'74 Year of Changes, Improved Service

Few labor organizations in the nation went through as many changes as did Operating Engineers Local Union No. 3 in 1974, and few were able to increase service to members as substantially as a result of these changes. Overall, 1974 was a year of reorganization, innovation and increased production for Local 3.

The groundwork for one of the most successful years in the history of Local 3 took place in the first month of last year, soon after the election of Dale Marr as business representative and upon taking office union officers, with the approval of the Executive Board, began an extensive reorganization of Local 3.

"It was obvious from the first of the year that we had to take charge of the tight-money year," said Marr. "This is what made it so necessary to streamline the operation of the union and give each member as much service for his dues as was humanly possible."

The first move in the reorganization of Local 3 came with the assignment of specific areas of concentration to the newly-elected constitutional officers. In this way, Marr explained, each officer would become a virtual expert in his assigned area and would be constantly aware of the latest developments in that field.

Under the reorganization President Harold Lewis was assigned contact violations, scrutiny and jurisdiction, contract negotiations and business representative training; Vice-President Bob Mayfield was assigned private organizing, contract negotiations, delinquent employers and business representative training; Recording Corresponding Secretary and credit union Treasurer James "Red" Ivey was given responsibility for the files department, the contracts department, the IBM department and budgeting; Financial Secretary Harold Lewis was assigned membership service and the jurisdiction of Local 3 members.

"Essentially I don't want to hassle at all, and I don't want anyone hollering at me," Marr said at that time. "Therefore, the district representatives will run the districts."

Marr said that the new policy was not for district representatives to "use all their resources to solve problems before turning to the business manager."

Also announced in January of 1974 was the development of a program for the training of business representatives, a new innovation in the history of Local 3 business representatives. This training did not confine itself to the capabilities of business representatives to serve Local 3 members.

"We're clear past the time when we can call a man off the seat of a piece of equipment, give him a set of keys and tell him he's an agent," Marr said when announcing the new program.

This program soon materialized as a two-week course covering 21 separate aspects of the union operation. Topics ranged covered from union constitution and by-laws to master agreements for each state to headquarters administration.

Also announced at that time was what later proved to be one of the most productive and efficient innovations made in 1974—the creation of five new departments to serve specific areas of the union's function. These five departments announced in January were Job Stewards, Public Employees, Safety, Technical Engineers and Public Relations. These five departments, acting under the overall direction of Business Manager Dale Marr, made countless improvements in services provided to Local 3 members.

JOB STEWARDS

The newly-created Job Stewards' Program, reflecting the thinking of the new administration, began its function with a round of job stewards' meetings much like the training sessions for business representatives. On March 13 the first in a series of rounds of job stewards' meetings was held, with the attention of job stewards on all aspects of the union's function so that they, in turn, would be more knowledgeable and efficient in their service to other operating engineers. "This training series is not in its fourth round of meetings and six additional rounds are scheduled.

Other improvements made by the Job Stewards' Program were improved, up-to-date and more readable "Job Stewards" manuals, assistance in negotiations of improved job stewards language and the growth of a monthly job stewards' newsletter.

PUBLIC EMPLOYEES

The new Public Employees Division also made great strides in service to members in the public sector. The basic improvement in service in this regard came with the assignment of full-time public employees representatives, knowledgeable in the particular problems of public employees and in the actions required to solve these problems. The improvement in service became immediately obvious with the successful resolution of countless grievances and the equally successful out-of-court settlement of five lawsuits brought by Local 3 in behalf of public employee members.

The Public Employees Division was also very instrumental in bringing in new members into Local 3's constantly growing ranks. Probably the most important accomplishment in this regard was the organizing of the Alameda County Sheriff's Department, the third largest sheriff's department in the state. The organizing of this department was also a very prestigious event because Local 3 is now one of the few AFL-CIO-affiliated unions to represent a major labor enforcement organization.

SAFETY

The Safety Department was another of the newly-created departments which had a highly-successful and productive year in 1974. See MORE 1974, Page 3.
Now that the holidays are over and everyone is getting back into the swing of things, I believe it is time to evaluate the operation of your Local Union during the first full year of your administration. We have looked back over this year, this one we can say with justification, that 1974 was one of the most profitable and successful years the members of Local 3 have seen in many years.

This year started with an extensive reorganization of the staff and refocusing of your union. Upon taking over as business manager, it was decided that in order to increase the service to the members, the efficiency of the union's management must be improved. One of the first things done to accomplish this was to create specific duties and areas of responsibility to the constitutional officers. We also created a comprehensive training program for the district representatives and business agents.

In January of 1974, I asked for, and received from the rank and file Executive Board, the authority to create five new departments to serve specific areas of the union's functions. Simply establishing these new departments to provide service is not justified, unless that service is actually provided. An evaluation of these departments is provided in other sections of this paper.

The past year was one of great accomplishment in the field of contract negotiations. The primary success in this regard was the negotiation of the cost-of-living clauses in every collective bargaining contract in 1974. This major breakthrough came in the Northern California Master Construction Contract in July. This marks the first time in the history of Local 3 that a cost-of-living clause was negotiated into a construction agreement.

We were also able to obtain large increases in pension contributions, family vacations, and the inclusion of specific language for job steward and safety committee appointees into over 300 contracts which had never had such language before.

While the negotiation of contracts is one of the most important services we provide, unless those contracts are enforced, they are of little value. At the request of California Assembly Speaker Leo McCarthy, we helped write a law that made the willful failure on the part of employers to make legally required payments into Pension and Vacation Funds a breach of contract payable by default of less than $1,000. This law signed by Governor Reagan last year, will provide needed assistance in the enforcement of contracts.

Even though these contracts will greatly improve the health and well being of Local 3 members, our brother engineers must be employed in order to reap the benefits. In this regard, all the officers and staff have constantly been in attendance at public hearings throughout our jurisdiction to express our support for important construction projects. The most recent in a long string of victories came as the year ended. After years of studies and hearings, the Bay Area Metropolitan Transportation Commission has finally approved the expansion of Interstate 80 in Alameda County. Throughout this long battle, we have often called upon the members of District 20 and surrounding areas to assist in writing letters, distributing petitions and attending hearings to obtain final approval of this eight year, $150 million project. To those hundreds of engineers and their families and friends who provided this needed assistance we would like to say thank you and ask your continued assistance in other projects that received a large amount of support from Local 3 were the Rancho Seco No. 2 Nuclear Power Plant in Sacramento County, Warm Springs Dam in Solano County, New Melones Dam on the Stanislaus River, and the Yerba Buena Redevelopment Project in San Francisco.

Even though we consider 1974 to be a year of great accomplishment, we will not be satisfied until we take back and take it easy in 1975. It is our hope that this New Year will bring an even larger number of successes in providing increased services and benefits to the members and families of Local 3. With the continued dedication and hard work on the part of the Executive Board, the elected officers and staff of your union, I am sure that we will continue to provide the service that the members of Local 3 deserve.

By DALE MARR, Business Manager

Many Americans Hit Hard By Fuel Bills

By SIDDY MARGOLIS

Consumer Expert for Engineers News

Many moderate-income families are finding that fuel costs are keeping up with fuel-bill payments due to the latest increases in fuel prices. A survey by this writer reveals that families who heat by oil in the colder months now pay as much as 38-40 cents a gallon including sales taxes. Delivery firms for small homes now often run as much as $90 with some requiring deliveries as often as every three to four weeks.

In many cases fuel for a year's heating including heat and hot water goes from $400 to $500 and even more.

The result, oil companies report, is more families lagging behind in paying bills this year. Some dealers are even dropping even more immediately, refusing to make the next delivery until the previous bill is paid. One dealer told me he finds some families now call up before a delivery is due to find out how much it may come to, so they can scrape up the money required. Meanwhile, another dealer says more families are trying to arrange payments on a monthly basis. But the growing number are going on 12-month payment plans rather than the more usual 9-month plan which limits payments in July and August.

Hardest hit are families in older homes with poor insulation and old converted furnaces "which burn all like mad." One dealer said, "often these are rented homes which don't even have central heat.

Families living in multiple dwelling buildings are being affected as landlords raise rents to cover high fuel costs.

Many moderate-income families such as those in some large cities pay apartment house fuel oil has gone up from 11 cents a gallon to as much as 46 cents.

In the price of No 2 fuel oil for home use has approximately doubled in the past two years. But even families in milder climates who may heat by electricity or gas are paying big bills. Nationally, electricity and gas have gone up 25 per cent although much more in the east. Failure of any effective payment program to halt the fuel oil gouge, the only ways families can protect themselves even a little are:

1. Maintain strict economy, keeping down fuel costs to $40 or $50 and even less, and even at this late date taking any possible steps to weather-stripped. Storm windows can save 50 per cent of heat lost through windows. But even if you rent and the landlord won't supply storm windows, you can conserve fixed storm windows for either-stripped. Storm windows can be purchased and then framening with the strips.

Since heat rises, it's also important to insulate attics. If your arlitie is not floored you can insulate with blanket or loose fill. Also check heat losses in basements which may affect rooms above.

Standard rating methods can help you compare various insulations, advises Cecil Wheary, Extension Specialist at Virginia Polytechnic Institute. Effectiveness usually specified as the resistance to the flow of heat, generally designated in insulating factors. The higher the "R" the better the insulating quality.

Economists in the Bureau of Labor Statistics forecast a growth in service industries resulting in new personal related to solar jobs in the years ahead.

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Sacramento Scene
California Legislature Convenes Early

By EDWARD P. PARK

Much of the Department's time was taken up in the development of the excellent safety program begun in 1960 by Business Manager Dale Marr-conducting safety meetings for apprentices, tech engineers, operators, and journeymen wishing to improve their safety. The program has increased the already great respect for safety in the field of engineering and other industries. New training programs and the expansion of the AFL-CIO Safety School, in cooperation with national safety organizations, the creation of the safety program, and the local and state level Local 3 Safety Department personnel participated in the Cal/OSHA Standards Board when standards were drawn up which now directly affect operating engineers working in California.

The Safety Department was also very busy cooperating with people studying the hazards of working as an operating engineer, such as whole-body vibration. This, plus participation in the CA-EPA-developed APLCIO Safety School, increased the already great respect Local 3 members have for safety and moved the union even closer to the time when industrial accidents will be almost non-existent.

TECH ENGINEERS

The Technical Engineers Division, primarily an experiment to see if service to technical engineers members could be improved by the creation of their own department, proved to be a success. Billings and other statistics growing steadily since 1974. Service to members was improved.490 members now belong. The Technical Engineers Program, created by combining various previously-existing Local 3 services, was also a part of the move towards greater efficiency. By combining the in-house printing, production, and general business functions in the same department as the Voluntary Organization for Technical Employees (V.O.T.E.) and the Supporters of the National and California Federal Employees (S.E.F.E.C.), a tremendous increase in efficiency and service was achieved.

The innovations and improvements made by this new department in 1974 were numerated by the following deadlines for "Engineers News" resulting in more timely news:

- 335 increase in membership back to the 1960 level
- 1974 Labor Code relating to uninsured employers
- 85 percent of the first year's budget
- A new comprehensive health plan for Local 3 members
- A new department created for the "Engineers News" to increase efficiency and service.

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More On 1974 Improvements...

(Continued from Page 1)

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Safety Department Successful In 1974

As always, maintaining safe jobites was a time-consuming process in 1974, but the newly-created Safety Department was able to compile an excellent record of jobite safety and still have time to develop itself into one of the most comprehensive safety organizations in the industry.

One of the first steps of the new department was to develop a program of day-to-day activities aimed at preventing accidents now and in the future. The first two aspects of this program were jobite safety inspections and safety hazard reporting. These two activities proved, throughout the course of 1974, to be invaluable in heading off potential accidents. In 1974 the Safety Department reported on over 500 hazards, 150 of which were "imminent danger" reports. These reports, as the name implies, were on situations which posed an imminent danger to operating engineers working with or around them.

The number of lives and injuries saved as the result of these reports can never be known. How many accidents were prevented and the reporting of hazards that stopped accidents as the Safety Department's follow-up activity. After reporting the hazards the Safety Department worked closely with employers to correct hazards which might have caused injury or death.

Unfortunately accidents did happen in 1974 and, when they did, the Safety Department was there to investigate and learn from them. Accident investigation and accident analysis provided a great body of knowledge that is now being put into use to prevent accidents in the future. In 1974 the Safety Department investigated and analyzed over 200 accidents. All of these mishaps provided information which the Department now uses in its jobite safety inspections.

Another of the important ways in which the Safety Department put the knowledge acquired in accident investigation to use last year was in its cooperation with governmental safety agencies such as Federal and Cal/OSHA, the Mine Enforcement Safety Administration, and the California State Division of Industrial Safety.

Local 3's Safety Department was especially important in its cooperation with the Cal/OSHA Standards Board. Representatives of the Safety Department were instrumental in writing safety standards which now directly reflect the operating engineers.

Another way in which Local 3's Safety Department assisted in gathering information on the subject of safety was in its cooperation with independent groups such as FEBA and Cal/OSHA, the Mine Enforcement Safety Administration, and the California State Division of Industrial Safety. Local 3's Safety Department was especially important in its cooperation with Cal/OSHA Standards Board. Representatives of the Safety Department were instrumental in writing safety standards which now directly reflect the operating engineers.

THE SAFETY DEPARTMENT spent 1974 preventing and investigating accidents. Nevertheless, some did take place. For details on the one pictured above, see Jack Short's article, "Loader Hit By Dirt Slide," on page 14 of Engineers News.

In Over 200 Agreements

Cost-of-Living Clause A Major Victory

In a time when almost every day's major news deals with the subject of economics, the general type of cost-of-living clause is a necessity," Marr said. "For too long we had to insist on some substantial cutbacks. I'm sorry to say that as a result, two places where cuts took place are that a number of instructors and new equipment budgets for this year have been reduced substantially. However, with the fine equipment and facilities now available there should be little or no reduction for training opportunities in any selected field.

The organizing efforts in the oil and geothermal areas, as has been reported in my column throughout this past year, are still ongoing and quite successfully. The contract for Perryman Drilling Co., Inc. has now been signed and ratified by the brothers working for this company after they had voted Local 3 as their bargaining representative, after the National Labor Relations election was held. They are now enjoying many of the benefits, perhaps for the first time in their lives, that many of us really kind of take for granted. Some of these are a completely employer-paid health and welfare plan for themselves and their families, paid holiday vacation and holiday plans, and training contracts. When you are working non-union, such as most of these drillers have been working, conditions such as overtime pay after eight hours and double time for working holidays, they will now enjoy for the first time ever; and as I had said earlier, are conditions that most of us take for granted and don't realize that people close to such as ourselves are working in far more inferior circumstances.

As a result of this oil drilling organizing, our organizer (Ray Morgan) has come in contact with a non-union construction company (Willson Construction Co.) and a large majority of its workers have now seen the light of what the people on the oil rigs have received by going to Local 3. These people primarily build roads and pads for oil derricks throughout California and Nevada. We have now filed for election in their behalf and hopefully by the time the next month's newsletter goes to press, the people will have joined the ranks of organized labor as a member of this local union.

In closing, I would certainly wish each member a successful work year and will be looking forward to seeing you—whenever and wherever you are—at your next scheduled quarterly meeting.

Kings Beach Office To Open

Operating Engineers Local No. 3 has established a subdistrict office at 6404 North Lake Blvd., Kings Beach, Rm. 2, Kings Beach, Ca., telephone No. (916) 546-5968 in order to better serve the members residing in the Tahoe- Truckee area.

Beginning January 1, 1975, any member may register for work in the Tahoe-Truckee area in this office. Those members who are eligible to register as in-area in the Sacramento dispatch office may register as in-area in the Kings Beach office. The Kings Beach office is for the convenience of those members residing in the Tahoe-Truckee area, but any member in District 8 may be registered as in-area in the Kings Beach office and the Sacramento office simultaneously.

For further information contact Tom Eck, district representative from District 8.
Local 3's Job Stewards' Program: Improved Service Through Communication, Education

The job steward, as all engineers know, is the person who provides the service between Local 3 members at the most basic level. Working side by side with other operating engineers, the job steward is in an excellent position to see violations of the contract and hear members' complaints. Working hand in hand with the safety committee, the job steward is able to keep the business representative informed of any problem with which they are dealing.

This, according to Business Manager Dale Marr, is why the new Job Stewards’ Program, inaugurated in 1974, is so important. Service to members begins with the job steward and ends with the job, but before, he as skilled as the tools of the job steward as he is with the tools of his trade, the engineer. It is towards this end that the Job Stewards’ Program has moved since its inception.

The first step taken to increase the knowledge of all job stewards about their union and their function officially began on March 13, 1974, when the first job stewards meeting was held in San Rafael, California. At that meeting, and at others in every district of Northern California, Northern Nevada and Utah, job stewards were given information on just exactly what the function and responsibility of a job steward is. Of course, this was only the first round of meetings. Since then there were two more meetings, both of which covered the Local Union Constitution and the Local Union By-laws, and now in progress covers the Master Labor Agreement, the Rock, Sand and Gravel Agreement, the Crane Owners Agreement, and the West Bay Material Dealers Agreement.

Present six more rounds of meetings are scheduled, all aimed at providing the steward with the knowledge that he can put to practical use to help operating engineers. The six rounds now scheduled for the future will cover the pension plan, job placement centers, the history of collective bargaining, apprenticeship, social security benefits and disability insurance. In addition to this, each round of meetings has included and will continue to include discussion of health and welfare benefits. All this is aimed directly at making the job steward someone Local 3 members can feel confidence in and on whom they can rely.

Although the job stewards meetings are an important part of the increased emphasis on education they are only one part of the ongoing program. Another aspect is the improved stewards manual, recently completed and distributed to all job stewards.

This manual is the job stewards’ bible—a readable reference which provides the job steward information which was not covered or which he may have forgotten from the stewards’ meetings.

The primary advantage of this new manual is that it is up-to-date. Topics such as affirmative action and apprenticeship, not covered in the previous manual, are explained in detail in the new book. Also, the latest information on health and welfare and a modern grievance form are included.

In addition to all this the new manual has been rewritten into a simpler, more readable form so that answers to members questions may be located quickly.

A third part of the Job Stewards’ Program’s effort to educate and communicate with stewards more efficiently will begin this month with the publication of a monthly newsletter. This newsletter will contain all the latest information which pertains to stewards and their service to the members. News of new trends in the labor union field are included. (See MORE STewARDS, Page 4.)
Training Fund Checks Distributed Before Christmas

Christmas 1974 was a happier holiday for 750 Northern California apprentices of Local 3 due to the distribution of training and subsistence fund checks the week before the holiday. The $463,000 was distributed to the apprentices at job placement centers throughout Northern California as the result of the elimination of the training and subsistence fund. Ordinarily, the apprentices would not receive the money until having completed their apprenticeship training.

"Every effort was made to get the money into the hands of the apprentices in time for Christmas," said Business Manager Dale Marr. "This money belongs to these men and we felt strongly that whatever it took on the part of the union staff to work out the details was a first priority before the holiday season.

The amount of each check was determined by the hours each apprentice worked for a contributing employer. Generally, the checks ranged in amount from $50 to $700. One apprentice, however, received a check for $1,000.

More Stewards

Applications Now Accepted For Annual Scholarship Competition

Two college scholarships of $500 each will be awarded for study at any accredited college or university anywhere in the United States at the discretion of the Scholarship Committee 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 student, work or leisure, or other grants or awards which do not in themselves rule scholarship aid from other sources. Who may apply?

Who may apply:

Students and daughters of members of Local No. 3 may apply for the scholarships. The parent of the applicant must be a member of Local 3 for at least one (1) year immediately preceding the date of the application. The applicant must be senior high school students who have, or will be, graduated at the end of the year.

Applications will be accepted between Jan. 1, 1975 and March 1, 1975.

AWARDING SCHOLARSHIPS:

Upon receipt of the application and required forms, Local No. 3 will verify the eligibility of the applicant. The application will then be submitted for judging to a University Scholarship Selection Committee, an independent, outside group composed entirely of professional educators. The selection of recipients will be made on the basis of merit with equal consideration given to academic achievement, personal character, leadership, athletic and musical ability, community service, and other factors normally used in awarding academic scholarships. The University Scholarship Selection Committee will submit to the Local 3 Executive Board recommendations for final selection. 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 will be deposited in the 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, 1975

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 the Local No. 3 by the office completing it.
3. Letters of Recommendation—every applicant should submit three to five 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. Photograph—A recent photograph, preferably two inches by three inches, with the applicant's name written on the back. (Photograph should be clear enough to reproduce in the "Engineers News").

It is the responsibility of the applicant to see that all the above items are received on time and that they are sent to James Iry, Recording-Corresponding Secretary, Operating Engineers Local Union No. 3, 474 Val yeti Street, San Francisco, California 94103.
New Self-Funded Dental Plan Adopted

As of Jan. 1, 1975, Operating Engineers in Northern California will receive their dental benefits through the newly adopted and self-funded "Operating Engineers Dental Plan."

A new "blue-colored" dental claim form, especially designed for the Dental Plan, is to be used for all dental services initiated after the first of the year. The claim forms are available at all district offices in Northern California and the Fringe Benefit Service Center.

To use the new Dental Plan, simply visit your personal dentist and give him a claim form. Tell your dentist that you are an eligible participant in the "Operating Engineers Dental Plan." Eligibility is governed by the rules of the Operating Engineers Health and Welfare Program. Provide the dentist with the employee-participating member Social Security number, not the dependent's, for identification purposes.

Your dentist will evaluate the condition existing and the treatment required and advise you how much of the charges for the Dental Plan will be paid and how much you will pay. You will then be required to sign the claim form to indicate that you are in agreement with the treatment your dentist has decided upon.

Before treatment is started, be sure to discuss with your dentist the total amount of his fee and the portion you will be required to pay.

Your Dental Plan will pay 85 per cent of the dentist's usual, customary and reasonable fees for basic benefits and 40 per cent for prosthetic benefits. Your dentist will submit a claim for these services, and you will be required to pay the portion of the charges not covered by the Dental Plan.

The acceptance of usual, customary and reasonable fees charged by your dentist will be determined by comparison of charges for similar services by other dentists in the same geographical areas.

In cases in which there are optional plans of treatment involving different fees, your Dental Plan will make payment on the lesser fee.

Skills must be presented to the Trust Fund Administration Office, 890 Golden Gate Avenue, San Francisco, California 94102, within 90 days after the treatment was received.

Two of every three workers are now in jobs that provide people with services, such as those in education, health care, transportation and government, according to the U.S. Department of Labor.
Accidents Caused By Men, Not Machines

By JOHN G. THORNTON, Assistant Administrator

From time to time, apprentices are assigned to write a safety essay for missing safety meetings. It is felt, occasionally, they gain more from the research of safety than from actual attendance at a safety meeting. When we find an essay that is noteworthy, we like to publish it in the "Engineers News." Following is the assignment submitted to the Utah Joint Apprenticeship Committee from Richard A. Dexter, fourth period universal equipment operator apprentice.

"Since the beginning of time, man has been plagued with the unforeseeable accident. Stumbling over rocks or vines, falling from cliffs as he hunted or sought shelter, man has been the unwary victim.

Even as man's intelligence grew and he started inventing tools to help himself, he found that along with his new tools came his old nemesis, the accident. His new frigid knife would suddenly without warning jump out and cut him. The fire that kept him warm would without reason burn down his shelter. So consequently, along with his new tools came an endless list of cut fingers, broken bones, stung eyebrows and not too infrequent, death.

The accident has been attributed to many sources throughout history from the wrath of the Gods to horses put on one by his enemies, but yet it lives on, lurking just around the corner, waiting to pounce upon its next innocent victim.

Innocent victim? But, of course. How many times have you seen someone after having just hit his finger with a hammer, throw it away in pain curing the various Gods, hurling insults and, at times, not so nice comments, upon the offending hammer. It has become a widespread and generally accepted theory that there is absolutely no relationship between an accident happening and its victims happenstance of movement or behavior. Accidents are here to stay, just like taxes.

Now, the above paragraphs may seem sort of funny or ridiculous, but, nevertheless, a great many people seem to believe this theory. Stumbling along walking into things, hitting themselves with hammers, or cutting their fingers with a knife.

After thousands of years, no cure, or if I should say, very few of us, are constantly aware of accident prevention. Oh, we give lip service to it, preach about it, write endless books, pamphlets and themes about it, but how many of us truly practice, accident prevention? How many of us take a walk around our homes and look for trouble spots or areas of danger? We do seem to be more aware of potential accidents at work, but only after an endless number of discussions, safety meetings and government intervention.

There are numerous things I could say concerning general safety rules. Such things as wearing hard hats, safety shoes, safety glasses and the rest of the equipment that has been invented for us. This equipment has undoubtedly saved many lives, but the mere fact of wearing this equipment has only been a small part of the general safety.

The only thing that is going to make a significant instead to preventing accidents is for everyone to be constantly aware of potential hazards. Each one of us must look ahead, plan our work as much as possible so that we don't get caught in a situation that we were not prepared for. That may not always be possible to anticipate every unlikely situation, but if we would just take a few seconds to look around us before we plunge ahead into our work, we could cut the accident rate tremendously.

We all know that any piece of equipment or any tool by itself is completely harmless. A scraper or duster by itself does not have the capacity to hurt anyone. A hammer or power saw by itself cannot harm anyone. Only when man reaches out, turns them on, causes them to move, do they become dangerous. So if tools or equipment by themselves are harmless, then it must be that it is man's misuse which makes them dangerous. Each one of us have the responsibility to become completely acquainted with the operating characteristics of his machine. We must be aware that there are various conditions with which you must contend. Some of these are weather conditions, visibility and working conditions."

A Review Of Last Year Shows 1974 A Year of Improvement

By BRAD DATSON, Coordinator

Many apprentices have been in to see us about collecting vacation pay, going to HMTCC for schooling or to ask about their 40-hour money which they haven't received lately. I'm sending this letter back soon. As most of you noticed, the status of this money was explained by your apprenticeship administration in the November "Engineer News" on the bottom of page 8. Be patient as the money will be forthcoming very soon. In the meantime, each one of you in this area take the time to sit down and figure out just how many hours you worked during the time when 40 cents was being paid. To do this start with time worked Jan. 1, 1973 through July 31, 1974. Only count hours worked as an apprentice under the AGC master training agreement. If you have any hours if you were dispatched as an in lieu of time or worked under the Michigan-Ducor agreement. Total all the hours which do count and then take the time ready to compare with the hours shown on your 40-hour checks when you receive them. Let's hope you know right away if the hours are not the same.

We are all so used to hearing complaints three days after what we don't have or should be given, whether it relates to our families, union, jobs, or country, that it is time well spent to stop and reflect on the many improvements which have been made for our benefit in the union this year. As you know, we all elected a new team of officers under Dale Marr for a three-year term which started about the first of this year. They have done so much in their first term that it's no wonder that it would be impossible to mention it all. Some of the major improvements include: 1) a new Joint Apprenticeship Committee from Richard A. Dexter, fourth period universal equipment operator apprentice.

Notebook

January 1975
Stockton Firm Submits Oil Refinery Bid

By WALT TALBOT, District Representative, JAY VICTOR, Assistant District Representative and AL McNAMARA, Business Representative

Swinerton & Walberg Co. is submitting a bid to Brown-Root and Ekelund Group, construction management consultants on the Trans- Alaska Pipeline Project, to construct an oil refining plant at the Port of Stockton. The plant would consist of 16 modules mounted on skids, which would arrive over several weeks weighing over 100 tons. The Port of Stockton property was chosen by the bidders for the construction job site, provided their bid is accepted, because it is the closest site to the pipeline. The facility would be dependent on state and Federal grants of more than $6 million, and would be staked over the next four years.

California Highway Commission stipulated that 40 miles of state highways in various counties will be resurfaced during 1975-76. In Tuolumne County 6.3 miles will be done at $44,000, from 1 mile.

Eureka Has Better Work Year In 1974

By BOB WAGNON, District Representative and GENE LAKE, Business Representative

Once again a new year is upon us. As in the previous years, we can reflect on the past year and try to imagine what lies ahead. We can only hope to bring a new purpose, not to lose to us the experiences and achievements that we have made. The bid for the construction of downtown Modesto was held December 17 with construction beginning immediately by Campbell Construction of Sacramento. Project is scheduled to be completed in 18 months.

A lot of the construction is being done on the Coast. The building at Rancho Murieta is being built by Swinerton & Walberg Co. at the rate of $3 million a year. The building is being constructed with the latest in technology and design, and is expected to be completed next year. The project is located in the center of Rancho Murieta, a community that is rapidly growing.

Many Apprentices Without Work

In Marysville, Redding Districts

By CLIFF MARTIN, Coordinator

It is that time of year when the weather has taken over and has brought a lot of rain. The roads are muddy and the construction sites are wet. The local news indicates that the weather is expected to continue this way for the next few weeks. However, the construction workers are still working hard to complete the projects.

Work Summary Cards Late

By PAUL RAMEY, Coordinator

We are still belaboring the subject of work summary cards. These cards must be filled out properly, but they must be accurate also, so that they can be used in the future. The cards must be filled out by the employer and the apprentice. The cards must be turned in to the superintendent or office for review.
IN CONJUNCTION WITH THE N.C.S.JAC REVISED TRAINING PROGRAM REPORTED IN THE LAST ISSUE OF THE "ENGINEERS NEWS" TALKING TO TECHS, SOME PROCEEDURE CHANGES HAVE BEEN MADE IN THE SURVEYOR TRAINING PROGRAM.

To now, category hours have been reported in 12 different types of survey work. These specialties have be reduced to six. The administrative office will allocate all previously reported hours to the six new categories.

Please note the new reporting form:

ENGINEERS NEWS

January, 1975

Fresno Firm Awarded
New Clovis High School
By CLAUDE ODOM, District Representative and NORTHERN CALIFORNIA SURVEYORS

The R. G. Fisher Company of Fresno has been awarded a contract for $49,587,000 to build a new high school for the city of Clovis. The new high school tentatively referred to as Clovis Western High School, will be built at the corner of Teague and Millbrook Avenues.

Enrollment in this district is one of the largest in the state which is growing and enrollment may double in the next 10 years and up to seven new schools may be needed.

The Board of Trustees has also authorized the advertising for bids for construction of a new building to house the district's continuation school, Gateway High School, at Sunny Side and Horndon Avenue. The school has about 200 students at present.

The King's River Conservation District has agreed to begin development of a $34.3 million hydroelectric power plant at Pine Flat Dam and for the present it has developed a 5-year plan to build a dam at Reggs' Crossing on the upper reaches of the King's River.

The action came recently when the Board of Directors voted to proceed with the feasibility study for the first two phases of a planned four-phase development of the dam and flood control system.

The district would construct a power plant at Pine Flat Dam and an auxiliary at Piedra, downstream, for regulation of water releases.

KIRC Manager Jeff Taylor told the Board he expects the study to be completed by June 1 and the dam to be completed with full-fledged plans to construct the two projects.

The other two phases planned for construction sometime in the future are a generation facility on Green Creek and raising Pine Flat Dam's height by 15 feet to provide for additional flood control. The power plant at Pine Flat would have a generation capacity of 50,000 kilowatts, enough to supply a town of about 150,000 at peak demand.

Penstocks are already installed at Pine Flat Dam Canal and would be connected to a power plant on the face of the dam to make the project operational.

The auxiliary at Piedra, with a capacity of 12,000 acre-feet, would cost $15 million and would be used to develop peaking power at Pine Flat so that irrigation water could be released from Pine Flat Reservoir and stored in the afterbay at Piedra, down-stream, for regulation of water releases.

Tom Helean and Ernie Cord, Tom Helean and Ernie Cord, John Picone, Mike McFarland and Chief of Party pay for Chief work. It is no longer necessary to dispatch 5th through 8th period apprentices on the special apprenticeship dispatch slip. They will be dispatched in the normal manner as journeymen, and will be paid the rate of pay for the work performed. Chairman pay for chairman work and Chief pay for Chief work.

More Stockton ...

(Continued from Page 9)

The new work record forms provide a space for COMMENTS. When Chief of Party hours are worked and recorded, make a note under Comments. These forms are made for a part of your permanent record and will be on hand to refer to at the time of certification.

Upon completion of the 8th period of training, apprentices enrolled in the program in the 5th through 8th periods before January 1, 1975, will be certified in all six specialties.

In all other cases persons completing the 8th period of training will be "Qualified Chiefs of Parties." Certification will be considered after 4,200 hours of Chief of Party work experience.

An unrelated training class has been provided for in Oakland. First through 4th period apprentices will meet on Tuesday evenings and journeymen who are upgrading by enrolling in the 5th through 8th periods meet on Monday evenings.

No more Stockton ...

(Continued from Page 9)

by ART PENNABER, Administrator, Surveyors' JAC

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More Stockton ...

(Continued from Page 9)
District 90 

Busy Negotiating In 1974

By MIKE KRAYNICK, District Representative, TOM CARTER, Assistant District Representative, BOB FLECKENSTEIN, JACK BULLARD, and NATE DAVIDSON, Highway Contractors

It is very difficult - crystal ball and all - to forecast what type of 1975 will be work- wise for our industry. Nevertheless, it appears that the elements point to a good bit of new construction in 1975, with indications such as high interest rates, green belt and ecology buffed up to the point of giving the appearance of slowing down, and the reduction of work in the electronic and auto industries here and throughout the country. The new C.E. Plant on road in the unemployment rate, will definitely have a great impact on the home building industry.

Contracts other than our Master A.G.C., E.G.C.A., Crane and Other, brokers agreements that were foreseen in 1974 were the Equipment Dealers, Kaiser Perlman, Bogard Construction Co., Printers, Warner Yates, neg- glia Brothers Drilling, Reliance Tools, and many others.

Enally Brassey, Galibler Iron Co., J. & J. Steel Erection, Frazier Steel, and many others.

We hope that by this time the industry is being ready for a lot of big jobs which will surely help our business. It is our best wish to keep all our eligible workers working as possible.

San Felipe Project

water of long drawn-out meetings at the grading and paving on housing figure out the of Plant.

contracts can be signed and work finishing up being negotiated. We ago, not 20 years ago, as previ- Victoria Mine for Anaconda b~ biggest employers are copper and

Jose has cleared the first hurdle last remaining section of High- Bogard Construction Co. picked UCSC police are investigating and completed. They have most of rest with the San Felipe Project.

expansion of the San Jose Sew- don't expect any slow time. The
done. Considering the techno-

Tunnel. Congress has appropri. which will be done by the time

sible.

of big jobs which will surely help

definitively have a great impact on
defective pavement on HighwaY IBM plant. This $3 million plant recently voted in will pull us out

dications such as high interest structures for interchanges be-

of these schools were about $5

green and Nevada Paving seems to be at Fallon, will be complete in Au-

only policing existing contracts Santa Clara. Speaking of the
to  work at the Vassar

The new G.E. Plant on South nut Creek to the Martinez Bridge.

The new G.E. Plant on South nut Creek to the Martinez Bridge.

Boyd Flock, on I-80 in Carlin

state your business

In Monterey County we've kept a number of small jobs in the area. This firm seems to always have something happening. Harker and Harker are in the same situation.

Hels G & E sub-station on Santa Clara of the Kennecott operations, is now

max Rigs, on I-40 in Carlin Canyon, is trying to complete the truck haul before Christmas and have the plant on stream. We definitely have a great impact on

J. C. Comp. job on I-40 at the northern end. We hope and will do so long as the weather permits. J. C. Comp.

Bogard Construction Co. has re- turned to work at the Vassar Street Postoffice.

Nevada Aggregates has re- turned to work at the Vassar Street Postoffice.

But for the new copper companies on the way, the companies for all the other crafts in the area.

Bogard Construction Co. had a

of the Kennecott operations, is now

of the Kennecott operations, is now

of the Kennecott operations, is now

EPA and the State Water Resour- cest Control Board gave "con- struction" water permits in the amount of $8,200. The City of Santa

the result has been a lot of long drawn-out meetings at the City Council, for a lot of people have been interested in the area.

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New Section Of Interstate 5 To Open

By CLEM A. HOOVER, District Representative, and BERT H. BEST, BILL MARSHALL, Business Representatives

The section of Interstate 5 will open in early January from Broadway to Meadowlark Road in South Sacramento. This will actually do little to help move the through traffic going south to the Capitol City. It will probably be used more by local commuters. This leaves a stretch from Meadowview Road to Lambert Road that is still under construction and a stretch from Lambert Road to Highway 12 in San Joaquin County for which there is no money allocated at this time to be completed. With this section finished, it would complete Interstate 5 all the way to the Los Angeles area.

Lathrop Construction was awarded a $45 million contract at the University of California at Davis for a Medical Science Building.

Nick-Nichs-Nickels Co. was awarded a $8 million contract for a construction of a waste-water treatment plant for the City of Roseville. The work is coming along, will be held at this writing but are scheduled in the near future.

Winer of labor problems at the Port of Sacramento on the modules for Brit- North Sacramento manages to on Park and Pollock Pines areas ti

The mood of the Board at this time seems to be to approve the proposed general plan amendment that would permit this development.

Work is seasonally slow at the gold mine, the gold to know all of the economic slowdown is taking its toll on mines some well.

We've done another.

Whew, seems like this one really flew. As in all this area it was a good one for the engineers. The two major dirt jobs have been finished. Up in Sonoma County, just about completed, but shut down for the winter. This was a good decision made by our Board of Supervisors. Some of the state developers had a hard time getting money and ran into real trouble with their pay- payments. However, his big loan from the government came through and they are now on schedule and the brothers are able to get their vacation monies from the company.

Lloyd Rodoni has finished his big job, the job of real good. This was another good job with lots of over- time, and lots of very good work. He who had to cope with some of the worts, "patched up" iron on this job, a real tough job. It was a new one for Rodoni's equipment is being "ma- jored" by a competent crew of skilled ironworkers right there on Hilltop in the field.

-1975 Outlook Good In Oakland Area

By BOB SKIDGEL, District Representative and KEN ALLEN, BUFORD BARKS, RON BUTLER, BILL DALY, CAL, DAN, IVIE, JIM JOHNSTON, DEWITT MARKHAM, BOB MARX, and BUCK MUNROE, Business Representatives

Central Alameda County's usual winter personality conflict is under way. Conflict! If you're in good dirt or just dirt, what is the hell kind of mud do you call this? Personality! Has the con- tradition is hard to exercise, and go for it, or who the hell wrote this weather report, and where is hell am I on that list?

Well anyway, Independent is coming right along on the Rod- gear Road job, looks like they have a few weeks here yet. Gal- lagher & Durk just might finish most of the dirt on the Bishop Ranch Road & Canal job. They're having a little hassle with the land owner out on about a mile of it that will tie into Alcosta Boulevard. Bay Cities is cleaning up at Danville, also finishing off the pumping station for Castro in West Croft, M.G.M. is going hard at Bishop Ranch also.

As we said last month, work looks good for next year.

Pushing for some of the work, we had a good turn out at the Castro Valley 580 meeting. This helps get it done fast. The var- ious, mayors, county councilmen, e- each their pitcher. All but Liver- more were in favor. The ecologists stated that the Bluebe River lizards weren't big enough to han- dle the increased air pollution. A few Radiation Laboratory engine- heads came on against the proj- ect. Our Business Manager Dave Marr was called to say a few words. Dale had much more than it was worth. Dale finished there was no doubt that it was a good meeting. Going to the county board voted to 1 to in favor of 580. This is the way the thing has been. We've seen 3 hands turn out, we want to make people listen.

All the heavy equipment dealers have now negotiated and signed their new agreements and the January boards meeting was a good work in the past month. How- ever, we have reached a time for some new agreements in both the Mill and Forge. It might be worth mentioning that if you are affected by the new year with a resolution- that if you are affected by the new year with a resolution- that if you are affected by the new year with a resolution-

The upcoming year looks great that if you are affected by the new year with a resolution-

Western is moving along smooth- ly with no lay-offs at this writing. Levin Metals, formerly associ- ated with a group at the lower end, have worked out an agreement with the company and are receiving 80% of the profits. As the season winds down on, we are going to have a good turn out at the Davis meeting. If you are going to be there, please let us know your plans.

Cone Mill Company has received the contract for the City of Roseville job. The work will probably go to full-time basis, with virtually no lay-offs to speak of as yet.

From other jobs, the out-of- work list in this area is increas- ing rapidly. We would like to re- mind you that seven or eight brothers are on the out-of-work list to be sure and keep your re-registrations current, and let them know where their place on the list. Remem- ber, between the 4th and 8th of month the full work force will be used to attend your district meetings and participate in your union.

The work picture in Eastern Alameda County is slowing down consid- erably since our last writing. As it is every year, old man winter is putting the brakes on even with inclement weather. This is going to be an increas- on this growth area of the county

As we said last month, work is going to increase rapidly. We would like to re- remind you that seven or eight brothers are on the out-of-work list to be sure and keep your re-registrations current, and let them know where their place on the list. Remem- ber, between the 4th and 8th of month the full work force will be used to attend your district meetings and participate in your union.

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1974 Sees Much Production In Utah

By TOM BILLS, District Representative and \nWILLIAM LASSITER, LAKE AU- \nRINTON, and NORMANDY and \nMARKUS AND DON STRATE, \nBusiness Representatives

Looking towards the future, the plant's shops and mines under the jurisdiction of Local No. 3 in the state of Utah. Members have received substantial increments in wages, health and working conditions, having been negotiated for the Kennecott Copper Corporation and Utah International Inc. mines. It is regrettable that the brothers we have had this year, work in everything seems to be unsettled.

The year 1974 has been a fruitful year for the plants, shops and mines under the jurisdiction of Local No. 3 in the state of Utah. Members have received substantial increases in wages, health and working conditions, having been negotiated for the Kennecott Copper Corporation and Utah International Inc. mines. It is regrettable that the brothers we have had this year, work in everything seems to be unsettled.

Brothers Smith and Lindon are two of our newest job stewards in the state of Utah. Members indicated a slight pre-safety condition or on an unsafe piece of equipment.

While not unprecedented, the pre-safety condition or under an unsafe condition from $30 to $50 per day. Maximum penalties to make the major push into the middle of December.

Weber County company is all but finished with their section of I-215, probably another three months. Most of the grade and underpass work and in the state of Utah.

The underground mining division of Peter Kelwel & Sons were low bidders on the shaft and tunnel for Anaconda. The project is the largest single piece of the Oquirrh Mountains, west of Ken- necott. At present they have a $7 million contract and expect more work in the future.

Weyerhaeuser Co. has a new office building and presser house and hotel building, including the collars.

The underground mining division of Peter Kelwel & Sons were low bidders on the shaft and tunnel for Anaconda. The project is the largest single piece of the Oquirrh Mountains, west of Kennecott. At present they have a $7 million contract and expect more work in the future.

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With Safety In Mind

The Time To Be Safe

Let’s reminisce about the year 1974 in terms of safety and ask how many of our members came through unscratched? That is, how many came through the year without being injured in any way or without being involved in any kind of accident. These evaluations should include all daily activities such as driving, operating equipment, performing tasks on the job, during recreation periods and, importantly, our activities in and around the place we call home. With this mind, let us examine if we can claim “total uninvolvedness”.

Each and every one of you in 1974 took “time to be safe.” Just stop and think about this for a minute...365 days, 24 hours a day, the job, the home, the family, the business, and who knows where else. You performed all kinds of tasks on the job, at home, and in your personal life. It was anything you possibly happened around us within sight or hearing. We maintained our job, piece of equipment, automobile, or hearing. We maintained our piece of equipment, automobile, and a special greeting to the job stewards of Local Union No. 3.

An operator strained his back when he was pulling a heavy load of dirt, which changed his exposure to the weight of the load. He was not aware of the strain until it was too late.

An operator received a strain of his lower back muscles from the weight of the load. He was not aware of the strain until it was too late.

A roller overturned when the roller rolled too close to the edge of the bank. He incurred a strain of his lower back muscles from the weight of the load. He was not aware of the strain until it was too late.

Normal rainfall in the Forest Glen area is approximately 40 inches per year. As of the beginning of the year, they have received about 4 inches. If the rain continues to fall, it could cause problems. The company is expected to work through the winter even during rainy conditions.

Ladd Construction Company is working right through the winter and is planning to build a new facility in Forest Glen. Brother Bobby Blair is representing the company in this project. Bobby has been recovering from a case of hepatitis that he contracted earlier in the year.

StewardsNEWS

by Ray Cooper, Job Steward Director

Happy New Year to all brother operating engineers and families and a special greeting to the job stewards of Local Union No. 3.

The StewardsNEWS is the monthly newsletter for the benefit of our members. It is a vehicle for the stewards to communicate with members and to discuss various issues. It is also a source of information for members, including news and updates on the union's activities.

Our program has been expanded and strengthened through the efforts of the stewards and the efforts of the membership. The stewards have been working hard to build a strong and united Local Union No. 3. The stewards have been working hard to build a strong and united Local Union No. 3.

In the coming year, we hope to see more activity and participation. There will be a new monthly newsletter, starting in January, and the stewards will be more active in providing information to members, job placement centers, apprenticeship programs, history of collective bargaining, social security benefits and disability insurance. We will also be able to provide more information to members and any further suggestions you have for things we need to add.

We appreciate the efforts of all our members to make the best job stewards program the union has ever had. I'm prepared for the work that needs to be done in this next year to make it better and the best working with you and my personal thanks for your efforts.

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SAW SHOP CORNER: Free Want Ads for Engineers

By RUNS SWANSON, District Representative

PARKER and STAN MCNULTY,
Business Representatives

Sonoma County Voters Give OK To Warm Springs Construction

Rules for Submitting Ads

A. Each ad may address in these columns without charge any personal property he wishes to sell, swap or purchase. Ads will not be accepted for property not locally owned.

B. Print or type the wording you want in your advertisement on a separate sheet of paper.

C. Please note Engineers Shop is as soon as the property you advertise. The engineer or engineer's representative will act as an agent for you.

D. Because the purpose should be to assist local contractors, ads hometo-be will be dropped from the directory without notice.

E. Address all ads to: Engineers Shop, 326 N. Fourth St., San Francisco, California 94107. Be sure to include your name, complete address, phone number, and register number. No ad will be published without this information.

January, 1975

Sonoma County Voters Give OK
To Warm Springs Construction

By RUNS SWANSON, District Representative

PARKER and STAN MCNULTY,
Business Representatives

No growth concepts were rejected by Sonoma County voters in the November 5th election on the proposition to dam Warm Springs Dam. With every spurious issue raised by the environmentalists shot down by rational responses from the Citizens for Community Development, the obstructionists concentrated on fears of uncontrollable growth in Sonoma County and alleviation of water supply. Bumper stickers displaying "San Jose North? No on B" were very much in evidence, and the plan of attack almost worked. At the very last moment, a slight margin rejecting the dam, but the huge percentage margin rolled up in the Healdsburg and Northern rural areas pushed the "Yes" total into the win column.

The next big obstacle confronting the dam is the injunction imposed by Supreme Court Justice Douglas pending appeal in 9th Circuit Court. Barrirng a further appeal (don't think for one minute the damn obstructionists have given up now that they have lost the election they called for) we are expecting a late January or early February decision. If the resolution should lead to re-bidding in time for the "75 work season.

Lake County continues to dominate the news as the injunction imposed by Supreme Court Justice Douglas pending appeal in 9th Circuit Court. Barrirng a further appeal (don't think for one minute the damn obstructionists have given up now that they have lost the election they called for) we are expecting a late January or early February decision. If the resolution should lead to re-bidding in time for the "75 work season.