Street in the near future.

Several Highway Jobs To Start In N. Utah

By TOM BILLS,
District Representative,
REX DAUGHERTY, DON
STRATE, WILLIAM MARKUS,
DENNIS WRIGHT and
WAYNE LASSITER,
Business Representatives, and
VANCE ABBOT,
Safety Representative

The Utah Department of Transportation has advertised November 16th for opening of bids for the construction of a \$1 million project which will include widening Ogden's 12th Street to four lanes. The State has spent two years securing right-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 bid 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 49 miles northwest of Duchesne, will be bid in December, 1976. The Bureau of Reclamation has allowed 1,825 days for completion of the 8-mile-long tunnel. The engineer's estimate has been placed between \$25 to \$50 million.

Bids on the Tyzack Dam, located north of 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 2.6 miles of access road to the Dam.

Southern Utah

The lengthy fall season in Utah is allowing our work in Southern Utah to keep moving.

Utah Power & Light Company's power plants at Huntington and Emery are going strong. Huntington will be winding down shortly,

however, Jelco Inc. has started the water purification plant on this site which will keep most of 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 jobs going. The job at Koosharem Junction is moving along very well. There are two shifts on the dirt spread and two on the crusher, a total of 35 hands on this job. W. W. Clyde's job at Fremont Junction is in good shape for the winter now. They have completed the winter road over the summit and now they will be able to go ahead with the excavating of the old highway.

L. A. Young has completed their Crescent Junction job on I-70 and most of the hands have moved on to the project at Craig, Colorado. This job is about \$800,000 so it should give 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 any of the members who are working on these projects or anyone you may know that is, to be sure and keep a close watch on your check stubs and make sure you are getting the correct scale and fringe benefits. There are a number of non-members, possibly you may know, that are not sure what the proper scale and fringe package is. Be sure to inform them of the correct information. One of our members working on this non-union project brought in his check stubs to the Provo Office. Of the six stubs he brought in, there wasn't one that had the same scale or fringes for a 40 hr. period. We made copies of these and filed a complaint against the company with the Department of Labor in Denver, Colorado. The NLRB got on the complaint immediately and the result was that this non-union company had to go back and make up \$10,800 in back wages they had beat these men out of. There was a sub-contractor on the job also, who had beat his men out of \$7,000 in wages and fringes.

A person would think that with all the people the government agencies have working for them, we wouldn't have to do their work keeping these scab jobs straight. It's not too hard to see which way the ball bounces as far as the union and non-union jobs go.

Abbot Contract Ratified

We are pleased to announce the ratification of the Abbott G. M. Diesel Company contract. Negotiations were completed October 29th and the brother members ratified the three-year agreement 30 to 5 on November 1st. The increased wages and benefits are as follows:

A 2½ per cent semi-annual wage increase effective 11/1/76;

plus a cost-of-living provision effective 11/1/76, which includes an annual Cost-of-Living Roll-In added to the hourly rate in 1977, 1978 and 1979;

Parts Department classifications upgraded by 70 cents per hr. above other increases;

Shift differential increased 5 cents per hour;

Meal reimbursements for Field Service Mechanics increased from \$7.50 to \$13.00 per day;

Effective 1/1/78, Weekly Indemnity Benefits increased to 50 per cent of hourly rate;

Pension contribution increases (Continued on Page 14, Col. 1)

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 activity in Mendocino County picking up, it appears the heavy unemployment rate will be just an unpleasant memory.

Congressman Don Clausen succeeded in securing a \$5 million dollar federal loan for the Redwood Valley County Water District to be utilized in constructing pumping plants, reservoirs and pipelines. The pumping stations will be constructed on Lake Mendocino and the pipelines will be connected to approximately 700 homes and 100 ranches. This job will go to bid in January or February. Hank Passarino's surveyors are busy on the Russian River Sewer Project. Approximately 40 miles of sewer line are to be constructed in the area and between Jenner and Mirable. No bid date set yet but everyone hoping for early spring.

Site work at The Geysers not completed yet, but three plants to

be built in 1977 with the possibility that the Lake County plant and site work might go also. Hunt Construction Co. of Sacramento very busy on the Ukiah High School job. This job will keep a few brothers busy for a year or so.

Montecito Blvd. and the Russell Avenue over-pass will also be early spring jobs. When Cal Trans declined the responsibility of constructing the Russell Avenue job, the city of Santa Rosa came up with the matching funds and the job will be financed by Santa Rosa and federal money. Ms Gianturco, better known as the killer of highways, feels the highway system is completed; using the idiotic reasoning that you can drive anywhere you want in the state therefore, no new roads are needed. With sections of Hwy 101 so narrow that trucks going in opposite directions have to stop or scrape sides and holiday traffic jams lasting eight hours or more, we can only hope Gov. Brown realizes his mistake and buys Adrian a return ticket to Boston.

The Warm Springs Dam is still scheduled to return to court on January 10th. The recent drought only emphasizes the need for this

project, however the daisy pluckers won't drop the suit. It is very interesting that the attorney for the group opposing the dam is campaigning actively in Marin County for the construction of containments. Containments can also be spelled with three letters: dam.

Failure of the school bond issue in Rohnert Park will limit subdivision activity in that area to approximately 400 lots next year. 400 permits have been issued but all permits will now be denied until the financing for new schools is resolved.

Bro. Ben Colling, ex-master mechanic for Piombo, very happy with his new business in Healdsburg. Stop by the Healdsburg Sporting Goods for the latest fishing and hunting information. Chuck Siebert, who was badly injured on the coast a few years ago, recently bought the Cloverdale Saw Shop just south of Cloverdale. Good luck to both of you in your ventures.

The Santa Rosa staff, Bob, Stan, Pat, Brad, John and Alice would like to wish each member and their family a very Merry Christmas.



Pictured (attached) is the 1,200 ft. stack at Kennecott Copper Corporation's new smelter. M. W. Kellogg Co. constructed it and is putting on the final touches. The total cost to the new smelter is approximately \$280 Million and the stack represents 5 percent of the cost. The Emission Control system goes into operation in 1977. Presently there are approximately 1,150 employees including all crafts, 123 are Operating Engineers. Completion of the project is expected in July 1977 with 42 percent of the project complete at a cost of \$122 Million. Kennecott Copper is using single absorption acid plants because they require less maintenance down time and thus achieve greater long-run sulfur capture and better pollution control. EPA regulations developed to insure meeting the ambient air quality standards require compliance by July 1977. The Utah Air Conservation Committee (UACC) variance under which Kennecott Copper is operating expires in July 1977.

Kennecott Copper officials are confident the new smelter will come within the National Ambient Air Quality Standards for sulfur oxides and particles.

With Safety In Mind

'Award Of Honor' Given To Local 3

"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.



Jerry Martin

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 personnel—past and present—whose efforts have made our safety program one of the finest.

Primarily, this is really a time 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 latitude to achieve our goals. I personally want to thank the Safety Representatives—Jack Short from Sacramento, Sam Coburn in Modesto, Vance 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.

Also the officers, department heads, district representatives, business agents, dispatchers, safety committee persons, stewards and Rancho Murieta's instructors and staff and all rank and file members should be congratulated for their contributions.

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 thoughts to the upcoming holiday seasons, as the year end festivities are that special season of light and love and laughter. A joyous time of gifts offered to friends and loved ones is an expression of warm feelings, good will and a wish for happiness.

But all too often this joyous season is marred by the tragedy of an accident. The very exuberance of the Holidays, the excitement, the bustle and the festivities frequently lead people to drop their guard.

When you're decorating, deck the halls with holly, but stay away from folly! During the holidays furniture is often moved about to accommodate the tree or other Christmas decorations, and this often disrupts the usual household traffic patterns. Fall injuries are more likely as a consequence, so take care as you move from room to room.

Buy a fresh tree. Branches should be springy and the needles tight. Saw about an inch of the tree trunk off diagonally and keep water in the stand. By doing this, the tree will absorb water more readily.

Check the lights for loose sockets and broken insulation BEFORE you put them on the tree. Look for the U.L., Underwriters Laboratory label on the package when buying new strings. Place the tree away from any heat source. And of course, never use real candles on the tree or around any flammable decorations. Don't string lights on metallic trees—they are an automatic shock hazard. Use indirect lighting on these types of trees. Unplug lighting before you go to bed or when you leave the house.

During the holiday season, there are more open flames from fireplaces and candles. Keep combustible materials away from them. Do not burn gift wrappings or tree boughs in the fireplace. Use extension cords sparingly and intelligently.

When You're Entertaining

Organize needs, decorations, activities well ahead of time. Frantic preparations tire you out, and fatigue can set you up for an accident. Keep snoopers and sniffers out of the kitchen. Confusion is a perfect recipe for an accident. Prepare as many foods as you can ahead of time. Get help to take that big turkey or roast from the oven. Center all your hot pots on a fair-sized table, so they can't be knocked off. And put them on metal or fire-resistant hot pads. Don't fill alcohol burners too full. The fuel expands when hot and can spill flaming liquid on the table cloth.

As a host, you are responsible for the safety of your guests, and "one for the road" should be coffee or tea. Pour moderate drinks and close the bar down an hour or so before you expect your guests to depart. If there happens to be a high spirited guest in the crowd who's driving, arrange for a cab or public transportation, or ask another guest to drop him off.

When You're Giving

Choose every gift with safety in mind—especially for children. Consider the age and ability of the child before you buy. Avoid toys with small parts that can be pulled off and swallowed. The same goes for toys with sharp edges that can cut. If you select "shooting toys" for children, make sure they are supervised so that they understand the potential for injury. All electrical gifts—make sure they have the U.L. label on them. If the gift is clothing, try to select flame-retardant material.

Hopefully these suggestions will receive some consideration, because if just one life may be saved, putting thoughts down on paper will have been well worth it.

And as you look to the New Year, here is wishing all of you and yours a very special thought from the Safety Department to have a tremendous holiday season.



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; Jay Turner, President of the International Union of Operating Engineers; Dale Marr, Local 3 Business Manager and Joe Short of the Laborers International Union.

East Bay District Report

By BOB SKIDGEL, District Representative, RON BUTLER, Assistant District Representative, GIL ANDERSON, BUFORD BARKS, BILL DORRESTEYN, CHUCK IVIE, JIM JOHNSTON, DEWITT MARKHAM, BOB MARR and HANK MUNROE, Business Representatives

Work has been slightly better in western Contra Costa. Gallagher & Burk has been paving at View Pointe, Rodeo and finishing up the new on off ramps at Hilltop in Richmond.

Clyde Plymell is moving about 100,000 yards at the Pacific Refinery in Rodeo in preparation for three new storage tank sites. This is a nice looking job with good dirt and should be punched out by the end of December. Merl Smith is the grader, Earl Barker on Cat blade doing the finishing, Ken Warnow and Fred Adisia moving the dirt with 621 and 623 scrapers, Clyde Keefer in the pit with a Komatsu version of the old 46A, John Hardwick finishing with the John Deere dozer, Woody Ritchie on compactor and scraper and Steve Tavalero apprentice. Riffe, Peters, and Jones have the technical work on this job ably represented by "super" techs, surveyor Jim Cullison just back from Alaska and chairman Jerry Elligson.

The big news in the shops is that the brothers at the Lift Truck Division of Peterson Tractor Company returned to work on October 17th after a seven-week strike.

It's pretty hard to pick a winner in a strike, but we were able to maintain our fringe benefit package and negotiate a wage increase for these members in spite of the company holding out for drastic cuts.

Also, on the Peterson front, they will be opening their new Power Division approximately December 1st. We are keeping a close eye on this situation.

Although it's still nothing to brag about, work in most of the shops has picked up some from previous low levels.

The R. H. Gorman Company in

Hayward has slowed down some from its breakneck pace of the summer.

Williams & Lane in Berkeley continues to be busy with its engine and transmission work.

Eastern Contra Costa

The work picture in eastern Contra Costa County has changed a great deal in the last thirty days. Several of the larger jobs have come to an end.

Peterson-Simpson at the Sewage Treatment Plant has been down to three operators for the past few months.

Madonna Construction has put a few operators to work, but will be coming to a halt this month sometime as they can only move so much dirt and then have to wait until they get another structure built before they can move more dirt.

Guy F. Atkinson should have the second strip of Hwy. 4 opened up by the 15th of November. This job should be completed by the last of December and Atkinson will be moved out. This job is one year ahead of schedule. This comes from having good experienced operators which Guy F. Atkinson had on this job along with good supervision. Atkinson is tearing down their shop now. They went through the whole spread, spreading over one million dollars and everything is in A-1 shape and waiting for a dirt stiff to climb aboard and start another job. Several of the brothers that were on this job have gone overseas with Guy F. on other jobs.

Lion Oil located at Avon Refinery in Martinez had another fire on their coker, but it didn't do very much damage this time. Bay Cities Crane & Rigging were out there on a shutdown and were coming to an end when the fire came. The fire created three weeks work for three operators and one ciler.

Oliver DeSilva has very little work now in eastern Contra Costa. This past spring and summer Oliver DeSilva had around 125 Engineers on their payroll and it sure

was nice driving in on a big spread and seeing the hands.

Joe Foster is clearing up his job. Rumor is that Joe has the Blackhawk Ranch job. That should be a good job. Our good brother, Business Representative, Dewitt Markham will service this job.

Out in Pittsburg O. C. Jones is just about done at the Marina.

The Marley Cooling Tower Company in Pittsburg at P.G.&E. is coming right along. It looks like ole J. D., the superintendent, knows what he is doing. We have four operators and one oiler on this job. Piombo is on this project also and is keeping a couple of operators going.

The Pittsburg Hospital goes to bid and will be awarded around the 15th of November. This is approximately a 10 million dollar job, but will not have many operators on it. Like the Antioch Bridge—\$33 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 talking about Peter Kiewit employees only.

Teichert is winding down on the storm channel they built in the Brentwood area, and should be moving into Oakley on the Hwy. 4 job around the 15th of November. This is a \$608,000 job and it won't see too many operators at it either. There's a lot of import on this job.

Underground Construction has finished this small job in Oakley, but they are still going strong in Clayton.

McGuire & Hester is making good headway in Concord on their job. They sure have changed the looks of things on Clayton Road. We have a fine bunch of hands on this job and they all know what's going on.

Gallagher & Burk has been fairly slow the last few weeks. Talking to Larry Ashworth and he says the Centex job in Pinole should be getting started in another week or so putting this time on or around November 15, 1976. This

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More From San Jose

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excitement for a wife and mother, Shirley Blair, for a while.

HAPPY HOLIDAYS FROM MONTEREY COUNTY!

I'd like to express my appreciation and gratitude to Dave McIntosh and Wally Hobson both from Easley-Brassey Co. for their generous donation of time on a Sunday a few weeks back when we held our rally on "Blood Alley." Dave brought down a low boy transport and Wally provided us with a flat bed to move the sign and the vehicle around, which, by the way, were placed on a very conspicuous spot of what is known as "Blood Alley."

Easley-Brassey Co. is the company that is doing the shoreline development in the City of Mountain View. This project will be a planned park with golf course and playground areas on it, when completed. Easley-Brassey keeps and provides work for approximately 15 brother engineers year around.

Plenty of activity going on at Stanford Shopping Center area and Campus. There are a few small jobs going on in the area at the present time, nothing really big, except for the San Jose Sewer Treatment Plant. This project is going along well and will continue to do so until the rains come. "If they ever arrive this season..."

Well, I finally finished up my last contract negotiations for a while until the middle of next year. The last one was for J. G. Torres Concrete for the pre-cast walls they make for sound barriers. I was assisted by Tom Carter, Asst. Dist. Rep., on this one because of the competition in the industry for this product, this particular contract was hard to negotiate but we ended up with a 3-year package with good wage increase for the brother engineers involved with this outfit!

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

Dredging, Truck Cranes Holding Their Own

(Continued from Page 13)

will be a big job for brother Business Representative Hank Munroe.

Silva's Pipeline is coming along on the Turtle Creek job. This is the tract that the Joe Foster spread did in record time.

Well brothers, the election is over. We have our man Jimmy in come January 21, 1977 and then we'll see if he is going to do us the good he said he would and put our brothers back to work.

I 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 feel free to call anytime on any kind of a problem. We'll get it taken care of.

I hope you all have 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. Healy Tibbits is still banging away at Standard Oil Long Wharf with three shifts. UMQUA has their 3,000 yard barges back from Coos Bay and have 400,000 yards in Sausalito with 17 or 18 hands working.

Smith Rice has 600,000 yards at Islais Creek, San Francisco plus about a month at Standard's Long Wharf for Healy.

General Construction finally got through dealing with the Corps of Engineers and will be digging in Rio Vista about the middle of November. This job is 11 miles long with five disposal sites, thanks to the good, old EPA.

General Construction has a dock repair job in Richmond mostly fender repair and diving.

Peter Kiewit and Sons has brought the Jenne down from Alaska and now has two floating rigs at the Antioch Bridge with seven hands on the floating rigs.

Scrap is still slow and they say we need a general upturn in the economy to turn this around.

Todd and Hunter's Point are the only shipyards that are busy now. We have a few problems at Hunter's Point with one of the other crafts claiming our work, but we have filed a jurisdictional dispute against them and feel we can resolve this problem soon.

We lost some friends in politics and if anyone tells you one vote doesn't count, tell them they are wrong. We traded Raymond for Murphy. She only beat him by 1 percentage point. If there had been a 7,000 vote difference in two states Ford would have been elected.

San Mateo County traded politicians and got more environmentalists. The words I read were San Bruno Mountain will be safe from the bulldozers.

The rock producers are now almost full speed ahead.

Concrete rock and sand are holding strong to good. Base rock for streets and roadways are trying to beat the rain.

The asphalt producers are enjoying some end of the season surges.

Now that the election is behind us, be aware that we lost a friend in the Supervisor's race, in the person of John Murphy. When you see the count of the votes and Murphy lost by such a small margin it makes you wonder if you neglected to remind your neighbor to register to vote.

The Steel Mill, Forge and gravel plants have approximately 1,000 families living and working in this area and most of their money earned and spent in Washington and Murray Townships. Speak and pray that the environment is not so blighted that these companies can no longer operate at a profitable pace. We need building materials from both these industries to continue to build and grow.

Truck 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 gets booming you'll have to be especially aware of where and how you work as it tends to be rush most of the time. We'll be keeping close watch on

companies work policies and also your good cooperation in calling me or a Safety Representative when it's needed. This very good cooperation may save someone a lot of heartache and money, including the crane owners.

The Cigarmakers are credited with using the first Union Label as we know it today as early as 1874. You'll still find the Union Label on many fine cigars.

Recording-Corresponding Secretary James R. Ivy, has announced that in accordance with Local 3 By-Laws, Article X, Section 10, the election of Grievance Committeemen shall 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 SUB-DISTRICT MEETINGS

District No.	Meeting Location
4 EUREKA	Engineers Building, 2086 Broadway, Eureka, Tuesday, January 11, 1977, 8:00 p.m.
7 REDDING	Engineers Building, 100 Lake Blvd., Redding, Wednesday, January 12, 1977, 8:00 p.m.
6 OROVILLE	Prospectors Village, Oroville Dam Blvd., Oroville, Thursday, January 13, 1977, 8:00 p.m.
17 HONOLULU	Washington School, 1633 So. King Street, Honolulu, Wednesday, January 19, 1977, 7:00 p.m.
17 HILO	Kapiolani School, 966 Kilauea Avenue, Hilo, Thursday, January 20, 1977, 7:30 p.m.
1 SAN FRANCISCO	Engineers Building, 474 Valencia Street, San Francisco, Wednesday, January 26, 1977, 8:00 p.m.
3 STOCKTON	Engineers Building, 2626 No. Calif. Street, Stockton, Tuesday, February 8, 1977, 8:00 p.m.
2 OAKLAND	Labor Temple, 23rd & Valdez St., Oakland, Thursday, February 10, 1977, 8:00 p.m.
5 FRESNO	Engineers Building, 3121 E. Olive Street, Fresno, Tuesday, February 15, 1977, 8:00 p.m.
8 SACRAMENTO	C. E. L. & T. Building, 2525 Stockton Blvd., Sacramento, Tuesday, February 22, 1977, 8:00 p.m.
12 SALT LAKE CITY	Engineers Building, 1958 W. No. Temple, Salt Lake City, Friday, March 4, 1977, 8:00 p.m.
11 RENO	Musicians 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.

ARTICLE X GRIEVANCE COMMITTEES

Section 1

District and Sub-district Grievance Committee.

(a) There shall be a Grievance Committee in each District and Sub-district. It shall consist of five (5) Members—one (1) District Executive Board Member, or Sub-district Advisor, if a Sub-district; one (1) District Representative or Sub-district Representative; and three (3) Delegates, who shall be registered voters in the District or Sub-district, elected by the Members.

Section 4

No Member shall be eligible for election, be elected or hold the position of Grievance Committee Delegate: (a) unless he is a Member in good standing in the Parent Local Union and a registered voter in the District or Sub-district in which he is a candidate when nominated; (b) unless he was continuously a Member of the Parent Local Union for not less than two (2) years next preceding his nomination; (c) if he is an Officer of, or is on the full-time payroll of the Local Union; and (d) if he is an owner-operator or a contractor.

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

Section 10

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

Utah Agents Stress Job Safety

(Continued from Page 12)

of 5 cents per hr. each year of Agreement;

Fringe option of 10 cents per hr. on 11/1/77 and 11/1/78;

Leadman pay increased from 25 cents to 50 cents per hr.;

New Employee Promotion Evaluation Committee;

A seniority pre-bid provision for new job openings;

A seniority, by department, vacation scheduling procedure;

Employer to provide foul weather gear for adverse weather conditions;

Employer to provide insulated coveralls for Field Service Mechanics.

In addition to the above, there are also improved working conditions and payday procedure.

The new agreement will create a total wage and fringe package increase of 32 per cent at the expiration date of the Agreement, plus any Cost-of-Living adjustments that are applicable during the life of the agreement.

We are confident the Brothers at Abbott G. M. Diesel are well pleased with their new agreement which will provide respectable wages and good fringe benefits for the next three years.

We also wish to express our thanks to Job Stewards John Herndon, Joe Jones and Kenneth Ketterman for their assistance and the active part they played in the recent negotiations.

Work around the Provo area is staying steady this month. Talboe Construction is working on the 11 million dollar hospital and plan to work through the winter. Job Steward, John Jackson.

Christiansen Bros., working the BYU College addition, will work all winter, employing 6 members. Danny Cameron is the Job Steward.

Heckett Engineering is still working two shifts. Fifty members are working with no layoff in sight. Job Stewards Jim Pino and Everett Midland.

American Bridge at Geneva is slowing down with only eight members working with a turn around being planned some time in January. Job Steward Ray Lewis.

Accidents On Rise

Developments in recent months give us concern to sound the alarm. Our accident rate is again on the increase. We have had a rash of minor and serious acci-

dents, many of which can be attributed largely to the actions and passiveness of the individual toward potential hazards of which he may be aware and has not taken appropriate action, or has performed an unsafe act. For instance, on the Vat Tunnel Project, a brakeman jumped on the coupling of a moving muck train, lost his footing and fell under the car and received a near complete severing of the left leg above the ankle. Getting on a moving train or riding outside the car is prohibited and is so posted. Personal instruction had also been given to all workmen on the site.

Recent jobsite inspections have revealed that many of our members are operating equipment with mechanical deficiencies that go unreported. Although the deficiency may appear insignificant at the time, it can become deadly serious if an emergency arises.

It is your responsibility to make someone aware if a piece of equipment does not meet all safety criteria so that appropriate action can be taken.

Let's keep our eyes and ears open. This accident trend must be reversed before we are faced with more fatalities, one of which may be YOU.

SWAP SHOP CORNER: Free Want Ads for Engineers

FOR SALE: BLONDE OAK DOUBLE BED. Hd & ft bds., Mr. & Mrs. drsr. lrg mirror & 2 nite stnds. A. Thomas, 19589 Glendon St., Castro Valley, CA 94546. Ph. 415 537-4367. Reg. No. 0285497. 10-1.

FOR SALE: MOTOROLA MICOR 2-WAY RADIO SYSTEM. Low band—43.32 MHz. Motorola's bst. Base station w/ console & remote desk set. 5 mobile units w/ extra sending & receiving unit. 60' antenna. Less than 2 yrs. old. Vry gd cond. Under reg. maintenance prog. Present sales contract & maintenance contract can be assumed w/ to down. H. Tower, Bx 386, Sonoma, CA 95370. Ph. 209 532-2281. Reg. No. 0295015. 10-1.

FOR SALE: HGHY HC HOLE DIGGER on FWD truck. \$3,500. Hghy HDB hole digger on DT truck, turntable, outriggers, winch line, \$7,500. L. Kelly, P.O.B. 38606 Sacto, CA 95838. Ph. 916 925-4488 or 916 644-1645. Reg. No. 0386060. 10-1.

FOR SALE OR TRADE: 65 WHITE FREIGHTLINER. 2 axle sleeper air. 1200 mi on full major overhaul. 318 GMC. PUC license incl. \$7,500 or trade for Rubbertire loader or Ferki w/ grading bucket. L. Walker, P.O.B. 11423, Tahoe Paradise, CA 95705. Ph. 916/541-6412. Reg. No. 0434521. 10-1.

FOR SALE: INTERNATIONAL TRACTOR, MODEL F. CIB. Exc. cond. n. Enfantino, 1723 Willow St., San Jose, CA 95125. Ph. 408 265-8814. Reg. No. 0469173. 10-1.

FOR SALE: COATS 10-10 NEWMASTER TIRE CHANGER. Exc. cond. \$250. L. Stewart, 4141 Deep Creek Rd. No. 50, Fremont, CA 94536. Ph. 415/792-1922. Reg. No. 0546609. 10-1.

FOR SALE: 8.42 ACRES. nr Shasta Lake, Jones Valley area, in Pitt Rvr Arm. w/ 2 bdrm cabin, Owe \$3,500. Loan at 7%. Asking \$8,500. B. Pearson, 1621 Grimes Ave., Modesto, CA 95351. Ph. 209 523-6327. Reg. No. 0598616. 10-1.

FOR SALE: COMPLETE DRILLING & TRENCHING BUSINESS. Incl. prts, 2-way radios in equip & misc. items. A. Strasser, 525 Driscoll Rd., Fremont, CA 94538. Ph. 415/656-0848. Reg. No. 067495. 10-1.

FOR SALE: DANA 5th WHEEL. Custom bld 32'. Completely self-cont. Loaded w/ extras incl. Holland hitch, \$10,500. D. Gano, 5862 Auburn Blvd. Sp. No. 25, Sacto, CA 95841. Reg. No. 0893059. 10-1.

FOR SALE: MINI MOTOR HOME. Field & Strm, 1912 Sharp, Comp. self-cont. Sleeps 6. Many extras. Dodge chassis. 12,000 miles. \$10,500. D. Gano, 5862 Auburn Blvd. Sp. No. 25, Sacto, CA 95841. Reg. No. 0893059. 10-1.

FOR SALE: 1/3 SHARE IN UNIMPROVED 10 ACRES in King City area, on paved county rd. \$3,000 cash or trade for equal value. 13' hull & trailer, fiberglass on wood, \$150. A. Rodriguez, 1851 Bellomy St., Santa Clara, CA 95050. Ph. 408/246-7848. Reg. No. 1022442. 10-1.

FOR SALE: AMERICAN & FOREIGN COINS. 14 barrel over & under, 25 CA. pistol, & 122 CA. antique pistol. T. Spiller, Rt. 1, Bx 920, Jamestown, CA 95327. Ph. 209 984-5716. Reg. No. 1054919. 10-1.

FOR SALE: 1972 CHEVY 3/4 tn. hvy duty w/ 10' Alaskan Camper, new tires, 10 mileage. \$5,000. 1969 LTD. 4 dr. pwr-brks w/ air, new tires. T. Spiller, Rt. 1, Bx 920, Jamestown, CA 95327. Ph. 209 984-5716. Reg. No. 1054919. 10-1.

FOR SALE: TRAILER ideal for hauling tractor or backhoe. 26' x 7'. Tandem wheels 750-16. \$1,000 firm. E. Paxton, 1169 Sonuca Ave., Campbell, CA 95008. Ph. 408/378-0856. Reg. No. 1043707. 10-1.

FOR SALE: 1966 NOMAD TRAVEL TRAILER. 17 1/2'. Self-cont. Awning, Jacks, new tires, \$2,000. F. Martinez, Jr., Rt. 1 Bx 82C, Winters, CA 95694. Ph. 916/795-4420. Reg. No. 112333. 10-1.

FOR SALE: 1 ACRE FORT DICK, CA AREA. Redwds, cleared bldg. spot. \$7,500 terms available. I. Bolen, P.O.B. 95, Fort Dick, CA 95538. Ph. 707/487-4165. Reg. No. 1142677. 10-1.

FOR SALE: 152 ACRES on Hwy 62, 3/4 mi from Salem, Arkansas City limits. Dug well, 7 acre lake, Service Station, Motel & Gift Shop built new 5 yrs ago, gd location. Rm for exp. Owner retiring. J. Ball, P.O.B. 618, Salem, Arkansas 72576. Ph. 501/895-3106. Reg. No. 1142907. 10-1.

FOR SALE: FRONT END LOADER-WALDEN 5000. 1/2 yd bucket, 4 wheel hydraulic drive. Articulates—9 1/2' lift. E. Landrum, 5033 Brian Ct., Fremont, CA 94538. Ph. 415/656-1963. Reg. No. 1230135. 10-1.

FOR SALE: JD 450B TRACK LOADER w/4 in one bucket & rippers. Exc. cond., 10 hrs. Financing avail. D. Warren, P.O.B. 54, Upper Lake, CA 95485. Ph. 707/275-2603. Reg. No. 1312819. 10-1.

FOR SALE: LIKE NEW LINCOLN SA 200 DC WELDER on trailer w/ leads. Complete. \$1,600. B. Hewlett, Pleasanton, CA. Ph. 415 846-7225. Reg. No. 1359556. 10-1.

FOR SALE: INTERNATIONAL K-5 DROP-INS. International & Diamond T Dump Trucks for sale or trade. L. Mulhair, 97 Southridge Way, Daly City, CA 94014. Ph. 415 333-9005. Reg. No. 154371. 10-1.

FOR SALE: MACK 401 GAS MOTOR PARTS. crankshaft, heads, pistons, rods, generator, starter, & carburetor. L. Mulhair, 97 Southridge Way, Daly City, CA 94014. Ph. 415/333-9006. Reg. No. 154371. 10-1.

FOR SALE: HEADS FOR INTERNATIONAL RED DIAMOND MOTOR. Will trade for head for 450 International Red Diamond Motor. For sale—power take-offs for International Motors. L. Mulhair 97 Southridge Way, Daly City, CA 94014. Ph. 415 333-9006. Reg. No. 154371. 10-1.

SWAP: HP No. 45 CALCULATOR for sexton, gd wrking cond., G. Treser, 220 Alta Vista Way, Daly City, CA 94014. Ph. 415 333-2967. Reg. No. 0991282. 10-1.

FOR SALE: 16' FIBERGLAS BOAT. 40 hrs pwr mere, motor. Almost new. And trailer. All very gd. R. Woody, 460 N. Jefferson St., Dixon, CA 95620. Ph. 916/678-3268. Reg. No. 0347177. 11-1.

FOR SALE: BLADE 99E. International Loader, Back Hoe, Dump Truck, 1800 gal. Water Truck, Equipment Trailer, Compressor, Tandem Roller, D-Pull, Ditchwitch, W. E. Miller, 25 Edna Pl., San Jose, CA 95127. Ph. 408/258-5708. Reg. No. 0418432. 11-1.

WANTED: OPERATORS MANUAL. PARTS BOOK, sales literature or anything pertaining to an Erie 3/4 yd. Steam Shovel. J. Walsh, P.O.B. 8746, Stockton, CA 95208. Reg. No. 0623752. 11-1.

FOR SALE: BEAUTY SHOP EQUIP. 4 Dryers, 1 shampoo chair, 3 hydraulic chairs, 4 station center piece, 1 roller tray. C. Criss, 623 Almond St., Corning, CA 96021. Ph. 916/824-5208. Reg. No. 0798176. 11-1.

FOR SALE: 3/4 DRIVE SOCKET SET (11 sockets) in metal case, new cond. \$40 firm. Also Chain sum-a-long 2 tn w/ reversing clutch. Exc. cond. \$20.00. L. Reeve, 302 E. 39, San Mateo, CA 94403. Ph. 415/345-0868. Reg. No. 1051351. 11-1.

FOR SALE: EXCAVATING, SEPTIC TANK & SEWER SERVICE BUSINESS. Equip. incl. Established 16 yrs. Complete financing avail. w/ 2-3 yrs. deferred payment w/ gd. credit. \$60,000 firm. L. DeSignori, 4201 Crows Landing Rd., Modesto, CA 95351. Ph. 209/537-6719. Reg. No. 1159453. 11-1.

FOR SALE: PROTO TOOLS. top chest & bottom rollaway. Over \$4000 worth new. Complete 1/2" drive, 3/4" & 1/4". Pullers & spec. tools for serv. stat. bus. Tune up manuals & air cond. bk. & tools. \$1000. J. Reece, 3481 Astoria St., Sacto, CA 95838. Ph. 916/929-6209. Reg. No. 1203471. 11-1.

WANTED: D6 BRC SERIES CAT. w/ gd. under carriage & Hydraulic angle dozer, w/ or w/out Ateko Ripper, L. Dix, 1351 South 3rd East, Salt Lake City, Utah 84115. Ph. 801/487-1923. Reg. No. 0284352. 12-1.

FOR SALE: 2 BDRM HOUSE on 1 acre, fenced for horses. W/ small barn. All electric. In Redwd Val. For \$34,800. O. E. Mitchell, 2395 Rd. K, Redwood Valley, CA 95470. Ph. 707/485-7336. Reg. No. 945312. 12-1.

WANTED: BEER TRAYS. old beer openers, old bottle caps. H. Horn, 2565 La Cumbra Cir., Rancho Cordova, CA 95570. Reg. No. 0738743. 12-1.

FOR SALE: LOT 80' x 140' free & clear, nr. Middletown, CA & Hwy 29. Gentle slope, paved cul-de-sac st., some util. Cash. terms or trade at county assessed value of \$5000. G. Maple 917 Barstow, Sunnyvale, CA 94086. Ph. 408/732-7227. Reg. No. 0738760. 12-1.

FOR SALE: 1970, 8 x 35 TRAVELEZE, w/ tipout, exc. cond. Includes: furn., all hookups, Easy-lift hitch roll-up awning, air-cond., wall-to-wall carp. \$4800. F. Kennedy 540 Morrison Ave., Sacto, CA 95838. Ph. 916/922-7443. Reg. No. 0780319. 12-1.

FOR SALE: APPROX. 1/2 ACRE CORNER LOT in Redding. Wooded area, paved sts., sewer, gas, elec. & water. Can be divided into 2 parcels. Capped well also. 2 other small bldg. sites available in Redding area. J. Paulazzo, 275 41st St. Apt. No. 115, Oakland, CA 94611. Ph. 415/658-6539 or 415/658-3048 after 5:00 p.m. Reg. No. 0865537. 12-1.

WANTED: TANDEM OR TRI-AXLE TILT BED TRAILER. 9-10 ton capacity w/ air brakes. P. Kelly, POB 185, Middletown, CA 95461. Ph. 707/987-3757. Reg. No. 0879589. 12-1.

FOR SALE: 30' SLOOP sail boat built in Hong Kong by Naval architect sta in Japan. Has diesel InB Head, sink w. pump. Roller reefing just spent \$344 drydocking in Sausalito to paint & clean bottom. Needs TLC (built of Teak & Phil Mah). Sell or trade \$6500. K Mahoney, 455 41st Ave., San Francisco, CA. Ph. 415 386-6313. Reg. No. 0883769. 12-1.

FOR SALE: COLLECTORS' BOTTLES: Gunfighters, Jim Beam, etc. Incl. complete set Cyrus Noble Mine bottles. W. Wilson, POB 3215, Eureka, CA 95501. Ph. 707/443-6167. Reg. No. 1011211. 12-1.

FOR SALE: COLE BROS. 8 yd. Dump box. 10' John Deere Disc. W. Mad-dox. 17359 S. Mercy Spgs Rd., Los Banos, CA 93635. Ph. 209/826-0684. Reg. No. 1043556. 12-1.

FOR SALE: 4 STOOLS plus bar w/ custom AM FM Multiplex Stereo Receiver, w/ turntable. Must see to appreciate! RCA new Vista Color TV, 25" picture, model 1972. Buy w/ new warranty on set. Pontiac 1972 Grand Prix Model J. 38,000 miles on engine & trans. Frontend wrecked. Must sell whole or parts complete. J. Astorga, 911 Silver Ave., San Francisco, CA. Ph. 415/239-6848. Reg. No. 1051250. 12-1.

WANTED: OLD & ANTIQUE WINCHESTER RIFLES, muskets & Car-bines. Top cash paid. P. Reis, 41-863 Laumilo St., Waimanalo, Hawaii, Ph. 808/259-9141. Reg. No. 1115440. 12-1.

FOR SALE: ROCK QUARRY, 11+ acres, crusher, shaker, conveyors, U-2-8, Michigan 125A. 4 yd. dump truck, 1 man operation. Georgetown area. \$55,000. \$10,000 down, 8% balance. G. McDowell, POB 21105, Concord CA 94521. Ph. 415/685-0959. Reg. No. 1136309. 12-1.

FOR SALE: 24 x 60 MOBILE HOME. A.C. fireplace, 3 bdrm, 2 bath, Adult park. End space. 20' motorhome Pace Arrow. Vernon Clow 191 Paddock Manor, Escalon, CA 95320. Ph. 209/838-3681. Reg. No. 1142922. 12-1.

WANTED: US & FOREIGN COINS. World Paper Currency. G. Lambert, POB 21427, San Jose, CA 95151. Ph. 408/226-0729. Reg. No. 1225584. 12-1.

FOR SALE: ALLIS CHALMERS HD7G track loader, 80% undercarriage, \$6500. Cook-Rio 2800 gal. water truck (no pump), gd. eng., \$1800. Clark 6000 lb. fork lift, solid tires, 15' lift, \$1200. C. Gebhart, POB 395, Santa Cruz, CA 95061. Ph. 95061. Ph. 408/438-4488. Reg. No. 1229814. 12-1.

WANTED: 20 TON TILT BED TRAILER w/ 10'00 x 15 tires. C. Gebhart, POB 395, Santa Cruz, CA 95061. Ph. 408/438-4488. Reg. No. 1229814. 12-1.

WANTED: DANUSER HYDRAULIC DRILLING HEAD for mounting on backhoe. M. King, 101 H. St., San Rafael, CA 94901. Ph. 415/456-5020. Reg. No. 1494188. 12-1.

RULES FOR SUBMITTING ADS

- Any Operating Engineer may advertise in these columns without charge any PERSONAL PROPERTY he wishes to sell, swap or purchase. Ads will not be accepted for rentals, personal services or sidelines.
- 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.
- Please notify Engineers Swap Shop as soon as the property you have advertised is sold.
- Because the purpose should be served within the period, ads henceforth will be dropped from the newspaper after three months.
- Address all ads to: Engineers Swap Shop, DALE MARR, Editor, 474 Valencia Street, San Francisco, California 94103. Be sure to include your register number. No ad will be published without this information.

Hamilton AFB Spurs Petition For Recall

(Continued from Page 3)

of 500,000 gallon storage tank at Point Reyes Station and a 100,000 gallon tank at Inverness Park, estimated to cost \$820,000.

Recall in Novato

Councilman Bob Stockwell (who was elected this year) gave us his swinging vote for Hamilton AFB (3-2) to have the City of Novato go along with the County of Marin for the take-over of Hamilton for \$1.00. (The market price of the Air Base is \$50 million.)

When he ran his campaign for election, he was against General Aviation at Hamilton and therefore, was elected on that issue.

Now that he has switched and come over to our side, and voted for aviation at Hamilton, his sup-

porters in Novato (we were not) are trying to recall him—they need 4,262 signatures to recall, and with time running out on them, we don't think they can get enough signatures for recall—will let you know next month.

At the same time that petitions are going around for recall of Stockwell, there also are petitions for a referendum on Hamilton Air Force Base.

They have enough validated signatures for the referendum. This means that the Voters of Novato will again get the chance to vote on whether the City of Novato will go along with the County of Marin, on take-over of Hamilton, with the 3-2 vote of the Novato City Council (Stockwell our swing

vote) to go with the County on a joint application to file with G.S.A. for Hamilton. The application has been filed together.

Now there will be another election on March 8th to see if the City of Novato voters will stay with the County on Hamilton or pull out altogether. So again, we will be running day and night to beat the referendum in Novato. We need to win this one for sure. I will be contacting all of our people on this election, and all the voters in Novato.

We have been told by the Board of Supervisors that if we don't win the referendum vote in Novato, the Council will still take the Air Force Base, without the City of Novato.

Personal Notes

SACRAMENTO

We would like to extend our deepest sympathies to the families and friends of deceased Brothers Ernest Remington, Lloyd Cowen, Joseph Halverstadt, Thayne Culbertson, and John Klingman.

Our sympathies are extended to Albert Walker and his family on the death of their daughter Elena.

We at this time would like to mention that deceased Brother David Wright's wife is not Rosie, but Mary Nancy. We extend our deepest sympathies to Mary Nancy, family, and friends of David Wright.

SANTA ROSA

It is with deep regret we have to report the death of Donald Crayne, Virgil Price, William Pierce and Manuel Amaral. Our sincerest condolences are extended to the families and friends of our late Brothers.

Brother Jim Nacey is in Santa Rosa Memorial hospital and we wish him a speedy and complete recovery.

MARYSVILLE

Our deepest sympathies to the family and friends of deceased retiree Lester W. Brown; also, to the family and friends of deceased Sister Vivian Williams, Public Employee Division.

Best wishes are extended to Brother Wayne Pool for a speedy recovery. On Monday, November 8, 1976, he went in to the Presbyterian Hospital in San Francisco for his 3rd heart operation.

OAKLAND

Brother Guy Basile is home now after having open heart surgery, and he is coming along just fine. Guy has been a member of Local 3 for 20 years. Almost everybody knows this fine gentleman, so let's give him a call and let him know we're with him all the way. He lives at 3825 Lassen Drive, Pittsburg, California, and his phone number is (415) 439-5834.

SAN RAFAEL

We are sorry to report the deaths of the following members: Wallace Grant, known to many by "Dubsy," for many years Shovel Operator at Basalt Rock, McNear's Plant, who passed away on October 27th. Vince Kelly, deceased November 5th. Vince worked for many years at Brown-Ely Company in Greenbrae, and most recently for Forde Construction Company.

Our sincere thanks to Brother Duane Hope for his donation to our Blood Bank.

Congratulations to Brother Warren Blake and his wife Dona on their 60th wedding anniversary. Brother Blake is a retired member. Congratulations to Brother "Lucky" Sprinkle, who was appointed Commissioner Manpower Program by the Board of Supervisors in Marin for a two year term.

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

EUREKA

It is with great sorrow we report the passing of Brother Elmer Hufford who passed away on October 18, 1976 after a lengthy illness. Our deepest sympathies to his family and friends.

We would like to extend our condolences to Brother Ralph Bean on the passing of his wife, Bertha on November 6, 1976 after a lengthy illness.

SAN JOSE

We would like to express our deepest sympathy to the families of the following deceased members: Robert Wiswell, Clinton F. Webster, Jr., Roscoe Priest.

Not only are we happy to report but do know that the friends of Brother Sam Saiz, one of our old timers and a long time master mechanic for Pisano Bros. Construction is at home resting and recuperating from open heart surgery.

Ditto for Brother Ed Wolf, dragline operator for Easley Brassey Co. who is also at home mending from open heart surgery. Together-ness-togetherness! Ed's wife, Irene, had undergone open heart surgery about five months earlier than Ed and they are both at home mending together.

Bob James, Crane operator of long standing is also at home mending from some major hip surgery. Bob located a surgeon who convinced him that he could help overcome the problem that he put up with for over forty years. Understand that Bob has already overcome the mile per day walk on crutches and that before too long he will store them in the garage!

We are rapidly approaching the holiday season. Your agents and office staff wish that all of you and yours have a Very Merry Christmas and a New Year of good health and prosperity.

RENO

Congratulations to Michael Stair and his wife, Cheryl, on the birth of their baby girl on October 1st.

Also, congratulations are in order for Craig Maestretti and his wife, Carolyn, on the birth of their daughter on October 13th.

We extend our condolences to the family and friends of Owen Womack who passed away on October 10th. He was employed by Duval Corporation.

Our sympathy goes to James McDermott whose wife passed away on October 25th.

SAN MATEO

It is with deep regret that we report the deaths of two of our brother members in the San Mateo area, Barry Hjelmstad and Leonard Turner. We extend our sympathy to the families and friends of these brothers.

1977 SCHEDULE OF SEMI-ANNUAL MEETINGS
Location: Masonic Auditorium, 1111 California St., San Francisco, Ca.
Dates: Saturday, Jan. 8th (1:00 p.m.); Saturday, July 9th (1:00 p.m.)
DISTRICT AND SUB-DISTRICT MEETINGS

DECEMBER

2 Ukiah, Thurs., 8 p.m.
10 Ogden, Fri., 8 p.m.
11 Reno, Sat., 8 p.m.
16 Watsonville, Thurs., 8 p.m.
JANUARY
11 Eureka, Tues., 8:00 p.m.
12 Redding, Wed., 8:00 p.m.
13 Oroville, Thurs., 8:00 p.m.
19 Honolulu, Wed., 7:00 p.m.
20 Hilo, Thurs., 7:30 p.m.

26 San Francisco, Wed., 8:00 p.m.

FEBRUARY

8 Stockton, Tues., 8:00 p.m.
10 Oakland, Thurs., 8:00 p.m.
15 Fresno, Tues., 8:00 p.m.
22 Sacramento, Tues., 8:00 p.m.

MARCH

4 Salt Lake City, Fri., 8:00 p.m.
5 Reno, Sat., 8:00 p.m.
10 Santa Rosa, Thurs., 8:00 p.m.
17 San Jose, Thurs., 8:00 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, 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, Labor Temple, 23rd & Valdez.
Sacramento, CEL&T Bldg., 2525 Stockton Blvd.

Fresno, Engineers Bldg., 3121 E. Olive St.
Ukiah, Grange Hall (opposite 101 Motel), State Street, Ukiah.
Salt Lake City, 1958 W. No. Temple.
Reno, Musicians Hall, 124 W. Taylor Street.
Marysville, Elks Hall, 920-D Street.
Watsonville, Veterans Memorial Bldg., 215 Third.
Santa Rosa, Veterans' Memorial Bldg., 1351 Maple.
Provo, Carpenters Hall, 600 South, 600 East.
Ogden, Ramada Inn, 2433 Adams Ave.

JOB STEWARDS INACTIVATED

Week Ending October 15, 1976	01 Lester Brandon	R. Wilson
Dist. Name	20 Orville Teague	R. Butler
Dist. Name	Week Ending November 12, 1976	
30 Glen Winterrowd	12 Mac Barney	D. Strate
30 Joseph Rodriguez	Week Ending December 5, 1976	
90 C. Ferrigno	06 Thomas Henneghan	E. Punzalar
Week Ending October 22, 1976	20 Gary Downer	R. Butler
01 Leonard Valdiva	80 Dan Gwaltney	A. Swan
01 Roydell Totten		

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After Unusual Election

Carter Faced With Tough Challenges

What kind of President will Jimmy Carter make?

This seems to be the big question mark in the wake of one of the most hotly contested elections in recent American history.

Carter will arrive at the White House with only 51 per cent of the popular vote given to him by only 54 per cent of the eligible voters. The lowest voter turnout by a percentage point in almost two decades.

He will be inaugurated 39th President of the United States knowing that he won only two states west of the Missouri and that a switch of only 7,474 votes in Hawaii and Ohio would have kept his opponent in office.

He will understand that it was the solid, normally conservative South that gave him 127 of his 297 electoral votes. That he and Senator John Tunney both went down in California because they were maneuvered into supporting Proposition 13 despite storm warnings from the Democratic Party centerists and Labor conservatives.

That he lost four of the five states that California's Governor Edmund Brown Jr. beat him in during the final days of the primary.

President-elect Carter will also be aware that it was the unprecedented turn out by blacks and labor, while liberal Democrats sat on their hands, that pushed him over the top in Maryland, New York, Pennsylvania and Ohio.

The new President and his staff will also have to look closely at so-called Big Labor's (so-called because organized labor represents only 21.5 per cent of America's work force, down from 35 per cent in 1974) failure to produce the sixty-four electoral votes of Michigan, Illinois and New Jersey.

Regional issues that were hotly contested in many states will have to be examined by Carter and his people since Carter, identified in the waning days of the campaign as an intense environmentalist, lost the seven states where nuclear power plants were opposed by modified control plans put on the ballots by environmentalists. California's nuclear control initiative went down in the June primary, with Governor Brown smart enough in this instance not to take sides since he was seeking the Presidency, while, in November Oregon, Washington, Arizona, Ohio and Montana soundly defeated milder initiatives. All states lost by Carter.

Additional concerns for the new President must include Situs picketing and repeal of Section 14 (b) (state's right to pass open shop laws) which he has promised labor he would sign if they reached his desk. The key phrase here is "if they reach my desk" which is no great compromise with labor since a number of new legislators, both Democratic and Republican were elected on the strength of their opposition to repeal of 14(b) and the anti-labor sentiment abroad in the land has increased with the new militancy of public employee unions, the fastest organizing units in the nation.

Full employment and gun control are other issues that must rate right at the top of President-elect Carter's priority list.

Add to all the above, the deep obligation Carter must have to the conservative, not the militant-professional, black families of this nation and you can see that the staff and administrative abilities that Carter developed as a Navy captain on the staff of one

A POLITICAL ANALYSIS

ART OF THE POSSIBLE by KEN ERWIN



of the most controversial military geniuses in our history, Admiral Herman Rickover, will stand him in good stead. So will the 12 and 14-hour days that the Navy demands of its top staff officers and leaders. Even with these good habits and his dedication to the work ethic, President-elect Carter won't solve all this nation's problems in four years. However, we believe he will "fight the good fight and run the true course" and that if he does his best the people will give him another four years to finish the task.

For after all, wasn't it the intent of our founding fathers to design a system of checks and balances that would continue to cast upward a man of the people to govern by the consent of the governed. The system works, for Jimmy Carter, the first southerner elected to the Presidency since the Civil War, is truly an American success story. An Horatio Alger. The Common Man.

In the world's toughest job, Jimmy Carter has our prayers and best wishes and unless he proves otherwise, he has our belief that he will be one of the nation's great presidents.

Some Redding Jobs Near Completion

By KEN GREEN,
District Representative;
BOB HAVENHILL,
Business Representative

The Redding Planning Commission has recommended that the City approve a plan for construction of an additional parking area in the downtown mall.

The \$1 million plan calls for a two story 350 space parking structure to be built on the south end of the mall—from the middle of the 1500 block of California Street to Placer Street. The new underground lot would be identical to the existing two-level lot at the north end of the complex.

Claude Woods has just completed their Dam Project at Corning. A private investor who has been in the Cat-Fish business for the past few years and says it is paying off. The series of dams are West of Corning—off Liberal Avenue. One Lake drops to another like a chain link. The last pond that the Brothers were constructing was about 1000 feet long and twenty feet high. The operator of the fish business said he sells approximately 4,000 lbs. of fish a day.

Hensel Phelps is in the completion stages of their new bridge at the town of Tehama. The dirt work is under the direction of Harry Orton. Harry said with any luck at all he should have the bridge approaches ready for paving by mid-December 1976.

W. Jaxon Baker has moved

along quite well with their Hiway 299 project between Redding and Old Shasta. This project is under the direction of Bruce McGregor (Superintendent) and Harvie Powell (Foreman). This narrow two lane road has been realigned to a two lane with passing lanes and turn outs. Throughout the project it is a Pioneer Cat and Grader-checkers nightmare. The narrow sliver cuts just wide enough to get a 631 on the cuts after they're half way down. The traffic runs parallel to the cuts with slobbering from the equipment falling on the traffic lanes. This has been a project without the cooperation of everyone we could have had a real safety problem.

I would like to take this opportunity to thank those Brothers and Sisters who attended the Cal-Trans meeting at the Civic Auditorium on November 10, 1976. It really is a pleasure to have you standing at the Union side when we need your support to take on Governor Brown and his NO GROWTH ADMINISTRATION.

The Holiday Season is here again. By the time the paper goes to press Thanksgiving will already have passed and Christmas will be a short two weeks away. We hope your holidays will be filled with joy and happiness and that you and your family will have a happy and prosperous New Year.

Many projects in our district that if undertaken would have a tremendous impact on the high

unemployment ratio. Among those projects which are already designed, right-of-way purchased and funding available are: Shotgun Creek project on I-5, Pollard Flat Project on I-5, Buckhorn Project on 299W, Hornbrook Truck Rt. on I-5 and several projects on Hiway 299E and Hiway 36. We hope that these and other projects of the same nature are given top priority by the new administration when they take office in January '77.

Other work projects which would help are the many Water Quality Control Facilities and Flood Control Irrigation Dams lying in closets and desks awaiting the release of Federal and State Funding before actual work can begin.

Remember Brothers don't forget to re-register before the 84th day.

At the regular quarterly District 11 membership meeting to be held on SATURDAY, DECEMBER 11, 1976, at 8:00 p.m., at the Musicians Hall, 124 W. Taylor Street, Reno, Nevada, Special Order of Business will be to elect one Grievance Committee member to fill the balance of an unexpired term left vacant due to resignation. The election will be held pursuant to Local Union By-Laws, Article X, Section 9(b).