

'74 Year of Changes, Improved Service

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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 manager. Immediately 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 1974 that it was going to be a 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 dollar as was humanly possible."

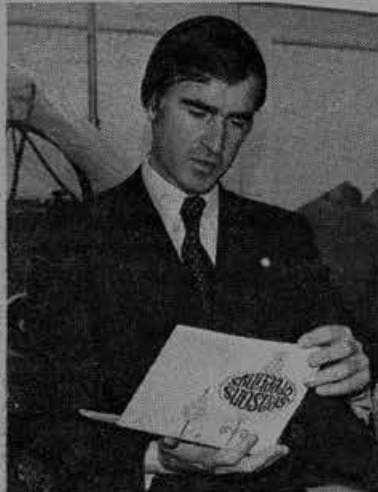
The first move in the reorganization of Local 3 came with the assignment of specific areas of concentration to the newly-elected constitutional officers. In this way, Marr explained, each officer would become a virtual expert in his assigned area and would be constantly aware of the latest developments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

Under the reorganization President Harold Huston was assigned contract violations, manning and jurisdiction, contract negotiations and business representative training; Vice-President Bob Mayfield was given private organizing, contract negotiations, delinquent employers and business representative training; Recording-Corresponding Secretary and credit union Treasurer James "Red" Ivy was given responsibility for the files department, the contracts department, the IBM department and budgeting; Financial Secretary Harold Lewis was given responsibility for Hawaii and Guam; Treasurer Don Kinchloe was assigned contract violations, manning and jurisdiction, plants, shops and dredging.

RESPONSIBILITY AND TRAINING

Accompanying specific areas of concentration for the constitutional officers was a new policy of independence and responsibility for district representatives.

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



A WELL KNOWN member of Operating Engineers Local No. 3 looks over the 1975 Local 3 calendar. Local 3 members will be receiving these calendars in January.

Marr said that the new policy was 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 and a tremendous asset 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 some credit cards 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's operation. Topics covered ranged 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. The 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 service 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 jobs stewards' meetings began, aimed at informing 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 continuing series is now 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 the negotiations of improved job stewards language and the groundwork for 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 employee business 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

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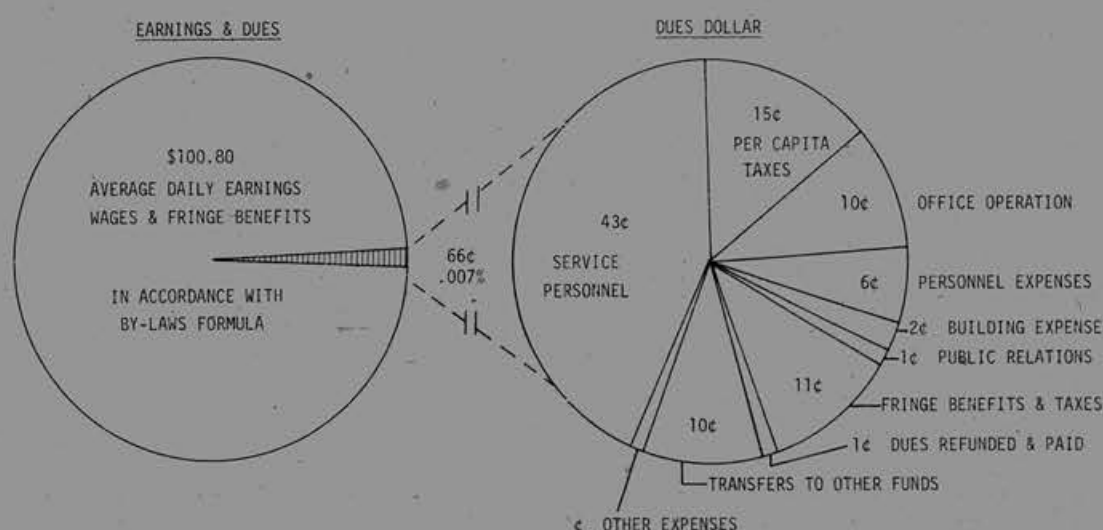
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A PERSPECTIVE ON EARNINGS (WAGES & FRINGES), DUES, AND DISTRIBUTION OF THE GENERAL FUND DUES DOLLAR —1974—



What Happens To Your Dues Dollar?

By JOHN HENDRICKS
Local Union No. 3 Economist

In order to place member earnings, dues rate and the distribution of the dues dollar in perspective, the above graphs have been prepared. As a basis for discussion, average daily earnings including wages and fringe benefits equal \$100.80. This calculation is in accordance with the union by-laws formula and the California Master Agreement. As is readily observed, the dues portion of a members average daily earnings equals a low and very reasonable sixty-six cents (66¢) or less than one per cent (1%) per day. The percentage of dues relative to average daily earnings would increase only slightly if other job classification rates were utilized.

The second half of the equation, of course, is a perspective and understanding of the distribution of the dues dollar once it is received by the union. The principal utilization of the member's dues is for service personnel and equals forty-three cents (43¢) of each dollar received. Service personnel include all of those individuals from elected officers to district staff dedicated to providing service to the membership in the great variety of ways required in order to meet the complex demands of the entire economic environment. The demands of service are met through employment of these individuals and the utilization of this very important forty-three cents (43¢).

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 or-

ganizing 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 law 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

Per capita taxes are the next largest expenditure item and equal fifteen cents (15¢) for each dues dollar received. Office operations require ten cents (10¢) of each dues dollar and disbursement of funds for this purpose include the headquarters office and each individual district office, again a must in providing service to members.

Personnel expense funds required to purchase, for example, gasoline for the union's rolling stock, again a critical element of service, require six cents (6¢). Maintenance of buildings and other building requirements take an additional two cents (2¢). Public Relations expends one cent (1¢) of each dues dollar and is an overwhelming bargain at the price, considering the tremendous and far reaching benefits derived from this service.

Fringe benefits, payroll taxes and taxes require an additional eleven cents (11¢). Dues refunded and paid for such individuals as grievance committee members equals one cent (1¢). Transfers to other funds (Defense Fund, Good Standing Fund, etc.) equal ten cents (10¢) and other miscellaneous expenses constitute a requirement of one cent (1¢).

In consideration of the above outlined distribution, it is eminently reasonable to conclude that 1) dues as a percentage of earnings are very low and 2) considerable quality services are provided as value received in the expenditure of the dues dollar.

WHAT'S INSIDE

1974 was a year of accomplishment for Operating Engineers Local 3.

For details, see inside.

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LOOKING AT LABOR

By DALE MARR, Business Manager

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 my administration. Looking back on the past year, I think 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.

The year started with an extensive reorganization of the staff and operation 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 delegate 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 function. Simply establishing these new departments to provide service is not justified though, 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 over 200 contracts ratified 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, fixed wages, and the inclusion of specific language for job stewards and safety committeemen 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 felony crime, punishable by fines of not 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 580 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 these areas where badly needed jobs are at stake.

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 Sonoma 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 accomplishments, we will not be satisfied to sit 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.



QUESTIONS & ANSWERS

By DALE MARR, Business Manager



Dear Sir:

Would you please explain how much insurance a retired member in good standing has coming at the time of his death, other than the death benefit? Also, does it mean the member would draw death benefits for his spouse?

Another question—if in case of the member's death, does his spouse draw his pension as he does per month and for how long?

We are both a little confused on the insurance I now have coming at the time of death and about the spouse drawing a pension after my death.

Mr. and Mrs. Carl Nix

A retired operating engineer who has qualified for pension benefits is entitled to a \$1,000 burial expense in the event of his death. This benefit is provided only to the pensioner and does

not include his spouse.

In addition to the burial expense, an International Death Benefit is payable to those members who have completed one year or more of membership in good standing in the International Union of Operating Engineers prior to July 1, 1973. The Death Benefit is pro-rated from \$100 to \$750 based on the number of years of continuous membership.

Members who have qualified for Disability Pension Awards might also be eligible for additional life insurance amounts based on the waiver of premium provision of the Operating Engineers Health and Welfare Plan. Members should contact the Trust Fund Office to determine their eligibility.

All pensions, awarded or in effect as of April 1, 1973, are guar-

anteed for 60 months from the effective date of the pension award. This means that in the event of a pensioner's death, his beneficiary will continue to receive his pension until the 60 monthly benefit payments have been completed.

Business Manager and Editor Dale Marr will answer members' questions in this space each month. To submit a question write to QUESTIONS, Dale Marr, Editor, 474 Valencia St., San Francisco, Calif. 94103.

All questions of interest to the general membership will be welcomed. However, questions of a personal nature will be answered on a personal basis and should be addressed to the department involved.

Many Americans Hit Hard By Fuel Bills

By SIDNEY MARGOLIUS
Consumer Expert for
Engineers News

Many moderate-income families are having trouble this winter keeping up with fuel-bill payments because of the latest increases in fuel prices. A survey by this writer reveals that families who heat by oil in the colder parts of the country must now pay as much as 38-40 cents a gallon including sales taxes. Deliveries for even 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 hot water now comes to \$400 or \$500 and even more.

The result, oil companies report, is more families lagging behind in payments this year. Some dealers are dropping even moderately-slow payers 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 ahead of time. Another dealer says more families are trying to arrange payments on a monthly budget plan. An increasing number are going on 12-month payment plans rather than the more usual 10-month plan which omits payments in July and August.

Hardest hit are families in older homes with poor insulation and old converted furnaces "which burn oil like mad" one dealer said. Often these are rented homes which don't even have storm windows. Some deliverers are avoiding renters altogether or refusing to let them owe for even two deliveries.

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

ties in some large cities say apartment house fuel oil has gone from 11 cents a gallon to as much as 40 cents.

In all, 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 bigger bills. Nationwide, electricity and gas have gone up 25 per cent although much more in the east.

Failing any effective government program to halt the fuel oil gouge, the only ways families can protect themselves even a little are:

1. Maintain strict economy, keeping temperatures at 68 degrees or even less, and even at this late date taking any possible steps to insulate and weather-proof. Also keep in mind that heating water is your second biggest heating expense.

2. If you can't keep up payments, get on the oil company's budget plan if no additional finance charges are required, rather than pay interest on a loan to pay the fuel bills.

3. In case of dire need, don't hesitate to ask the local welfare office for emergency help for fuel payments. Even last year some families ordinarily self supporting had to get such help to keep homes heated.

Even in midwinter you can still make a house more weatherproof. A common heat leak is loose-fitting windows and door frames. These can be caulked and 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 contrive fixed storm windows for windows you don't need to open by stapling or tacking clear vinyl film onto narrow wood or fiber strips, or by covering the window with the vinyl and then framing with the strips.

Since heat rises, it's also important to insulate attics. If your attic 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 is specified as the resistance to the flow of heat, generally designated by the letter "R". The higher the "R" the better the insulating quality.

Economists in the Bureau of Labor Statistics forecast a growth in service industries resulting in more white collar than blue collar jobs in the years ahead.

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Sacramento Scene

California Legislature Convenes Early

By EDWARD P. PARK

State Conference of Operating Engineers

Another milestone in legislative history took place Dec. 2, 1974. The new legislative session convened on December 2, instead of the first Monday of January, as had been the past practice. This was in line with the Constitution amendment adopted by the public in 1972, that provided for two-year sessions of the Legislature and for the early commencement of the Legislature.



Edward P. Park

The purpose of the December opening was to give the Legislature time to organize, elect officers, select committees, and introduce legislation. In past years because of the January opening, there has been a delay in organization and in hearing bills. The officers of both the Assembly and Senate have been selected, committee assignments are being made, and a great deal of legislation has already been introduced.

The results of the last election are apparent. Labor's role in electing progressive legislators is indicated by election of officers in the Assembly and Senate. Our good friends, Senator Mills and Assemblyman Leo McCarthy, have been re-elected to their respective leadership posts in the Senate and the Assembly. As this is written, it has just been announced that Senator George Zenovich, who we supported for re-election, has been named as chairman of the Senate Industrial Relations Committee. This important committee hears all major legislation of importance to our members.

As of Dec. 13, 1974, 120 bills had been introduced in the Senate and 258 in the Assembly. This is rather mind-boggling when you consider we have not yet entered into 1975 and 1976 is still 12 months in the offing.

Among the bills that have been introduced are several dealing with collective bargaining for public

employees and one or two providing a collective bargaining apparatus for agriculture labor.

Assembly bill 220 by Assemblyman Lockyer would "prohibit an employer from discharging or penalizing an employee for taking off to serve on a jury if the employee gives reasonable notice to the employer that he is required to serve, and would require the employer to pay the employee's normal wages, less compensation paid to the employee for serving as a juror, during the period of such jury service." This is a good bill and it is already a condition in many labor agreements.

We will be pushing again for legislation which will provide equity to our people, such as revisions of the Labor Code relating to "uninsured employers fund." We supported such legislation in the last session and it was passed by the Legislature but was vetoed by the Governor. We will be sponsoring other legislation affecting all of us and will keep you informed as the legislative process unravels and the benefits and losses can be ascertained. We will also be opposing legislation detrimental to us. It is not difficult to predict that bills of this nature will out-number those we support.

It is to the credit of the California-Nevada State Conference of Operating Engineers that it and the local unions comprising the conference enjoy a unique political creditability, because they have supported the successful candidates for public offices in both states. We have been on the right side of a number of issues important to all of us. In the north, we can point to such successes as the defeat of Proposition 17, the approval of the Warm Springs Dam, Highway 5-80, our efforts in behalf of the Peripheral Canal. In the south, the locals have been just as active. This whole process is expensive, but completely necessary, if we are to be a voice in shaping the way out of a period of inflation, unemployment and a no-growth philosophy, which holds considerable sway in our present Legislature. If we continue to work together, we will prevail.

More On 1974 Improvements...

(Continued from Page 1)

Much of the Department's time was spent on maintaining the excellent safety program begun in 1960 by Business Manager Dale Marr—conducting safety meetings for apprentices, tech engineers, operators and business and district representatives, training and activating safety committeemen and participating in safety inspection tours. Many new innovations were also made, however. Many of these took the form of cooperation with national safety organizations for the creation of safety legislation and standards. On a local level Local 3 Safety Department personnel participated on the Cal/OSHA Standards Board when standards were drawn up which now directly effect 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 newly-developed AFL-CIO Safety School, increased the already-great respect Local 3 enjoys in the field of 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 engineer members could be improved by the creation of their own department, proved to be one of the glowing successes of 1974. Service to members was immediately improved with the creation of a Tech Engineers Center in Oakland, California, housing a job placement center specifically for tech engineers. Likewise, the assignment of business representatives to ser-

vice only tech engineers improved service to members in the field as much as the separation of the Surveyors' JAC to come under the Technical Engineers Division improved service to tech engineer apprentices and journeymen wishing to upgrade their skills.

Safety was an important consideration of the new Technical Engineers Division and the first program instituted by the division, working in conjunction with the Safety Department, was a series of safety meetings for tech engineers. This was an unprecedented event and received excellent response from tech engineers.

The Technical Engineers Division was another department which was very active in bringing new members into Local 3. Organizing drives in California and Utah resulted in the unionization of survey firms which had been operating non-union for over 20 years. In Northern California alone 16 different firms were organized, resulting in a large increase in Local 3 members.

PUBLIC RELATIONS

The Public Relations Department, a new department created by combining various previously-existing Local 3 operations, was also in the forefront of the move towards greater efficiency. By combining the in-house printing, union publications and audio-visual functions in the same department as the Voluntary Organization of Taxpaying Engineers (V.O.T.E.) and the Supporters of Engineers Local 3 Federal Endorsed Candidates (S.E.L.F.E.C.), a tremendous increase in efficiency was achieved.

The innovations and improvements made by this new department in 1974 were numerous: rigid deadlines for "Engineers News" resulting in more timely news;

expansion of "Public Employees' News"; revival and monthly publication of "VOTE Views" and "Pensioner's Progress" coordination of the new Local 3 Retirees' Association; expansion of the VOTE program for supporting state and local candidates; increased efficiency in the printing of "in-kind" literature for political candidates as well as all other union printing through the use of a new two-color printing press; in-depth research and news articles on statewide issues such as Proposition 17; and constant surveillance of ongoing issues such as the peripheral canal, the Dumbarton Bridge and others, just to name a few.

The Public Relations Department was especially important in 1974 because of the role it played in Local 3's overall political program. This program was outstandingly successful in the November elections when, in California alone, 65 candidates endorsed by the rank and file Executive Board were elected to public office. In Nevada another 35 Local 3-endorsed candidates were victorious.

The tremendous influence Local 3 played in politics in 1974 was demonstrated clearly in July when California Assembly Speaker Leo McCarthy and California Governor Edmund G. Brown Jr. both spoke at the Semi-Annual Meeting. This was the first time in the history of California that an Assembly speaker and a future governor addressed the same membership meeting of a local union.

Although many of the major improvements in the function of Operating Engineers Local Union No. 3 came as the result of the reorganization, many advances were also won in the areas of ongoing programs. Health and Wel-

A Personal Note
from

The President's Pen

By HAROLD HUSTON
President

While economists, public and private, now recognize the current recession, some predicting it may be the worst in 30 years and at least one financial soothsayer suggesting it will make the Great Depression "seem like a tea party," a firm in Yuba County is on the verge of launching a billion-dollar venture if money ills don't get in the way.

At the request of Arthur F. Silbert, President of Yuba Goldfields, Inc., we met with him and Frank Andres, Manager of Yuba Consolidated in San Francisco and discussed the possibility of the firm marketing one billion cubic yards of aggregate which could be worth as much as \$4 billion on today's market.

Yuba Goldfields Inc. is fighting to move the location of the Marysville Dam. Army Engineers are studying two sites for a giant dam on the Yuba River. Its primary purpose will be flood control, but its potential for generating electrical power and creating a recreational haven are also evident.

A proposal to build the dam in Brown's Valley has been a source of controversy for a number of years now. But the Federal engineers announced during the summer months that they are now investigating a second site—one near Parks Bar, higher on the Yuba River.

Since the Brown's Valley site would inundate much of Yuba Goldfield's 10,460-acre holdings, the company, as Silbert said, opposes the Army Engineers' first suggested location and supports relocating the project at Parks Bar.

The Federal engineers are scheduled to release a report on the feasibility of the Park Bar area early this year. Gold is also at stake and Silbert's firm currently has placer mining experts investigating the feasibility of mining the valuable yellow ore again.

Aggregate and gold go hand-in-hand and if the company is able to market both, it would be worth billions upon billions of dollars. Today's gold price, which lists a record high \$195.50 an ounce in London, alone might make it economically feasible to handle the aggregate dredge tailings again if the placer experts determine enough gold remains in the area. Their report is due early this year.

Most of the aggregate now used comes from the Pleasanton and Livermore area, but Silbert claims it's "not as good, it's softer" than the aggregate in the Yuba River Gold dredge tailings. It should be noted that the Company's holdings are not in the river as such, but adjacent to the water situated in hundreds of mounds of rock which have been dredged once for gold and may be dredged again.

One billion cubic yards of aggregate lies next to the Yuba River on the 10,460-acre tract of land. So the firm is looking for a big buyer. Silbert said he needs a customer who will say, "I will take a million yards a year for 10 years," then sign on the dotted line.

Marysville engineer Charles de St. Maurice, of the firm of St. Maurice-Helmkamp-Musser, is conducting a feasibility study for Yuba Consolidated to look into the different shipping methods which would be available to the company to transport the aggregate to San Francisco and also the processing equipment which would be required on the Hammonton-Smartville site to prepare the rock for shipment.

Yuba Consolidated site in Yuba County is said to be the largest aggregate deposit in Northern California. Prices being what they are today, the aggregate is worth a fortune—without the gold. The construction industry in the San Francisco area uses between 18 million and 19 million tons of aggregate annually with the requirement increasing about 5 per cent each year.

The United States Army Corps of Engineers is currently finishing a preliminary study of a barge canal which would run about 18 miles from the Sacramento River South of Verona to the Arboga area of Yuba County.

The Army engineers will release its preliminary survey of the canal project soon which will indicate the projects' economic feasibility and probable timing of construction.

It has been proposed that the canal, which if constructed, would cost in excess of \$100 million, would be 15 feet deep and would facilitate barges capable of carrying up to 200 railroad cars filled with aggregate, a total payload of about 10,000 tons. The barge canal would have locks where it joins with the Sacramento River, and also where it crosses the Bear River.

Between 1905 and 1968, more than \$100 million worth of gold was extracted from the Yuba County site. The operation was stopped six years ago because the price of gold did not pay the cost of removing it from the ground. But now, with the price of gold on the open market fluctuating near \$200 per ounce, the firm is considering reopening the gold operation again.

fare and pension improvements were high on the list of increased services in 1974.

HEALTH AND WELFARE

Most important on the list of improvements was the switch to a new comprehensive health plan for Northern California on November 1. This new plan provides for payment of 85 per cent of covered usual, customary and reasonable major medical expenses up to a maximum of \$50,000. Each year, in the event that a portion of this amount is used, an amount up to

\$2,000 is added to the unused balance for future use. The amount reinstated in any year is used towards increasing the maximum benefit available to \$50,000.

Under the previous provisions of the plan 85 per cent of the first \$3,000 in major medical expenses and 100 per cent of the remainder of covered expenses up to a maximum of \$30,000 were paid. In addition, there was a \$100 deductible charge.

Two other aspects of the new See MORE 1974, Page 16



RIGGING LINES

By BOB MAYFIELD
Vice-President

The year 1974 is now history and 1975 is now in its infancy stage and, of course, heading into a path of what has to be a lot of uncertainty for many of our brother engineers and their families. We don't know how far-reaching the present recession will extend and if another fuel shortage (whether real or not) will again occur, and for the people in California and Hawaii, how their respective new governors (Brown and Ariyoshi) will perform in assisting in getting construction projects now pending off the ground, therefore creating jobs, which means paychecks for engineers and others as well as the needed projects that they would be building eventually put to practical use. I personally am optimistic and hopeful that 1975 will be a better year than a lot of people are now predicting.

At this time I would like to thank the staff and instructors at the Rancho Murieta project for their efforts this past year for an overall fine job they did in their training efforts at this facility. A great deal of excellent construction on Unit No. 1, the dam, water and sewer facilities, curbs, gutters and streets, as well as the grading was accomplished and I am certain many people as a result are much better trained and equipped to go out in the field and earn a good living for themselves and their families.

Due to the not-so-good outlook for 1975 and thereby creating a reduction of income for the Affirmative Action Fund, it was necessary this year to make some cuts on all budgets which are financed from this source. As a result of this deficit spending picture, the Trustees 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 hourly vacation and holiday plan, and a Local 3 hourly pension contribution. 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 by 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 (Wilson 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 newspaper comes out these 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—whomever and wherever you are—at your next scheduled quarterly meeting.

Kings Beach Office To Open

Operating Engineers Local No. 3 has established a sub-district office at 8645 No. Lake Blvd., Rm. 2, Kings Beach, Ca., telephone No. (916) 546-5968 in order to better service the members working and residing in the Tahoe-Truckee area.

Effective Feb. 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 80.

Safety Department Successful In 1974

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

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 jobsite 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. However, it was not so much 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 to use to stop 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 jobsite 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 last year. Representatives of the Safety Department were instrumental in writing safety standards which now directly effect our 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 studying these topics. In 1974 the Department assisted a study group from the University of California at Berkeley which is investigating the effects of vibration on the human body. The results of this study will be extremely important to operating engineers in the future as the information obtained could very well lead to legislation or safety language dealing with the hazards of vibration in heavy equipment.

The Safety Department's post-accident activities were not limited to investigation and report in 1974. Members of the Department were also very busy protecting the rights of Local 3 members who had been in accidents. On numerous occasions safety personnel acted as expert witnesses for engineers who had been hurt and who had to resort to court proceedings to receive proper compensation.

All these activities, plus cooperation with national safety organizations, conducting safety meetings for apprentices, tech engineers, operators and business and district representatives and training and activating safety committeemen made the Safety Department one of Local 3's most productive departments in terms of concrete service to 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 it is not surprising that the major accomplishments won at the bargaining table in 1974 were also economic.

Probably the most important of these accomplishments was the cost-of-living clause first negotiated in July in the Northern California Master Construction Agreement. This was the first time in the history of Operating Engineers Local 3 that a cost-of-living clause was negotiated into a construction contract and, since

that time, cost-of-living clauses have been negotiated into over 200 other Local 3 agreements.

The general type of cost-of-living clause negotiated into Local 3 agreements is based on the Consumer Price Index for Urban Wage Earners and Clerical Workers—U.S. City Average—All Items 1967=100. This index, published by the Bureau of Labor Statistics of the U.S. Department of Labor, reflects increases in the cost of living from the year 1967, which is assigned the figure 100.

The cost-of-living increases are determined by calculating the amount the true percentage in-

crease, based on the index above, exceeds a fixed negotiated increase particular to each agreement.

According to Business Manager Dale Marr, the cost-of-living clause was the major breakthrough at the bargaining table in 1974.

"I felt then, and I feel now, that the cost-of-living clause is a necessity," Marr said. "For too long we had to try to anticipate where the economy was going and we often found that we were running one step behind inflation. Now, with this cost-of-living clause, our

See MORE NEGOTIATIONS, Page 13)

Local 3 Job Stewards' Program

Improved Service Through Communication, Education

The job steward, as all engineers know, is the person who provides service to Local 3 members at the most basic level. Working side by side with other operating engineers the steward is in an excellent position to see violations of the contract and hear members' complaints. Working hand in hand with the safety committeeman, the job steward is able to keep

the business representative informed of any problem which requires his attention.

This, according to Business Manager Dale Marr, is why the new Job Stewards' Program, created in early 1974, is so important. Service to members begins with the job steward and each steward must, therefore, be as skilled with the tools of the job steward as he is with the tools of the operating engineer. It is towards this end that the Job Stewards' Program has been moving 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 steward 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 other rounds of meetings have covered the Local Union Consti-

tution and the Local Union By-laws. A fourth round begun and now in progress covers the Master Labor Agreement; the Rock, Sand and Gravel Agreement; the Crane Owners Agreement and the East Bay Material Dealers Agreement.

At present six more rounds of meetings are scheduled, all aimed at providing the steward with 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 monthly newsletter will contain all the latest available information which pertains to stewards and their service to the members. News of new trends in the labor

(See MORE STEWARDS, Page 6)

Consolidation Brings Efficiency To PR Dept.

Consolidation, increased output and increased efficiency are the three phrases which best describe the function of Operating Engineers Local Union No. 3's Public Relations Department in 1974.

First created by Dale Marr soon after his election as business manager in November of 1973, the Public Relations Department was a result of Marr's desire to increase the overall efficiency of the union.

The first actual move towards the creation of a separate Public Relations Department was a physical one in which the in-house printing, union publications and audio-visual functions were placed adjacent to each other on the same floor of Local 3's San Francisco headquarters, under the direction of a director of public relations. This simple move increased efficiency so dramatically that it immediately became obvious that other union functions should also become part of the consolidation. The result was that the Voluntary Organization of Taxpaying Engineers (V.O.T.E.) and the Supporters of Engineers Local 3 Federal Endorsed Candidates (S.E.L.F.E.C.) also became part of the new department.

The formation of the Public Relations Department was, then, accomplished by consolidating previously-existing but disjointed functions of the union into a unified whole. Despite the fact that actual expansion of the department was minimal, improvement in service to members and efficiency proved to be noteworthy.

Among the first improvements made by the Public Relations Department were those dealing with union publications. Although only minor physical changes were made in "Engineers News," new rigid deadlines were instituted which made it possible for members to receive the paper at their homes in the same month as that of publication, thus greatly improving the news value of its contents. "Public Employees News," which had previously been an eight-page paper, was expanded so that it almost always appears as 12 pages with a corresponding increase in news coverage of the bargaining units in the public sector. Two other publications, "VOTE Views" and "Pensioners' Progress," which had previously come out infrequently began to be published on a regular monthly basis.

Together with the revival of

"Pensioners' Progress," a newspaper devoted entirely to retired engineers, came one of the few actual expansions of the Public Relations Department—a Retirees' Association. This association, created by Business Manager Dale Marr to better serve retired operating engineers, formed 20 separate Retiree Association units and held 17 meetings in November of 1974. At all these meetings the key theme was service to retired members. Information on health and welfare benefits formed a substantial part of this first round of meetings but considerable time was also devoted to the forming of the Association, election of its officers and discussion of the possibilities of the Association as a powerful political body to work for the good of all operating engineers. Ongoing programs of the Retirees' Association include 38 meetings already scheduled for 1975.

In the political arena "VOTE Views," a newspaper of political news of importance to engineers began a new subscription drive as well as a regular, monthly publication date. In addition to going to VOTE subscribers, the publication was sent at intervals to all Local 3 members.

Along with the improvement in "VOTE Views" came the revival of the V.O.T.E. program to support local and state candidates for public office. V.O.T.E., as part of the overall Local 3 political program directed by Business Manager Dale Marr, chalked up an impressive record of political victories. In the November election, of 81 Northern California candidates for public office approved for endorsement by Local 3's rank and file Executive Board, 65 emerged as winners. In Nevada another 35 candidates endorsed by Local 3 were elected to public office. All of these candidates received both direct and indirect support from Local 3 and officers and staff members were especially important in Edmund G. Brown Jr.'s successful bid for the governorship of California.

A crucial part of Local 3's support for candidates is "in-kind service" in the form of the printing of political literature. As each candidate is endorsed by the Executive Board he becomes eligible for this "in-kind service" which, as a function of the print shop, also comes under the Public Relations Department.

In the previous election Local 3's print shop printed over 1.8 million pieces of literature for candidates friendly to Operating Engineers. This huge amount of

production was aided greatly by a new two-color Heidelberg printing press, capable of making 10,000 impressions per hour. The addition of this press, which can print in two colors simultaneously, increased efficiency tremendously. The simple fact that the press can print in two colors reduced printing times by half, thus doubling output. In addition, the greater speed of the new press allows improved production of political literature, contracts, Local 3 calendars and hundreds of other printing assignments, including jobs for the International Union of Operating Engineers.

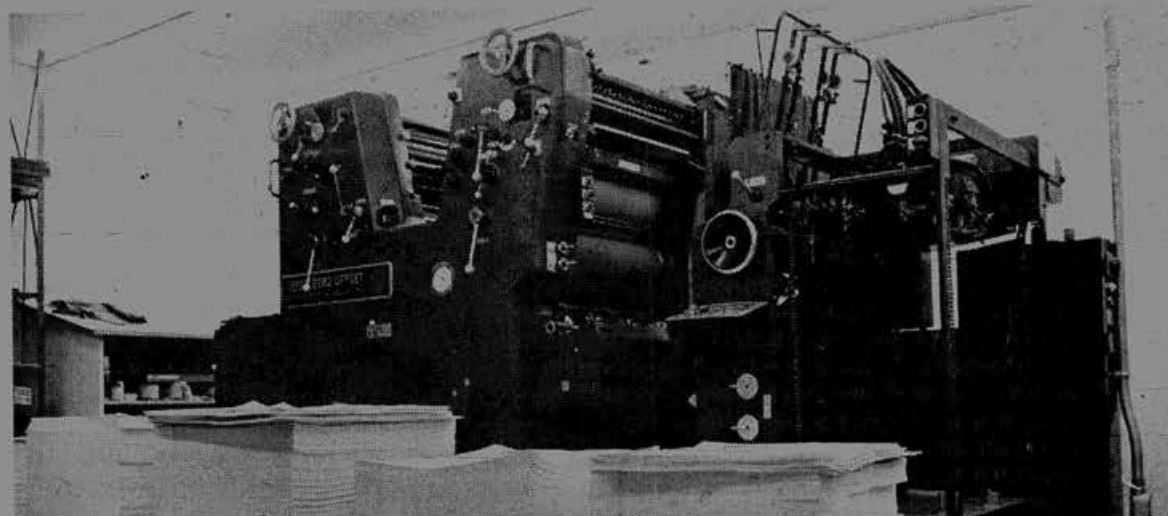
Local 3's Public Relations Department was also involved in political activity concerning statewide propositions. On-site research by Public Relations staff members on the issues surrounding Proposition 17 resulted in a series of articles on the subject. These articles, published in the October "Engineers News" were eventually reprinted in the "Valley Labor Citizen" and other labor publications throughout the state and were instrumental in de-

feating the proposition, thus securing many jobs for operating engineers.

In addition to work in support of candidates and for or against particular propositions the Public Relations Department kept a constant vigil over ongoing concerns such as I-580, the peripheral canal, the Dumbarton Bridge, Sacramento County Utility District projects, Warm Springs Dam and a myriad of other proposed projects. Staff members, along with Business Manager Dale Marr and other Local 3 officers constantly attended meetings on these projects and voiced support for their approval.

On the national level S.E.L.F.E.C. spent much of 1974 collecting contributions and gearing up for the national election in 1976.

All these activities, in addition to the standard duties of designing, printing and binding Local 3 calendars, producing union publications, creating tape and slide shows, printing contracts, etc. made the Public Relations Department one of the busiest and most productive in all of Local 3.



UNION PUBLICATIONS and political literature (top photos) were printed more efficiently and economically with the help of

a new printing press (bottom photo). Printing this material was only a small part of the Public Relations Dept. activities in 1974.

Training Fund Checks Distributed Before Christmas

Christmas 1974 was a happier holiday for 758 Northern California apprentices of Local 3 due to the distribution of training and subsistence fund checks the week before the holiday.

Checks totaling \$463,000 were 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.

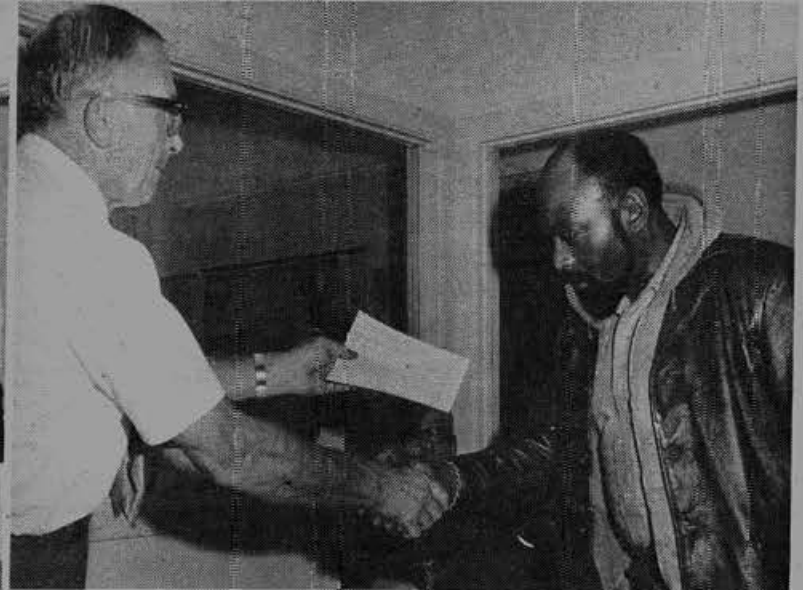
"Every effort was made to get the money into the hands of the apprentices in time for Christmas," said Business Manager Dale Marr. "This money belongs to these men and we felt strongly that whatever it took on the part of the union staff to work out the details was a first priority before the holiday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

The amount of each check was determined by the hours each ap-



SAN FRANCISCO DISTRICT REPRESENTATIVE Ralph Wilson (left, both pictures) hands Training and Subsistence Fund checks to apprentices Michael Cocellato (left photo)

prentice worked for a contributing employer. Generally, the checks ranged in amount from \$500 to \$700. One apprentice, however, received a check for \$1,600.



and August Nevels (right photo). More than \$463,000 was given to 758 apprentices throughout Local 3's jurisdiction in time for the Christmas holiday.

More Stewards

(Continued from Page 5)

movement, important legislation, arbitration cases and many other important developments will be included so that the steward can perform his function more efficiently.

In the final analysis, however, the job steward's function is only as good as the language of the contract under which he works. Obviously, if there is no language providing for a job steward then none can exist. Also, if the job steward knows he will be fired if he submits a grievance his job is impaired. This is why Local 3 negotiators, working in support of the Job Stewards' Program, have included language pertaining to job stewards in over 300 contracts negotiated in the last year, none of which contained this language before.

Two extremely important parts of this language, included in all of these new agreements in one form or another, are sections dealing with notification prior to layoff and reduction in force.

The section of the Master Agreement for Northern California, section 17.04.00, dealing with notification prior to layoff, reads as follows: "The Individual Employer shall notify the Job Placement Center servicing the job or project at least two (2) workdays prior to an intended layoff of a Job Steward. This provision shall not apply to discharges for 'just cause' which will be subject to Sections 04.03.00-04.03.02."

The section of the same agreement dealing with reduction in force, section 17.08.00, reads as follows: "In a classification in which there is a Job Steward wherein the Job Steward's abilities are equal to the other Employees, and except as otherwise provided above, the Job Steward shall be the last to be selected for a reduction in force."

Stewards' meetings, an improved manual, a special newsletter, improved language—all of these aspects of the Job Stewards' Program are aimed directly at allowing the steward to better answer members questions, recognize violations more readily, work more closely with business representatives, and generally provide better service to members of Operating Engineers Local Union No. 3.

Applications Now Accepted For Annual Scholarship Competition

Two college scholarships of \$500 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 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 applicants must be senior high school students who have, or will be, graduated at the end of:

- either: (1) the fall semester (beginning in 1974),
- or: (2) the spring semester (beginning in 1975),

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 Jan. 1, 1975 and March 1, 1975.

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 applicant, 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 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, 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 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. **Photograph**—A recent photograph, preferably two inches by three 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 address shown above.

Article I

DECLARATION OF THE OBJECTS, PURPOSES AND PRINCIPLES OF THIS LOCAL UNION

Section 1

The object and purpose of this Local Union is to provide for the general welfare of its members and employees represented by this Local Union and all employees and working men, women and minors insofar as in the opinion of this Local Union, their general welfare has or may have any effect, direct or indirect, upon the general welfare of the members of this Local Union or the employees represented by this Local Union or both, and

Without in any way limiting the foregoing.

(a) To improve the economic conditions of its members, all employees and working men, women and minors by all lawful means and methods.

(b) Through collective bargaining with employers to secure and improve for its members and employees represented by it, and through bargaining with employers to secure and improve for its members, their wages, rates of pay, hours of labor and other conditions of employment.

(c) To advance the standing of this Local Union, its Members, Officers, Local Union Executive Board Members, Local Union Grievance Committee Members, Representatives, Agents, and Employees in the territorial jurisdiction of this Local Union and in the free labor movement by all lawful means including participation in community life and affairs.

(d) To support ideas, causes, programs and policies, and persons subscribing to such ideas, causes, programs and policies insofar as it is lawful so to do, which ideas, causes, programs and policies in the opinion of this Local Union will or may, aid or assist, directly or indirectly, in securing or improving the wages, rates of pay, hours of labor and other conditions of employment of its members, all employees and working men, women and minors, the general welfare of its members and the standing of this Local Union.

(e) To provide for the physical and mental needs of its Members and Employees represented by it and their dependents and beneficiaries.

(f) To provide for the education and training of its Members, Officers, Local Union Executive Board Members, Local Union Grievance Committee Members, Representatives, Agents and Employees.

(g) To protect and promote the principle of bargaining with employers.

(h) To protect and promote the rights and aspirations of working men, women and minors, and consumers, and the security and welfare of all of the people by supporting ideas, causes, programs and policies and persons subscribing to such ideas, causes, programs and policies insofar as it is lawful so to do, which ideas, causes, programs and policies in the opinion of this Local Union will or may, aid or assist, directly or indirectly, the protection and promotion of the rights and aspirations of working men, women, and minors, and consumers, and the security and welfare of all people.

(i) To protect and strengthen our democratic institutions.

(j) To protect and preserve this Local Union and its International Union, as an institution, and in the performance of this Local Union's legal and contractual obligations.

(k) To unite in this Local Union as Members or into other labor organizations as Members or otherwise all working men, women and minors eligible for membership in this Local Union.

(l) To receive, manage, invest, expend or otherwise use the Funds and assets of this Local Union to carry out the purposes and to achieve the objectives set forth in these By-Laws and the International Constitution and for such additional purposes and objects not inconsistent therewith as will further the interests of this organization and its Members, directly or indirectly.

OPERATING ENGINEERS TRUST FUNDS:

OUTLOOK

VOL 2—NO. 1

SAN FRANCISCO, CALIFORNIA

JANUARY, 1975

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 will advise you how much of the charges the Dental Plan will pay 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 60 per cent for prosthetic benefits. Your dentist will be asked to certify that his usual, reasonable and customary fees are charged on the claim form.

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.

Fringe Benefits Forum

Trust Funds Busy In 1974

1974 has been a busy year for the Operating Engineers Trust Funds. Although the various actuary valuation reports are currently in the process of being prepared, it still might be a good time for us to stop and reflect on a few of the major accomplishments of the past year.



Art Garofalo

a pregnancy.

In addition, Operating Engineers who live within a 30-mile radius of a Kaiser/Permanente Medical Facility were provided with an option of selecting coverage under a Kaiser program especially designed for Local 3 members.

In 1974 a new Operating Engineers Dental Plan was adopted and as of Jan. 1, 1975 will replace California Dental Service as the carrier of dental insurance for Operating Engineers in Northern California. The dental plan will provide more extensive and effective dental coverage for eligible participants and their families. Coverage will be at 85 per cent for basic services and 60 per cent for prosthetic services.

With regard to the Pension Trust Fund, 1974 saw the passage by Congress and signing by the President of the Employee Income Security Act. Known as the "pension reform bill," it was intended to effect the nation's various pension programs. The board of trustees, through their advisors, has already taken the appropriate steps to re-evaluate the Trust Fund's position in light of the new Federally imposed requirements.

Vesting requirements under the Pension Plan were liberalized and now an operating engineer in Local 3 can attain vested status with 10 pension credits regardless of his age.

Pensioned Operating Engineers were also effected by decisions made in 1974. The Board of Trustees voted two supplemental pension payments for the retirees to be paid on Jan. 1, 1975 and July 1, 1975. Various changes have also been adopted for the Pensioned Operating Engineers Health and Welfare Plan and will become effective Jan. 1, 1975. Briefly, the amount paid by the plan under the major medical benefits has been increased from 80 per cent to 85 per cent, the \$50 annual deductible for non-Medicare participants has been removed, and a \$1000 annual reinstatement provision has been included. Added to this, pensioners who live within a 30-mile radius of a Kaiser/Permanente Medical Facility may elect coverage under an optional Kaiser Health Plan. Those pensioners who elect the Kaiser coverage will continue to receive hearing aid, vision and non-hospital prescription drug benefits.

All of us should feel a tremendous sense of pride in the achievements that were made in 1974. They are further proof that Local 3 continues to be a forerunner in providing welfare and security for its members.

Claims must be presented to the Trust Fund Administration Office, 209 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.

NOTICE TO ALL PARTICIPANTS AND BENEFICIARIES OF THE

Pension Trust Fund for Operating Engineers
Pensioned Operating Engineers Health and Welfare Trust Fund
Operating Engineers Health and Welfare Trust Fund
for Northern California
Vacation and Holiday Pay Plan

(Operating Engineers Local Union No. 3, Northern California)
Operating Engineers Trust Fund, Health & Welfare Plan,
Universal Division

Operating Engineers and Participating Employers, Pre-Apprentice,
Apprentice and Journeyman Affirmative Action Training Fund
California Apprentice Termination and Training Subsistence Fund
for Operating Engineers

Operating Engineers and Northern California Surveyors Pre-
Apprentice, Apprentice and Journeyman Affirmative Action
Training Fund

Hawaii Health & Welfare Trust Fund for Operating Engineers
Hawaii Journeyman & Apprentice Training Fund for
Operating Engineers

Operating Engineers Vacation and Holiday Trust Fund for Hawaii
Nevada Affirmative Action Trust for Operating Engineers
Operating Engineers Vacation & Holiday Trust Fund for Nevada
Operating Engineers Trust Fund for Utah

Operating Engineers & Participating Employers Pre-Apprentice,
Apprentice & Journeyman Affirmative Action Training Fund
for Utah

Re: Employee Retirement Income Security Act of 1974

All steps necessary to comply with the new federal legislation on pension and welfare plans are being taken, it was announced by the Chairmen and Secretaries of the Boards of Trustees of the above Funds.

The Act goes into effect in stages. Vesting requirements will become effective in 1976. Requirements for additional reporting to members and to the federal government go into effect in 1975.

New provisions for the careful handling of welfare and pension funds become effective Jan. 1, 1975. A few of these new provisions may require amendment of certain of the present plan documents. Recognizing that these changes might take time to work out, Congress gave the Secretary of Labor authority to postpone the effective date for these particular changes to the end of 1975.

The Trustees of the funds have asked for a postponement of the effective date to July 1, 1975. Only certain limited and largely technical parts of the law are involved, as follows:

Section 402—This includes designating certain persons or officers as so-called "named fiduciaries," writing any allocation of responsibilities for administration of the plan into a plan document, and adding to the plan any authority to hire advisors or to delegate management of investments.

Section 403 (but not its subsection c)—This includes writing into the plan the allocation of legal responsibilities between the trustees and any investment manager (such as a bank) or insurance company; also, exactly how the assets of a plan are to be distributed in case the plan terminates.

Section 405 (but not its subsections (a) and (d))—This includes the extent of responsibility of one trustee or other "fiduciary" if another trustee or fiduciary does not fulfill the requirements of the law.

Section 410 (a)—This would void any present provision relieving trustees from certain responsibilities or liabilities.

Postponement of the effective date of these provisions is being requested to allow sufficient time for the Trustees, with the assistance of their professional advisors, to work out the proper amendments to plan documents to assure compliance with the law.

The requested postponement will not adversely affect any interests of the participants or beneficiaries covered by the plans. On the contrary, undue haste to meet the January 1 deadline might result in decisions that prove to be inefficient or otherwise adverse to the interests of participants and beneficiaries.

Any participant beneficiary who wishes to comment on the requested postponement may do so by writing to the Office of Employee Benefits Security, Labor-Management Services Administration, U. S. Department of Labor, P. O. Box 176, Washington, D. C. 20044.

The Funds' trustees intend to keep participants and beneficiaries informed of the changes that will be made in the benefit plans.

ASK YOUR TRUSTEES:

Name

SS #

Address

Mail to:

FRINGE BENEFITS SERVICE CENTER
476 Valencia Street
San Francisco, Ca. 94103



VOL. 5—NO. 1

SAN FRANCISCO, CALIFORNIA

JANUARY, 1975



JAC ASSISTANT ADMINISTRATOR John Thornton (second from left, second row seated) was a participant in a week-long seminar on topics concerning the Job Corps

put together by the International Union of Operating Engineers and the Corps. The seminar was held in early December in New Orleans, La.

Apprentice's Essay

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 newsworthy, 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 prey of the accident.

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 flint 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, singed eyebrows and not too infrequently, death.

The accident has been attributed to many sources throughout history from the wrath of the Gods to hexes put on one by his enemies, but yet it lives on, lurking just around the corner, wait-

ing 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 cursing 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 one, or I should say, very few of us, are consciously 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, safe-

ty 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 inroad 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 aren't equipped to handle. 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 dozer 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."

Apprentice Systems Notebook

By JACK H. McMANUS
Administrator

Now that the holidays are over let's hope 1975 brings employment and prosperity to you and yours. We can expect our bad weather season next so while the rain is coming down and its "to wet to plow" why not check in at the Rancho Murieta Training Center for current

Red Cross first aid card or drivers license.



Jack McManus

Your Joint Apprenticeship Committee are considering several innovation efforts to upgrade your training center and among them is the revision of the present books. Some of the material does not relate to the advancements made in modern technology and it is also under consideration so we feel that it is important, that the apprentice have less book time and theory but more application of what they have learned. This does two things, it allows the apprentice to acquire the feel of the machine far better than by reading about it and secondly it allows the employer to acquire a man who has had better training than that which was offered before. In order to further implement the necessity for actual training time on the equipment and yet not to lessen the theory time and for those people that feel they may need additional book time, there is a distinct possibility that evening and weekend classes will be offered for those apprentices who feel they need additional training and/or more theory, i.e.: advanced grade setting and job orientation.

Some of the past instructional material and the way it is being used at Rancho Murieta has proven conclusively that you must have the "hands-on" training as well as the related and the theory training. One of the larger advantages to an in-residence training center is the fact that you learn by talking to other people such as journeymen and instructors or even visiting employers or other people during your off hours. When you're talking in the dining room hall, at lunch, in the recreation hall or wherever you may be after hours the conversation generally returns toward past jobs and how you do a particular thing and the amount of knowledge transmitted in this manner is every bit as valuable as additional classroom time spent in "hitting the books."

Recently the four states have eliminated the Apprentice Termination Training Subsistence Trust Fund and I would sincerely like to extend my thanks to the coordinators, business agents and district representatives who worked long hours and spent much time just before the Christmas season to insure that those apprentices who had termination checks coming received them before Christmas. The coordinators were involved because they had the lists and the addresses of those apprentices and knew where they could be found and the business agents and district representatives made sure that they could either deliver or to make sure that every man possible received his check before Christmas and for that cooperation I can only say it's unbelievable but it was beautiful.

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 RMTTC for schooling or to ask about their 40-cent money which they are expecting 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 of you in this area should take the time to sit down and figure out just how many hours you worked when 40 cents was being paid in. To do this start with time worked Jan. 1, 1972 through July 31, 1974. Only count hours worked as an apprentice under the AGC master agreement. That is, don't count any hours if you were dispatched as an in lieu oiler or time worked under the Rock Sand and Gravel agreement. Total all the hours which do count and have them ready to compare with the hours shown on your 40-cent checks when you receive them. Let us know right away if the hours are not the same.

We are all so used to hearing complaints these days about 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 10 months towards our betterment that it would be impossible to mention it all. Some of the major improvements are: 1) a new, strong Public Employees division in the union; 2) a new Safety Department; 3) a new department to organize and service Surveyors; 4) more field staff in the parent local to service those in construction; 5) a strong AGC contract with cost-of-living provision, the best contract ever; 6) much improved medical benefits; 7) improved dental benefits; 8) an expanded communications and public relations department to keep the members better informed of what's happening and also to help make it happen with other parts of our world such as legislators who can direct money towards the jobs we need; 9) a major pension improvement so that when a member has earned 10 credits he can't lose his pension; 10) an expanded and stronger apprenticeship program. And most important, leadership. Men who believe that the member is the most important part of this organization, both individually and collectively. Men who truly work for you. All they need to keep going is your support and direction.

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 British Petroleum, 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 with the largest module weighing over 600 tons. The Port of Stockton property was chosen by the Swinerton & Walberg Co. for the construction job site, provided their bid is accepted, because of space availability and most importantly because of waterfront facilities. Due to the tremendous weight of the modules they have to be transported to Alaska by barge. Should the company be a successful bidder the project would require engineers and other building trades crafts for approximately one and one-half years.

McGaw Co. has commenced work on their Quail Lakes Trunk Line Assessment District project. This is the first utility contract amounting to \$415,000 on this new housing development with others to be forthcoming.

The McGaw Co. was also successful on the widening of Pacific Avenue in Stockton from March Lane to Porter Way for \$95,000.

The addition to the sewage treatment plant in Tracy, sched-

uled to be bid December 20th has been postponed until January. Estimated cost of the additions is \$7 million.

Sierra Pacific Builders of Sacramento submitted the low bid at \$178,000 for the Pacific Crest Trail facilities job in Toiyabe and Stanislaus National Forests in Alpine County.

The bid for the construction of a two-lane highway on Route 49 near Altaville will be opened before this article reaches print.

Ansewell Engineering of Carmichael was low bidder at \$141,000 to redeck Eight Mile Road Bridge in San Joaquin County.

To be bid soon is the Community College Theater building at Delta College. Estimated cost to construct is \$2.8 million.

A groundbreaking ceremony for Stanislaus County's new \$6.7 million administration building in downtown Modesto was held December 17 with construction beginning immediately by Campbell Construction of Sacramento. Project is scheduled to be completed in 18 months.

Stanislaus Union School District trustees in Modesto were opening bids for a 1,600-square-foot district office as this was going to press. The office will be located on the Prescott Senior Elementary School site.

Modesto City Council awarded the Briggsmore Avenue expressway extension west of McHenry Avenue to Teichert Construction Co. of Stockton at the low bid of \$894,859. Two eastbound lanes will

be built, with the present roadway becoming westbound lanes.

It has been announced by Representative John McFall that Modesto will receive a \$67,500 Federal grant to lay plans for an \$8.1 million improvement in sewer treatment facilities. The program would be dependent on state and federal grants of more than \$6 million, and would be staged over the next four years.

California Highway Commission stipulated that 84 miles of state highways in various counties will be resurfaced during 1975-76. In Tuolumne County 6.3 miles will be done at \$144,000, from .1 mile (See MORE STOCKTON, Page 10)

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 we cross the threshold into 1975 we all reflect on the past year and try to imagine what lies ahead in the coming year. Needless to say we experienced a much better work season in 1974 than in the three prior years. Some members reported having worked over 2,000 hours last year which is unusual here in the "rain forest" of Local 3. Happily we report that all the brothers in District No. 40 had the opportunity to work last season.

At the present time just about all work in the field is shut down except repair and maintenance work in the shops. Work in the equipment dealer shops is holding up well, hope it continues.

The redi-mix plants are also managing to stay fairly busy supplying the building projects with concrete.

Unfortunately we don't have any dredging work to look forward to this winter either in Humboldt Bay or Crescent City harbor. We are all aware that much needs to be done to develop Humboldt Bay to its fullest potential. Perhaps now that we have had a change in administration in both state and local levels of government some positive steps will be taken to accomplish this.

Here in Humboldt County we are very proud of the part Local 3 members and their wives played in helping elect two friendly supervisors to office. With that battle won and behind us we'll soon begin gearing for the elections to be held for the Councilmen and Mayor in the city of Eureka. Again we will be appealing to you brothers for your help at the ballot box in April.

At the present time all signs appear to be favorable for a good season this year. With optimism we, the Eureka office staff, wish all members of Local 3 a happy and prosperous 1975.

EEL RIVER BRIDGE HAS NEW PRE-STRESS DESIGN

Construction for the Eel River bridge by-pass at Rio Dell in Humboldt County is using a New German patent pre-stress technique on the slip-form structure.

Widely used throughout Europe, the specially designed rebar and coupler called Dywidag, is being used for the first time in the United States by C. K. Moseman Construction Company, according to project superintendent, Dan Rousseau.

Mr. Moseman, who is active on the project, explained the basics of the technique. Various size reinforcement bars are milled with



a groove that becomes the threads over which the coupler can be screwed to apply the necessary stress. Since the entire rebar is grooved, the bar can be cut to any length and avoid the thread cutting operation.

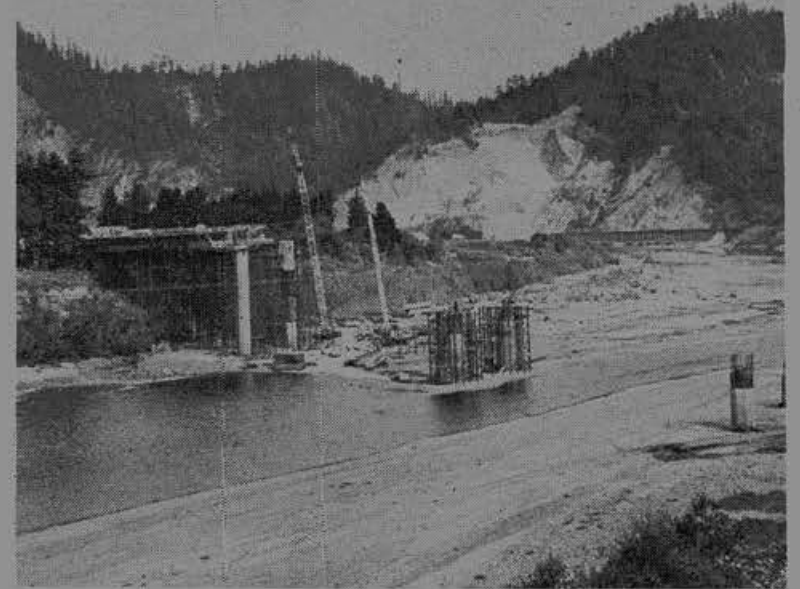
As each section completes a 40 hour cure, the "construction stress" is applied and the slip-form moved forward. When two sections beyond the piers are complete, the "final stress" is made. Upon completion, the entire bridge will become one continuous pre-stressed concrete structure spanning the river.

The \$5 million project has several operating engineers working. Among them is Jim (Steve) Stevens, age 50, operating the 65-

ton Linkbelt 138 with 180 feet of stick. He is a 25 year member who has been with C. K. Moseman Construction Company for some 20 years. His oiler, Homer Wynn, age 48, also from Sacramento, is a 12-year member after putting in 14 years as a railroad engineer.

Operating the Linkbelt 108 is Gary Wagon, age 32, a 12-year member of Local No. 3, who broke-in as an oiler for Stevens. From nearby McKinleyville, Jim Koroush, age 61, a member since 1958, is working as oiler on the 45-ton Linkbelt.

This job is about 40 per cent complete and will be shut down for the winter, but there is a lot of work to be done in the spring.



CONSTRUCTION of the new Eel River Bridge is seen in the top photo, taken from the existing bridge. The bottom photo gives a close-up of the special German-patent rebar being used in the construction.

Many Apprentices Without Work In Marysville, Redding Districts

By CLIFF MARTIN, Coordinator

It is that time of year when nature has taken over and has beautified the hillsides with its many colors of fall and has brought rain to cleanse the air of the pollution created by man. It has also brought a great number of construction projects to a halt and has filled the out-of-work lists in Redding and Marysville areas. We would like to encourage the brothers who are unemployed to take advantage of the six-week training available to them at Rancho Murieta.

The local news indicates that funds are being made available to improve about five miles of Highway 299 West from Redding to Iron Mountain Road. That section of Highway 395 from Hallelujah Junction to the Nevada line has been on the drawing board for quite some time and if all goes

well it should be advertised this month.

Richard Harlson, heavy duty repair apprentice in the Redding area has completed the program and has been advanced to journeyman. He is presently employed by Gates and Fox along with Apprentice Ben Sheppard on their tunnel repair project at Dobbins. This job has been working three shifts seven days a week.

We find there is a lot of absenteeism from the jobs by the apprentices. Their excuses vary—had to be in court, car broke down, overslept, family problems, to name a few. It is understandable that a problem will arise so some would have to take time off from his work, but we feel it is quite inexcusable to fail to contact the employer and the union to let them know they are not available for work.

Work Summary Cards Late

By PAUL RAMEY, Coordinator

We are still belaboring the subject of work summary cards. These cards (pink copies) must be in the area coordinators office no later than the fifth day of each month in order to receive proper credit towards the completion of the apprentices training. Also the cards must be filled out properly, such as Social Security numbers, employer numbers, graded and signed by the employer and the apprentice. These must be turned in whether the apprentice is working or not.

We are starting the winter season as of this time. Now is the time to use our excellent facilities at Rancho Murieta. As most of us know this is the best training facility in the United States and

the types of equipment are constantly being upgraded and improved for the betterment of your skills.

During the winter season is the time to practice safety, not only on the job but going to and from work. Fog is usually prevalent, making not only poor visibility but also slippery roads. More accidents happen going to and from work than actual on-the-job accidents, so by all means make sure you have decent tires and windshield wipers.

We would like to take this opportunity to offer the best in Seasons Greetings to all the apprentices and journeymen alike. We hope everyone has a very prosperous 1975.



TEACHING TECHS

By ART PENNEBAKER
Administrator, Surveyors' JAC

In conjunction with the NCS-JAC Revised Training Program reported in the last issue of the "Engineers News" Talking to Techs column some procedures have changed within the Surveyor Training Program.

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

Please note the new reporting form.

THIS FORM MUST BE RECEIVED BY THE NORTHERN CALIFORNIA SURVEYORS JOINT APPRENTICESHIP COMMITTEE ADMINISTRATIVE OFFICE BY THE 8th DAY FOLLOWING THE MONTHLY HOURS REPORTED.

If the Registered Apprentice works for more than one Employer during a month, use a different form for each Employer.

Year	Month	Day	SPECIALTIES						TOTAL	COMMENTS
			A Land & Boundary Surveys	B Light Construction Surveys	C Heavy Construction Surveys	D Hydrographic Surveys	E Topographic Surveys	F Agriculture Surveys		
		1								
		2								
		3								
		4								
		5								
		6								
		7								
		8								
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		25								
		26								
		27								
		28								
		29								
		30								
		31								
Total										

MAIL TO:
N. C. S. J. A. C.
1446 Webster Street
Oakland, CA 94612

Employer's Firm Name _____ Signature _____
(Print) _____
Apprentice's Name _____ Signature _____
(Print) _____

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. Chainman pay for chainman work and Chief pay for Chief work.

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 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 period 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 4,500 hours of Chief of Party work experience.

An additional related 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 period meet on Monday evenings.

More Stockton...

(Continued from Page 9)

east of Old Fellow Road to 3.3 miles east of Long Barn.

At this writing the State Department of Transportation was opening bids in Sacramento on the relocation of the LaGrange-Snell Road for 4.3 miles from Highway 132 to the Merced County line. The alignment is on the former Don Pedro Dam construction haul road and will include a new bridge over McDonald Creek. The new route will replace a narrow two-lane road which enters LaGrange from the south. About \$860,000 is available for the work.

Sonora High School trustees have awarded contracts for the construction of four new buildings on Shaws Flat Road. Henry Beuving & Sons of Ripon was low bidder on three of the buildings with \$388,900 on the administration and library buildings, and

\$104,000 on the music facility. Wesco Construction of San Francisco was low bidder on the dramatic arts building with \$109,500. Construction will start in December and be completed about September 1975.

Construction of the multiuse room on the new Sonora Elementary School campus is well ahead of schedule and should be completed by March. Henry Beuving & Sons of Ripon is the contractor on this job at a cost of \$514,850.

Funding for construction of Greenley Road was approved by the Tuolumne County Board of Supervisors over objections by two property owners, and awarded a contract to George Reed of Sonora for \$280,783. Greenley Road will link Lyons Street at Mountain Shadow cemetery with Highway 108 at the Sonora Plaza Shopping Center.

Fresno Firm Awarded New Clovis High School

By CLAUDE ODOM, District Representative and BOB MERRIOTT, HAROLD C. SMITH, and JERRY BENNETT, Business Representatives

The R. G. Fisher Company of Fresno has been awarded a contract for \$6,487,000 to build a new high school in Clovis. The new high school tentatively referred to as Clovis Western High School, will be built on 60 acres at Teague and Millbrook Avenues.

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

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

The King's River Conservation District has agreed to begin development of a \$30.5 million hydroelectric power plant at Pine Flat Dam and for the present it has dropped a controversial plan to build a dam at Roger's Crossing on the upper reaches of the King's River.

The action came recently when the Board of Directors voted to proceed with a feasibility study for the first two phases of a planned four-phase development study for the river's service area. The district would construct a power plant at Pine Flat Dam and an afterbay at Piedra, downstream, for regulation of water releases.

KRCD Manager Jeff Taylor told the Board he expects the study to be completed by June 1 and the district could then proceed with full-fledged plans to construct the two projects.

The other two phases planned for construction sometime in the future are a power generating facility on Dinkey Creek and raising Pine Flat Dam's height by 15 feet to provide for additional water storage. The power plant at Pine Flat would have a generating capacity of 165,000 kilowatts, enough to supply a town of about 150,000 at peak demand.

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

The afterbay at Piedra, with a capacity of 12,000 acre-feet, would cost \$8.99 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 to be made available to irrigation districts on demand.

The Dinkey Creek Project would use a dam with a capacity of 90,000 acre-feet and two tunnels over seven miles long to develop 89,000 kilowatts of power at a cost of \$62.3 million.

The S & O Corp. of San Francisco was awarded a contract of \$5,587,926 to construct a regional sewage treatment plant near El Portal. The second award went to Ernest Pastana, Inc. of Fountain Valley for a major sewer trunk line from the interior of the Valley to El Portal. The \$5,109,323 contract also calls for a sewage pumping station and other connections in the El Portal area. No dates for start of construction have been announced.

TALKING TO TECHS

MIKE WOMACK, Dir.
PAUL SCHISSLER
GENE MACHADO

The N.C.S.J.A.C. has established six specialty classifications under which Chiefs of Party may be certified and therefore eligible to be paid 30 cents per hour premium while working as Chief of Party in that specialty. The six specialties are: Land and Boundary Surveys, Light Construction Surveys, Heavy Construction Surveys, Hydrographic Surveys, Topographic Surveys and Agricultural Surveys.

A currently Certified Chief of Party will automatically be certified in all six specialties.

Journeymen who are currently enrolled in the upgrading program will be certified in all six specialties upon completion of the 8th period of training.

Journeymen who have worked 6,000 hours or more as Chief of Party may be certified in each specialty in which they have worked 1,000 hours. Verification forms are available at all California job placement centers and from the three Tech Engineer representatives.

Mike Womack

Engineer representatives.

NORTHERN CALIFORNIA SURVEYORS
JOINT APPRENTICESHIP COMMITTEE

EMPLOYER VERIFICATION OF CHIEF OF PARTY EXPERIENCE

The Northern California Surveyors Joint Apprenticeship Committee requests your cooperation in furnishing this information as one segment of its on-going program designed to upgrade the work force in the occupation of Field and Construction Surveying.

We appreciate your cooperation and participation.

Name of CHIEF OF PARTY _____
(Print or Type)
S. S. # _____

Number of hours employed as CHIEF OF PARTY before January 1, 1975: _____

LAND & BOUNDARY SURVEYS	HYDROGRAPHIC SURVEYS
LIGHT CONSTRUCTION SURVEYS	TOPOGRAPHIC SURVEYS
HEAVY CONSTRUCTION SURVEYS	AGRICULTURE SURVEYS

Employer's Firm Name _____
(Print or Type)

Employer's Address _____

Employer's Signature _____

Title _____ Date / /

Mail to: N. C. S. J. A. C. - 1446 Webster Street - Oakland - CA - 94612

Completed forms are to be mailed to the Tech Engineer Center, 1446 Webster Street, Oakland, California, 94612.

If previous employers are no longer in business, deceased, or refuse to cooperate, other means of proof will be considered on an individual basis by the N.C.S.J.A.C. In this case contact your Tech Engineer representative.

See the "Engineers News" Teaching Tech Column for information on training and upgrading opportunities.

Work In The City Still Good

By RALPH WILSON, District Representative and CHARLES SNYDER and HARVEY PAHEL, Business Representatives

The work in San Francisco has been very good for this time of the year and should get better in 1975 as there have been several pre-jobs held in the past month with the following contractors: Homer J. Olsen on the Sunset Tunnel reconstruction, in the amount of \$1 million; Christensen and Foster on 19th Ave., in excess of \$2 million, will start about February or March; Johnson-Sehlin & Geer Construction Co., Golden Gate Bridge Suspender Replacement, in the amount of \$4.6 million; De Narde Const. Co., on the Raphael Weill School, \$1,094,700; Pacific Company Eng., & Builders, at the Social Science Classroom and Laboratory Bldg., amount of \$6 million.

There are no big jobs in the western part of the city, although Paxton and Grosword will be starting a job at San Francisco State College in the amount of \$6 million. This job should start about February or March, with Chet Smith doing the demolition.

The work for the coming year looks very good in the San Francisco area. We would like to take this time to extend Seasons Greetings to some of the following retired members and their families: Jim Holmes, Herb Nefsted, Dale Garrison, Frank Fick, Fred Gerard, John Phillips, Fred Brauer, H. Sager, John Picone, Mike McCord, Tom Helean and Ernie Reed, who have been hospitalized over the holidays.

We would also like to extend our best wishes for a happy and prosperous New Years to all of the brothers working in District 01.

District 90 Busy Negotiating In 1974

By MIKE KRAYNICK,
District Representative,
TOM CARTER, Assistant
District Representative and
BOB FLECKENSTEIN, JACK
BULLARD, and NATE DAVID-
SON, Business Representatives.

It is very difficult — crystal ball and all — to forecast what type of year 1975 will be work-wise, construction-wise. Some items point to a good bit of new construction work but other indications such as high interest rates, green belt and ecology buffs, plus our fuel shortages, and the reduction of work in the electronic and auto industries here in the valley, causing a rise 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 Steel erectors agreements that were renegotiated in 1974 were the Equipment Dealers, Kaiser Permanente, Pringle Tractor Co., Printex, Warner Yates, Maggiora Brothers Drilling, Reliance Tool & Die, Edward Bacon Co., Easley Brassey, Gabilan Iron Co., J. & J. Steel Erectors, Raisch Equipment Co., Etc. and hope that by the time this is being read that Roy Alsop Drilling, Chapin & Clark, Dougherty Pump & Drilling, have been successfully negotiated and ratified.

As you can see, your business agents here in District 90 have been quite busy this year not only policing existing contracts but also very much involved negotiating new and renewals in 1974.

As we look into the new year's scene in this area there are several good prospects in the way of big jobs which will surely help our out-of-work list. It is our best wish to keep as many of our capable brothers working as possible.

San Felipe Project water cleared another hurdle when the Federal Bureau of Reclamation ruled that the Santa Clara Valley Water District has sufficient financial stability to contract for San Felipe Water without going to the voters for an increase in the property tax rate. This means, in effect, that as soon as the assorted environmental impact reports are filed, delivery contracts can be signed and work resumed on the Pacheco Pass Tunnel. Congress has appropriated money to begin construction and it is unlikely that the project once undertaken will be abandoned. Considering the technological difficulties that continue to bar volume use of recycled sewage water here, the Santa Clara Valley's best hope for averting long-range drought still rests with the San Felipe Project.

A related project is the planned expansion of the San Jose Sewage Treatment plant. The addition of the third stage treatment would bring the effluent renderings up to about 96 per cent pure. EPA and the State Water Resources Control Board gave "conceptual approval," meaning San Jose has cleared the first hurdle toward a \$60 million grant for the project. It also means nearly \$2 million in Federal and State grants to begin engineering work on plans and specifications. Let's hope it goes to bid in 1975.

The new G.E. Plant on South First Street being built by Carl Swenson is due to be completed the middle of the year. It will provide three acres of floor space on

two levels and will provide parking for 500 cars.

The last link of Highway 280 and 680 between McKee Road in San Jose and Landess Avenue in Milpitas is about completed. Another link in the Guadalupe Freeway to connect Interstate 280 and Highway 101 north of San Jose has been included in the California Highway Commission's 1975-76 budget. It will include ground preparation and the building of structures for interchanges between West St. John and West San Carlos Streets. The current budget allows \$2 million for it and next year's budget will have \$1.2 million. Other local projects in the budget will be replacement of defective pavement on Highway 17 between Camden Avenue in Campbell and the Alameda County line. Highway 101 south of Gilroy bypass will be rebuilt and resurfaced at a cost of \$985,000.

San Jose's no. 1 priority highway project, "blood alley" stretch of Highway 101 from Ford Road south to Morgan Hill, is not scheduled for completion until 1980. Soaring construction costs, up 60 per cent this year, are severely crimping an already tight budget, which means this project could be delayed for years. The completion of the IBM plant in Coyote will bring 2,000 more people to that stretch of highway.

Marriot Corporation has started the ground work for the hotel to be built by the Theme Park in Santa Clara. Speaking of the Theme Park, it's really coming along nicely out there and has provided many jobs for our brother engineers, plus many jobs for all the other crafts in the area not to mention the many subcontractors. This also opened up the Bowers Avenue off-ramp from Highway 101 to provide the park with a direct entrance from the freeway. This project ended a lot of long drawn-out meetings at the City Council, for a lot of people were protesting the new overcrossing. Construction of the new overcrossing provided us with more work too. Aadco Construction Co. is doing the dirt work and getting a lot of their import from another hotly-contested project, the Valco Park job, which was finally let after a lot of protest.

Most of our contracts are finally finishing up being negotiated. We just have one left in this area which will be done by the time you get this article and will allow the agents to get out and see you more.

We've been very fortunate with the weather so far this year and it has enabled the brothers to work a longer season which helps a lot, specially this time of the year.

All the shops in the area are going full bore at this time and don't expect any slow time. The material dealers are having a good year also, with little or no slack time. The year to come looks promising with some State work to be let in this area.

On December 17 the State held ceremonies for the opening of the last remaining section of Highway 680 through the east side of San Jose. This last three-mile section marks the completion of Highway 280-680 from San Francisco around the south end of the Bay Area and back through Walnut Creek to the Martinez Bridge.

Several pre-job conferences were held in the last month, the first of which was a \$19 million high school that is now under

way. This job is located between McKee Road and Maybury Road on the east side of town. At the present time Dickman Construction Co. has a large crew working on the preliminary work such as the underground and foundation work.

Another pre-job conference was held with Barnhart Construction Co. which was low bidder on two other high schools located in the southern area of San Jose. Each of these schools were about \$5 million and work has been started on both projects.

Nicholson and Brown Co. has started work on the Edenvale P. G. & E. sub-station on Santa Teresa Boulevard next to the IBM plant. This \$3 million plant is being built to accommodate the planned expansion of the IBM Plant.

In Monterey County we've kept you informed of Dale Holbrook's condition since his right leg amputation following a scraper accident. His left leg is now out of the cast, and not looking all that good, either. Bones aren't knitting too well yet. Courage, brother, from all of us!

Granite Construction Salinas caught a job in November far from the ordinary. Beet pulp at Spreckels Sugar plant caught fire on a Friday, three loaders worked round the clock four days to get the burning pulp outside the plant. The pulp is sweetened with molasses, fed to cattle.

"Rocky Rockwell" is back at work after two eye operations. Each eye had retinal attachments, Rocky says it's going very well. He's shifted for years for Granite Construction, Monterey branch, Santa Cruz branch, and others. He's one of the real old timers.

Paul Beck still has some work going in Castroville and other places. Granite Monterey really slow. Madonna Construction has grading and paving on housing development off Pine Canyon Road near King City.

M. L. Dubach is back on Highway 1 Castroville to Marina. There's four 627 scrapers with D-9 pusher, Floyd Ramey setting grade, 825 compactor, and two blades.

Les Ball came by to state he first worked with Ed Buttler Contractors, Inc. in 1939, 36 years ago, not 20 years ago, as previously reported.

As you read this, drilling agreements with Chapin & Clark, Roy Alsop, and Dougherty Pump & Drilling should be finalized. These are the last of a series of negotiations that have chewed up huge quantities of our time since April and May of 1974. It's the reason you haven't seen us as much as usual on the jobsites. Thank you for bearing with us during this long period.

Considering the weather conditions and the time of the year, the work picture in Santa Cruz County is quite good.

Merle Baldwin, Inc. of Watsonville picked up a contract to construct Ramsay Park restrooms addition in the amount of \$10,112. Bogard Construction Co. picked up a contract to build Mission Hill Jr. High School in the amount of \$1.4 million. Maggiora Brothers picked up a contract to drill a well at Altivo Avenue in the Soquel Creek County Water District in the amount of \$8,200. George Davis, Inc. has two large jobs in the area, the construction of the new Watsonville Library and two large warehouses on Lee

End Of 1974 Sees Many On Out-Of-Work List For Nevada

By DALE BEACH,
District Representative and
PAUL WISE, DAVE YOUNG and
RONALD RHODES,
Business Representatives

Well, brothers, Old St. Nick is here and we're sure that if most of you had a Christmas wish, the number one request would be that dear old Santa would bring a bag full of good jobs to the area. As most of you are well aware, we are in a tight job situation. This can be attributed to the national politicians who were just voted out of office. About the only hope we have now, as well as the rest of the country, is that the people recently voted in will pull us out of this almost disastrous state of affairs we are in. Well, enough of the bad news, let's look at a few of the jobs that are now in progress.

Byars Construction's sewer job on Mill Street will run through February. This will be a good winter job for a few of the more fortunate brothers.

You can spot Seaberry-Depauli on a number of small jobs in the area. This firm seems to always have something going as well as Harker and Harker who are in the same situation.

Hels Construction is still plugging along, but nothing like they have been in the past.

H. K. M. Corporation is still keeping a few engineers busy, some of whom will work right through the winter.

Gerhardt & Berry is still moving along with a few small jobs, and Nevada Paving seems to be picking up most of the small to medium sized jobs in the area.

Jumping over to the far Eastern part of the State, it seems that the environmentalists might be putting a slowdown on the \$20 million job at McGill. We can't figure out the Ely Airport job. The bids were let and then they turned around and pulled them back in. We will just have to wait and see what happens.

Jack Parsons Construction on I-80 project at Silver Zone has shut down their scraper crew as per the wishes of the State inspector, due to the heavy frost.

Sundt Construction should have the Ball mill completed at the Victoria Mine for Anaconda by the first of February.

Road in Watsonville for Statewide Surplus.

Granite Construction Co., Watsonville and Santa Cruz branches, are busy in a numerous amount of small jobs. The largest of them is Capitola Knolls and the Sewer Transmission line in Santa Cruz. Granite has had their problems on the sewer line. First it was backfill compaction, then an engineering problem on the flow line grade.

Bogard Construction Co. had a scare on December 12, when the foreman of L. B. Penhal, a demolition contractor from Southern California, was shot by a sniper, using a .38 caliber weapon. The UCSC police are investigating and at the present time nothing has been turned up as to the reason or the person involved. This has created a stoppage of the project because the workmen have refused to work.

The Rock, Sand & Gravel Industry is keeping fairly busy and as long as the construction in the field continues so will the production of building materials.

Max Riggs, on I-80 in Carlin Canyon, is trying to complete the truck haul before Christmas and has shut down the screening operation due to freezing weather.

J. C. Compton's job on I-80 at Brady Hot Springs is working full guns and will do so as long as the weather permits. J. C. Compton has Seaberry-Depauli and Gerhardt & Berry as sub-contractors.

Shamrock Engineering has returned to work at the Vassar Street Postoffice.

Nevada Aggregates has returned to work after the signing of a new three-year agreement which makes us very happy after five weeks of picketing.

We are now negotiating for a wage increase for the members employed by Liquid Air. We have had one meeting with the employer and hope to settle before the end of December.

Nevada Paving and Sierra Paving have been busy paving parking areas for the new industrial developments throughout the Reno-Sparks area.

Seaberry-Depauli has taken over Frontier General's work at both the Reno and Stead schools due to non-performance on the part of Frontier General.

Hunnicut & Camp Drilling Company, northwest of Fallon, are working 16 operators, three shifts, drilling for Chevron Oil Company.

Walker Boudwin Construction Co., on the Minnie Blair School at Fallon, will be complete in August 1975.

The unemployment situation that is affecting thousands of working people across the nation has not hit the mines yet, but if the economy keeps going down it will. The government has not done very much to help the gold mines. They are going to auction off two million ounces of the yellow stuff for private ownership, which, in turn, will drive the price of gold down. The announcement of the auction has already effected the price per ounce.

The copper industry isn't faring any better as the price of copper seems to be going down also. So, here in Nevada, where our two biggest employers are copper and gold mines, things don't look too good.

We understand from reports from the eastern part of the state that the other big copper producer, Kennecott, may be forced to close down because of environmental problems with their smelter. It seems the sulphur output from their plant is too high for government standards, and the cost is too high for the necessary equipment to clean it up.

Anaconda's Victoria Mine property located about 70 miles north of the Kennecott operations, is anticipating the opening of their new copper processing plant sometime in December or the first part of January, depending on how fast the construction is completed. They have most of the larger buildings erected that will house their crusher and milling operations so most of the men won't have to brave the elements. We all hope the operation is environmentally clean so the E.P.A. won't have to shut them down at the peak of their operations after a lot of members become dependent on the plant for their living.

1975 Outlook Good In Oakland Area

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

Central Contra Costa County's usual winter personality conflict is under way. Conflict! If you're in good dirt or bad dirt, or what the hell kind of mud do you call this? Personality! Has the contractor got the guts to gamble and go for it, or who the hell wrote this weather report, and where in hell am I on that list?

Well anyway, Independent is coming right along on the Rudgear Road job, looks like they have a few weeks here yet. Gallagher & Burk just might finish

most of the dirt on the Bishop Ranch Road & Canal job. They're having a little hassle with the land owner on about a mile of road that will tie into Alcosta Boulevard. Bay Cities is cleaning up the creek job at Danville, also finishing off the pumping station for Caputo in Walnut Creek. 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 fellas. The various mayors, city councilmen, etc. gave their pitches. All but Livermore were in favor. The ecologists stated that the Bluebelly lizards' lungs weren't big enough to handle the increased air pollution. A few Radiation Laboratory eggheads came on against the project.

Our Business Manager Dale Marr was called to say a few words. Dale had much more than a few words to say, and when Dale finished there was no doubt left that 580 was a go. At a meeting later the county board voted 4 to 1 in favor of 580. This is the way it's done fellas, when Local 3 hands turn out, we're going to make people listen.

All the East Bay Equipment dealers have now negotiated and signed their new agreements and the brothers are receiving substantial wage and fringe increases. The workload has slowed only slightly for this time of year and most of the shops are working full crews. Brothers, let's start the new year with a resolution—to attend your district meetings and participate in your union.

The rock plants have been hold-

ing on even with inclement weather.

Some of the plants have now cut off the second shift, but from all the reports from the brothers, it has been a good work year. Now to get into the major repair; some of the aggregate plants are replacing some worn out equipment and are hoping for a record year for 1975.

Passco Steel Company and American Forge have not set any new records for products manufactured, but it has been a good work year in the most part. However, we have reached a time for some major repairs in both the Mill and Forge.

It might be worth mentioning that if you are affected by the slow production period in the Forge, you may want to check the office in Oakland about going to Rancho Murieta to upgrade your skills. In the heavy work season we need graders and blade operators and other classifications. However, if your plans are to stay with the Steel Mill or Forge, support your union by reporting your problems to your steward or business agent.

The work picture in Eastern Contra Costa is looking very good at this writing. We have several good big jobs going plus a lot of small ones. G. F. Atkinson's job on Highway 4 is hauling the dirt like it's going out of style. Keep up the good work fellows.

American Bridge in Antioch is building foundations for pumping stations to be used on the Alaskan Pipeline Project. On Nov. 24 and 25, 1974 the barge was being loaded with five foundations weighing an average of 160 tons each. The men worked around the clock for two days running two shifts to get the barge loaded and on its way. The barge was costing Shaughnessy and Company Inc. out of Auburn, Washington \$4,500 per day for every day it was tied to the docks, so overtime was no worry to them. The barge hit port at 7:30 p.m. Saturday evening and pulled out around 5:00 p.m. the following Monday evening, about 46 hours of work in two days to load, weld down everything, and get the giant barge underway. The barge was 230 feet long, 80 feet wide, and 20 feet deep. We had to pump the barge full of water first of all. We had five 6" pumps running to sink it. Then they started loading the foundations. As they loaded they pumped water out of the barge—some operation.

The work is being done on property leased from H. F. Lauritzen Construction Company on Big Break Road in Antioch. The foundations go to Tacoma, Washington to be further assembled, then shipped on to Prudhoe Bay on the Northern Slope of Alaska for Arco. The steel foundations will support equipment to separate natural gas from oil prior to sending oil through the 800-mile-long Alaskan Pipeline. The jacks that hoist the big foundations up so they can roll them to the barge and load cost \$400,000 each and they used two sets.

The brothers who worked on the project building and loading them are: Ray Helmick, crane operator; Carl Johnson, oiler; Pat Campbell, Johnny Jarvis, Leonard Smith, Harold Morrow, and Jess Rains manning welding machines, pumps and boom trucks.

The upcoming year looks great in Southern Alameda County.

I-580 has finally gotten the go

ahead. This is going to be an eight-lane, with 80-foot median freeway scheduled for five to seven years work.

The first phase will be the Dublin side where there will be an extra lane westbound for trucks to climb the hill.

The State has approved \$992,000 for a parking lot in Dublin, to be used for a bus feeder system to BART in Hayward.

As of Dec. 13, 1974, U.C.S.D. has been ordered to build their sewage treatment facility to an eight million gallon a day capacity. This will be a big help in itself, but should also help the housing to get started again.

There is also another contract to be let at Del Valle Dam in Livermore that should last all summer for a few of the brothers.

The Fremont, Newark, Union City areas remain slow with the work going on consisting of three-to-seven man crews.

We have held a pre-negotiation meeting with employees of Pacific Pipe Company in Oakland.

This agreement expires Feb. 1, 1975 and we hope to be able to win significant improvements for these brothers.

The Contra Costa County Planning Commission has rejected a proposed moratorium on building in the San Ramon Valley. This would have stopped all building in this growth area of the county pending a general plan review.

At the same meeting a proposed scope density ordinance was continued to April 29, 1975. This ordinance as drafted by the county planning staff would have effectively put an end to all grading in the county. A committee is being formed to draft a new ordinance and it appears likely at this time that Local 3 will be represented on this committee.

The Alameda County Board of Supervisors is still holding hearings on the proposed Las Positas new town north of Livermore. This would be a new community of approximately 40,000 people on 4,000 acres.

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

Work is seasonally slow at the golf courses, and the general economic slowdown is taking its toll on some of the shops.

Well we've done another. Whew!, seems like this one really flew. All in all in this area it was a good one for the engineers. The two major dirt jobs have been finished. Duffel's in El Sobrante just about completed, but shut down for the winter. This was a good job for the engineers with quite a bit of overtime during the summer. Duffel, like most other real estate developers had a hard time getting money and ran into real trouble on his fringe benefit payments. However, his big loan from the government came through and as of now he is squared up and the brothers are able to get their vacation monies from the Trust Fund.

Lloyd Rodoni has finished his big dirt job on Hilltop in Richmond. Looks real good. This was another good job with lots of overtime worked. Those engineers who had to cope with some of the worn out, "patched up" iron on this job will be glad to know all of Rodoni's equipment is being "major"ed by a competent crew of mechanics and welders right there on Hilltop in the field.

New Section Of Interstate 5 To Open

By CLEM A. HOOVER, District Representative, TOM ECK, Assistant District Representative and AL DALTON, AL SWAN, BILL BEST, BILL MARSHALL, Business Representatives

A new section of Interstate 5 will open in early January from Broadway to Meadowview Road in South Sacramento. This will actually do little to help move the through traffic going south from the Capital 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 \$15 million contract at the University of California at Davis for a Medical Science Building.

Nielson-Nickels Co. was awarded a \$9 million contract for construction of a waste-water treatment facility for the City of Roseville. Pre-jobs have not been held at this writing but are scheduled in the near future.

Wisner & Becker will be starting their job at the Port of Sacramento on the modules for British Petroleum oil company drill-

ing on the North Slope in Alaska. This will be a unique job because of the time element involved in getting the barges to the port to unload at a time when they can get into the port. Hopefully, there will be more of these contracts coming to this area from the North Slope project.

Work has slowed down considerably since our last writing. As it is every year, old man winter is up to his usual dirty deeds. We are fortunate in one respect—he waited a little longer than usual this year.

We didn't have nearly as good a work season this year as we would all have liked to have, but we did manage to keep a good number of brothers working. We have had a few good-sized jobs going on throughout the year.

Mastelotto Enterprises got pretty far along on their Highway 65 job above Lincoln. They still have quite a bit more to do next year.

Ernest Pestana Construction got a fair start on their \$6.1 million pipeline job on San Juan Road off I-880 out by the International Airport.

Most of the contracts let on the San Juan Suburban Water District job have been completed, or in their final stages. Mission Pipeline still has some pipe to lay and connections to make.

Most of the shops are slow, but still working. I-R Equipment in North Sacramento manages to keep a crew fairly busy. Bacon-

Western is moving along smoothly with no lay-offs at this writing. Levin Metals, formerly Associated Metals keeps about five of our brothers working on a year-round basis. Murphy Scale Co. employs around 34 brothers on a 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 increasing rapidly. We would like to remind all of the brothers who are on the out-of-work list to be sure and keep your re-registrations current so that no one will lose their place on the list. Remember, between the 76th and 84th day from the day you registered last is the time to re-register to stay current.

Campbell Construction Company is progressing with their job in Davis and is hoping to be far enough off the ground when the rains start continually so that the work can continue throughout the winter. The shops in west Sacramento area are still going full force and hoping there won't be an increase in layoffs.

Valley Crane is keeping a few brothers busy traveling from one end of the state to the other doing small jobs. Brother Vurel Thomas says the work looks real good for the next year.

The El Dorado Irrigation District (E.I.D.) will build water storage reservoirs in the Cameron Park and Pollock Pines areas with part of the \$8 million it will ask district voters to approve next year.

E.I.D. Board of Directors President Eugene Larsen explained that the new facilities would be at Union Hill in the Pollock Pines area and at either the Pine Hill or Marks Reservoir site in Cameron Park, Shingle Springs area.

He said the new storage facilities will aid in satisfying the water demands during peak periods as projected for growth in the service areas. E.I.D. announced it would ask voters to approve an additional \$8 million Bureau of Reclamation loan to be added to the existing \$10 million loan approved two years ago by voters.

At the reading of this article, Christmas and New Year's Day will all be behind us for another year. We sincerely hope that each and every brother and the members of their families had a wonderful Holiday Season and that everyone is well and in good health... so we can all do it again next year.



SACRAMENTO District Representative Clem Hoover (center) and Business Representative Wilbur Marshall (left) receive a plaque in appreciation of cooperation in the solving of labor problems on the Rancho Seco project. The plaque was presented by Jack Packard, project manager for Bechtel Corporation.

Obituaries

Business Manager Dale Marr and the Officers of Local Union No. 3 offer their sympathy and condolence to the families and friends of the following deceased:

Anderson, Vernon (Mary, Wife)	11-29-74
Rt. 3, Park Rapids, Minn.	
Antrobus, Charles (Mildred, Wife)	12-4-74
1321 "H" St., Marysville, Ca.	
Beckman, Clarence (Betty Eakin, Friend)	12-7-74
3325-23rd St., San Francisco, Ca.	
Bertelsen, Lave (Nellie, Wife)	11-17-74
1119 So. 4th East, Springville, Utah	
DeSpain, W. A. (Veta, Wife)	11-14-74
2301 Vicky Springs Rd., Ukiah, Ca.	
Dickie, Virgil (Melanie, Wife)	12-5-74
2179 Shoshone Ave., Chico, Ca.	
Everson, Hilton (Dorothy, Wife)	11-28-74
749 College Dr., San Jose, Ca.	
Farmer, Kevin (Clyde Farmer, Father)	11-24-74
3420 "H" St., Eureka, Ca.	
Franco, Norman	11-26-74
265 Norris Ave., Crescent City, Ca.	
Geddes, Glenn (Beryl, Wife)	11-21-74
Rt. 1, Box 198 C, Brentwood, Ca.	
Goins, Ralph (Diane, Wife)	11-27-74
111 D Sherman Way, Evanston, Wyoming	
Harris, Eugene (Marva, Wife)	11-27-74
Box 165, Fernley, Nevada	
Latimer, James	12-5-74
Box 186, Holt, Ca.	
McCormick, Edward	12-3-74
RFD No. 1, Box 2, No. 6, Pleasant, Grove, Utah	
Matsumoto, Soichi (Violet, Wife)	11-3-74
Box 1697, Hilo, Hawaii	
Miyashiro, Wallace	11-15-74
2226-A Citron St., Honolulu, Hawaii	
Perry, Antone (Antone Jr., Son)	12-3-74
Box 35, Lawai, Kauai, Hawaii	
Sargent, Orville (Evelyn, Wife)	11-12-74
1299 Old Alturas, Redding, Ca.	
Strain, Everett (Gladys, Wife)	12-3-74
191-117 E. El Camino, Mountain View, Ca.	
Vandenburg, Art (Edith, Wife)	11-22-74
1030 Jasmine Ave., El Sobrante, Ca.	

DECEASED DEPENDENTS

December, 1974

Dommer, Alta—Deceased December 3, 1974
Deceased Wife of Otto Dommer
Franco, Pearl—Deceased November 26, 1974
Deceased Wife of above member Norman Franco
Nielsen, Florence—Deceased July 11, 1974
Deceased Wife of Einar Nielsen

More Negotiations...

(Continued from Page 4)

wage rates will increase proportionately with the cost of living."

Wages were not the only part of the economic package which increased greatly in 1974. Again looking towards the future Local 3 negotiators won large increases in fringe benefits contributions, especially in contributions to pension. In the Northern California Master Construction Agreement pension increases of 43 cents for the first year were negotiated. For the Master Agreement for Northern Nevada increases totaling 45 cents were negotiated. These two contracts are fairly representative of the type of increases negotiated towards pension. The result is that at the present time 55 per cent of the membership is at a pension contribution rate of \$1.48 per hour.

While not unprecedented, the reason for the large increases negotiated in pension does merit mention. Beginning in May of 1974 a new emphasis was placed on union democracy with the mailing of a survey card to determine members' preferences prior to negotiations. At that time members indicated a slight preference for pension over other fringes.

In terms of language changes won at the bargaining table great advances were made in many areas. Two of the most important of these were job stewards and safety.

Many contracts under which operating engineers had worked had never had comprehensive sections dealing with these two areas. In 1974, however, these

sections were negotiated into over 300 contracts which had never had them before.

Included in the job stewards language are guarantees of the right of the union to appoint job stewards and the right of these job stewards to perform their duties. Also of major importance is the section dealing with reduction in force. This section stipulates that the job steward shall be the last chosen for a reduction in force, providing that his abilities are equal to those of the other employees.

Strong language dealing with safety was, surprisingly, new to many agreements in 1974. Of major importance in new safety language were provisions which state that no employee shall be required to work on, with, or about an unsafe piece of equipment or under an unsafe condition if the equipment or condition is determined to be unsafe by a representative of the Division of Industrial Safety or of a Federal awarding agency. Also highly important is a provision saying that no employee may be discharged for refusal to work under an unsafe condition or on an unsafe piece of equipment.

Of course these are only some of the highlights of those things won at the bargaining table in 1974. There were many other notable achievements, in job placement regulations and other areas. All of these achievements, both large and small, went to make 1974 one of the most successful years in the history of Operating Engineers Local Union No. 3.

1974 Sees Much Production In Utah

By TOM BILLS, District Representative and WAYNE LASSITER, LAKE AUSTIN, REX DAUGHERTY, WILLIAM MARKUS AND DON STRATE, Business Representatives

The year 1974 has been a fruitful year for the plants, shops and mines under the jurisdiction of Operating Engineers Local No. 3 in the state of Utah. Members have received substantial increases in wages, fringe benefits and working conditions, having been negotiated for the Kennecott Copper Corp., Rio Algom and Utah International Inc. mines.

It is regretful that the brothers at Utah International Inc. in Cedar City, Utah, had to sustain a 42-day strike before obtaining some badly-needed restrictive contract language as well as substantial increases in wages, health and welfare, pension, holidays, etc. These things would not have become a reality if the good brothers at Utah International had not given their Local No. 3 negotiation committee complete and total support during that strike and the ensuing negotiations.

This is the kind of unified effort that has made unionism what it is today, and we wish to express our sincere appreciation and thanks for that support.

A new three-year agreement was recently settled after two weeks of negotiations with Wheeler Machinery Company, a local Salt Lake City caterpillar dealer. Due to the efforts of two very capable job stewards, Brothers Ralph Smith and Andrew Lundin, we were successful in increasing our membership at Wheeler Machinery Co. by 51 per cent (67 members) during the 45 days prior to those negotiations. We are sure the increased membership had a definite bearing on the outcome of the negotiations.

Brothers Smith and Lundin are two of our newest job stewards in District No. 12. Both were appointed during the last six months. These two stewards are a credit to new job stewards throughout Local No. 3. We applaud their efforts and achievements.

The recent settlement at Wheeler Machinery Co. includes increases of 11 percent in wages the first year, 3 per cent the second and third year plus a C.O.L.A. of .03, increased pension benefits and an in-plant apprenticeship training program with wages starting at \$3 per hour with a \$.25 per hour increase after 30 days and \$.25 per hour at the end of each three months thereafter until completion of the training, and the following increased insurance benefits:

Hospital room rate increased from \$30 to \$50 per day. Maximum days increased from 30 to 70. Maternity benefits increased from \$300 to \$600. Surgery benefits increased from \$480 to \$600. Incidental expenses increased from \$450 to \$1,000. Major Medical Limit increased from \$10,000 to \$250,000. X-Ray and Laboratory benefits increased from \$50 to \$100. In-Hospital Doctor call allowance increased from \$4 to \$6.

Effective January 1, 1976, the Employer will provide a dental care plan paying eighty per cent of basic dental service and sixty per cent of prosthetic service.

Due to the fantastic fall weather we have had this year, work in Southern Utah moved into December at a good steady pace.

Two new road jobs were let on

November 26th. H. E. Lowdermilk Company was low bidder on the Highway 95 job at Fry Canyon, 24 miles of grade with no asphalt. The engineer's estimate was \$2,375,000 and Lowdermilk picked it up at \$2,178,000. They hope to move in on the job as soon as possible.

W. W. Clyde Company was awarded the job on Highway 91 from Holden through Fillmore. Asphalt is not included in the bid. The engineer's estimate was \$4,923,000, and W. W. Clyde was low bidder at \$4,382,000. This job will add another ten miles of badly-needed freeway in this area.

W. W. Clyde's stripping job for Brush Willman at Topaz Mountain is progressing well with close to one-third of the overburden moved with 50 hands working a two-shift operation.

Industrial Construction is purling along very well on their jobs at Scipio and Beaver. The scraper spread is making progress at Scipio with about 35 hands working a one-shift operation.

There is a great deal of rock to be moved on the Beaver job and with the weather in their favor, a lot of it is being moved. About 15 engineers are working on this job.

Stearns-Roger Corporation is doing the engineering on the Castle Dale sewer plant. This job will probably get started soon after the first of the year. From all reports, the plant will consist of two units.

Geneva Rock Products has been awarded the contract to supply the concrete on the Castle Dale job and Jelco will probably be the prime contractor. The sub-contract for the site preparation hasn't been decided at this time.

L. A. Young's job at Salina Canyon has about a dozen operators left with guard rail and cleanup to be finished.

Cox Construction Company's job at Mona is close to completion with just cleanup to do. A large percentage of the crew should be moving to Gunnison on Cox's sewer job. There are also ponds to be built at the disposal plant.

Work in the Provo area and in Uintah Basin is still continuing at this time with more brother engineers working later into the season than usual. The weather is very cold but the recent storms have not brought enough moisture to stop the work for long.

S. J. Groves Construction is working a two-shift operation on the Currant Creek dam in an effort to get as much dirt moved as possible before the snow drives them out. This job is providing work for a large number of operating engineers. The employer expects to make the major push next season to complete this project.

Thorn Construction of Provo has a small road job near Roosevelt, however, this job will probably shut down until next spring.

Thorn Rock Products is still working small crews near Provo. Some of the work being done now will be down during the worst part of the winter.

American Bridge at the Geneva Plant has recently reduced the crew size but are planning to get started on the expansion work yet this season. However, with the coal strike affecting production, everything seems to be unsettled. The same is true with Heckett Engineering working at the Geneva Plant. Some of the work has been cut back at the mill but the

brothers working for Heckett are still on a two-shift operation hoping to keep the full crews to get some stockpiles ahead of the work demand.

Western Pipe Coaters are down to three operators. There seems to be enough to keep these brothers on the payroll for now and it looks like next season will be a busy one for this employer.

We were able to get a new agreement with United States Pipe plant at Pleasant Grove. Vice-President Bob Mayfield, and District Representative Tom Bills met with the employers in San Francisco. After the smoke cleared, the agreement made for the brothers working now and for the increased crew size next season was very acceptable. If things go as planned there will be some extra hours on the checks next year.

Geneva Rock is still crushing material and the plans are to get as much done this winter as possible. This employer set another plant in Provo Canyon to provide a stockpile at that location. The new shop at Orem is starting to take shape and will be a big improvement over the old one.

Stauffer Chemical at the Vernal mine is increasing the crew size and the talk about expansion seems to be serious. If a plant is erected, it will be a major investment by this employer and the demand for the product is getting greater.

J. B. Parsons job at 6400 South on Interstate I-215, has approximately 40 engineers working and they can expect to work another two months. Most of the grade and surcharge is completed. Numerous problems have plagued this contractor from the beginning of the job, i.e., right-of-way, noise and a swamp area. Gale Edwards, a heavy duty repairman, is the job steward. Bob Phillips is project manager.

Peter Keiuit & Sons has an adjoining strip of I-215 which is mostly a truck job as 90 per cent of the fill is borrow. They expect to shut down until spring by the middle of December.

Gibbons & Reed Company is all but finished with their section of I-215, probably another three weeks.

The underground mining division of Peter Keiuit & Sons were low bidders on the shaft and tunnels for Anaconda. The project is located on the Tooele side of the Oquirrah Mountains, west of Kennecott. At present they have a \$7 million contract and expect more work in the future.

Weyer Construction Co. has a \$2 million contract on the compressor house and hoist building, including the collars.

Bechtel Corporation is doing a feasibility study for a concentrator and crushing mill at the site which, if built, will run into the millions. We hope that won't be too far in the offing.

Kellogg Inc. has "topped out" on the big chimney at Kennecott, 1,210 feet in less than five months. They are now stripping out and will line the entire chimney with fibre glass. Sections of the liner will be pre-fabbed in eight- to 10-ton sections and hoisted into position by jack climbing cable.

James Reed Construction Company at Logan is near completion of the four-mile county highway and will be moving to Milford after the first of the year.

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 without a lost time accident, 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 to and from work, performing our tasks on the job, during recreation periods and, especially important, our activities in and around the place we live. How many of us, using these guidelines, can claim "total uninvolvedness?"

I know that 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, you drove your car to and from work, play, business, shopping and who knows where else. You performed all kinds of tasks on the job, at home, hunting and fishing, playing, traveling (including walking down the street) and just plain everyday living. Just think of all the motions you went through to accomplish all of those things and you still were unscratched? Absolutely amazing!

I'd like to dwell on this situation a moment. For those of us who came through 1974 unscratched, it didn't just happen "out of the blue." None of us just plain "lucked out." No, it didn't happen this way. My opinion of what really happened was that we all spent a certain amount of time THINKING and WATCHING what we were doing. We followed orders, read the directions, followed safe practices, kept our minds on what we were doing, watched out for the other person, observed everything possible happening around us within sight or hearing. We maintained our job, piece of equipment, automobile, motorcycle, plane, boat, and our home in good repair. We just plain didn't take any chances, OR TAKE ANYTHING FOR GRANTED. All of us had a certain amount of previous experience in what we were doing and used a lot of common sense whenever experience wore thin. This is about the way it happened, wouldn't you agree?

To those of you who qualify, I'd like to extend a HEARTY CONGRATULATIONS!!

For those of you who didn't make the "unscratched column" I would like to extend my condolences. We who emerged uninjured can be especially thankful that we "took the time to be safe" after seeing the expressions of anguish of families, neighbors, friends and co-workers of those who were injured.

Your Safety Department has worked diligently to make your place of employment a safer place in which to work. The single most time-consuming item during 1974, our first year of full-time operation, was the elimination of jobsite hazards, especially those situations labeled "imminent danger situations" where someone is in immediate danger of being injured or killed.

I personally want all of you to join me in commending our safety representatives for performing such an outstanding job in locating and helping correct these situations. Jack Short, working out of Sacramento and covering half of Northern California; Sam Coburn, working out of Modesto and covering the other half of Northern California; Lenny Fagg, covering Nevada; Vance Abbot, covering Utah; Jim Roland, covering Hawaii and Guam all did an excellent job and it was my pleasure to work with them in 1974.

So that we can more fully understand what has been happening to some of our members I have listed below a few of the many accidents which took place in 1974. Perhaps we can learn a lesson from them.

An engineer suffocated after he climbed into a batch plant hopper bin to loosen the sand with a piece of pipe. He was buried when the sand gave way and he fell into the cone area.

An engineer was assisting in unloading disassembled crane parts including a boom from a delivery truck. He was standing beside the truck as a framework was about to be unloaded from the other side. The fork lift blade nudged a welded-on piece of steel which projected from the boom, causing the boom to slide off the truck and strike the employee. The engineer received compound fractures of both bones in his right forearm and a crushing injury to his left leg causing his foot to be amputated.

An engineer received a crushed foot and extensive bruises to his foot and ankle when he used a bar to try to loosen a large rock stuck in the jaws of a primary crusher. The bar slipped and the rock spun around pinning his leg between the rock and the stationary jaw.

An engineer received a one-inch puncture in his thigh when he walked into a piece of reinforcing iron that was sticking out further than the rest of the stack of iron.

Dust entered an engineer's left eye while loading material into a crusher. The engineer was not wearing safety goggles.

While repairing a pipe driving hammer, an operator fractured the bone on the tip of his left thumb when it was caught between the hammer and the frame.

An operator received a strain of his lower back muscles from the weight of the door as he was closing hatches.

A roller overturned when the operator rolled too close to the edge and the bank gave way. Luckily, he wasn't injured.

While pulling wire rope to disengage the hammer piece of a two-ton follower an operator was thrown 15 feet into debris and fractured his right ankle.

A spliced cable eye came apart while bringing a load of material up from the bottom of a shaft, causing a mucking machine to roll uncontrollably for about 200 feet to the bottom of the shaft. Injuries: none.

An operator's left arm was crushed when he was guiding a loader used as a crane to dismount an electric motor from a portable crusher and the motor swayed, pinning his arm against angle iron of equipment.

See MORE SAFETY IN MIND, Column 4

Loader Hit By Dirt Slide

By JACK SHORT, Safety Representative

Without a doubt, the luckiest man in Willow Creek these days is Charlie Jurin. While operating a front-end loader for Tonkin Construction Company at the site of the highway improvement four miles north of Hoopa, Charlie and his rig were swept off the highway when the existing slope above him broke loose and carried him and the machine down the slope below, towards the Trinity River Landing on the highway and entrance to the old Copper Bluff Mine.

While working the loader, Charlie was busy cleaning the road surface of dirt and rocks preparatory to letting waiting traffic through when a portion of the slope nearly 200 feet long and 100 feet high came thundering down. The dozer working with him had only seconds before it backed clear of the slide. So great was the fall of rock that it tore a wheel completely off the machine. The wheel was found under the slide on the highway several days later in the process of clearing the road. The loader, with Charlie in it, was carried 300 feet down the slope below the highway, stopping half-buried, about 120 feet above the river.

John Sears, apprentice engineer and Larry Eaton, loader operator, immediately plunged off the highway into the slide to rescue Charlie. Although battered and bruised, Charlie made it up to the highway with their help and then collapsed. Charlie suffered only severe bruises and abrasions with some shock from his wild ride. He says he remembers nothing after the slide hit—neither the ride down or the climb out. Without the rollover canopy or the seat belt, it is very doubtful that the outcome would have been the same.

Expansion of Paper Mill Moving Well In Redding

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

Wright, Schuchart and Harbor are moving along quite well on their Simpson-Lee Paper Mill expansion. The total \$22 million project is expected to employ between 10 and 15 operating engineers for the next three years. Norman Yokum is serving as job steward on the project and Jim Lambert is safety committeeman. Norman was dispatched to the company early in the season and is now operating a centermount. Jim Lambert was dispatched also early in the season with the survey crew.

Wright, Schuchart and Harbor's contract consists of erecting a building to house the new paper digester which was dismantled at the Everett, Washington plant and is being renovated for the Anderson plant. Brothers Dale Bryant and Whitey Bristol are manning the crane that is presently setting the steel for the nine-story structure. The company is expected to work through the winter even during inclement weather.

Ladd Construction Company is working right through the winter on their Highway 36 project at Forest Glen. Brother Bobby Blair is pushing the project for Ladd. Bobby has been recovering from a case of hepatitis that he contracted earlier in the year.

Stewards' NEWS

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.

With the economic hardships of 1974, there were some bright spots for us within the union. Under the direction of our business manager, Dale Marr, we negotiated a good contract that will carry us through the next three years. Labor's vote provided some long-range construction projects and job opportunities such as the New Melones and Warm Springs Dam.

Our own program has been expanded and strengthened through the efforts of many people including the former director, Bob Skidgel—people who know from personal experience how important it is to build a strong job steward program. Many of the suggestions for the direction of the program came from you and they've been the guidelines we've followed for the topic of the meetings, the newspaper articles and the program in general.

I think one of the most important accomplishments of the Steward Program has been the new surge of cooperation between the business agents, stewards, membership and officers of the union. We've opened new lines of communication which often get overlooked when a union grows as much and as quickly as ours has grown.

In the coming year I hope we see even more activity and participation. There will be a new monthly newsletter, starting in January, and the area meetings will continue with information on pension, job placement centers, apprenticeship program, history of collective bargaining, social security benefits and disability insurance. We would also appreciate your comments on the program as it is now and any further suggestions you have for things we need to add.

I personally feel an obligation to make this the best job steward program the union has ever had. I'm prepared for the work that needs to be done in this next year to make it the best and looking forward to working with all of you personally.

JOB STEWARDS ACTIVATED

Week Ending November 29, 1974			Week Ending December 13, 1974		
Dist	Name	Agent	Dist	Name	Agent
60	LeRoy Hensley	R. Criddle	50	George Tate	A. Boyd
60	Diane L. Hess	R. Criddle	50	Robert E. Ratliff	A. Boyd
60	James Moore	R. Criddle	50	Marvin Ostrander	A. Boyd
60	William Salsbury	J. Smith	50	Joseph LaRiviere	A. Boyd
60	Walter J. White	G. Halstead	50	Frank Dake	A. Boyd
			50	Jerry D. Ames	A. Boyd
			50	Mariene Frank	L. Rudder
Week Ending December 6, 1974					
Dist	Name	Agent	Dist	Name	Agent
20	Floyd J. Bockover	H. Munroe	01	Donato A. Camarra	H. Pahel
20	Gary Downer	K. Allen	02	Robert Rowan	P. Schissler
20	Rubin Garcia	B. Marr	11	Mike Franchi	D. Young
20	Maynard Haugh	H. Munroe	11	Richard H. Snyder	D. Young
20	Lloyd Palmer	W. Dorrestyn	20	Joseph L. Matteucci	P. Schissler
20	Richard W. Quarry	P. Schissler	31	Meivin Williams	J. Victor
20	Ronald C. Greenwell	P. Schissler	60	Walter C. Wood	R. Criddle
20	Brad Derk	P. Schissler	60	Patrick G. McKenzie	R. Criddle
50	Fred Von Reuden	A. Boyd	90	Orin G. Stuart	N. Davidson

JOB STEWARDS INACTIVATED

Week Ending November 29, 1974			Week Ending December 13, 1974		
Dist	Name	Agent	Dist	Name	Agent
02	Arden E. Watkins	W. Sprinkle	17	Eddie Ah Hee	V. Wessel
10	John Chastain	S. McNulty	20	Tom Catling	H. Munroe
12	Joe Baker	D. Strate	20	Pete Ceasari	W. Dorrestyn
12	Roger Millett	L. Austin	20	Charles Center	W. Dorrestyn
12	Vernal Ruesch	L. Austin	20	Mike Darrough	W. Dorrestyn
12	Leon Wall	L. Austin	20	George Kiefer	W. Dorrestyn
30	Robert A. Slater	J. Victor	20	Woodrow Schmidt	H. Munroe
Week Ending December 6, 1974					
Dist	Name	Agent	Dist	Name	Agent
17	Sadao Tachibana	V. Wessel	10	Bert Ohlhausen	W. Parker
17	Reynold Matsukawa	W. Lean	20	Floyd Lane	C. Ivie
17	Harry Hillen	W. Brown			

More Safety In Mind...

(Continued from Column 2)

An operator had started the motor on a paving machine when he slipped and fell backwards pulling the tendons in his right knee.

A truck crane oiler backed over an embankment on a narrow haul road when he was backing up without a flagman. His only injury in this case was a dislocated left elbow.

The employee was on top of a crane for breakdown and transport. The gantry was being lowered when it collapsed, causing the support leg to bounce up and knock the engineer off and crushing his heel.

An operator tripped and fell against a hand rail and broke his jaw.

An operator strained his back when he was pulling on the drum cables of a crane.

A boom section was being lifted by an overhead crane when the sling slipped causing the boom to fall on an operator's foot, consequently, he lost one toe and a piece of another and crushed the instep of his foot.

As for the imminent danger, hazardous job site conditions that have been corrected through the efforts of the Safety Department, there is just no way of evaluating the all-around savings to our members and their families.

And so for the year 1975, our thoughts should be "take time to be safe."

Best wishes for a Happy and Safe New Year.

Think safety—work and play safely.

Normal rainfall in the Forest Glen area is approximately 40 inches per year. This year, to date, they have received about 4 inches. If the rain continues to hold off, the company hopes to work through the winter on this project.

A planned 17-mile freeway segment of Route 99 south of Red Bluff to Vina in Tehama County

may be dropped. The California Highway Commission gave notice it will consider rescinding the 1960 adoption of the route and selling \$200,000 worth of property purchased for right-of-way.

"Consideration should be given to scrapping the route because the severe tightening of the highway budget and inflation have ruled

See MORE REDDING, Page 15

Personal Notes

FRESNO

We wish a speedy recovery to Brothers Bill Morgan, Mike Phillips, Jim Beeman and Richard "Fuz" Muradanes who have either been ill or hospitalized recently.

Our deepest sympathies to the family and friends of Brother Jesse Shepherd who recently passed away.

STOCKTON

Brothers John Simmons, Elbert Barker, Emery Irving, Ken Holland and William Siever were either hospitalized or under a doctor's care this past month. A speedy recovery is wished for all.

Our deepest sympathies are extended to the families and friends of departed Brothers Ernest Sooter and Glen Geddes.

SACRAMENTO

Our deepest sympathies are extended to the families and friends of Brothers Don Coykendall, Morley T. Wing, Vern Newton and Frank Hood upon the loss of their loved ones. We would also like to extend our condolences to Brother Henry E. Stephan upon the loss of his wife, Caroline.

EUREKA

We extend our sympathy to Mr. and Mrs. Clyde Farmer on the passing of their son, Kevin Martin Farmer who was an Operating Engineer Local No. 3 apprentice. He passed away Nov. 24, 1974.

We also extend our sympathy to the family of Norman Franco and his wife who passed away on November 26, 1973.

SAN JOSE

We would like to extend our condolences to the families of the following deceased members: Hilton Everson, Robert Payne, Tommy Moniz, and Everett Strain.

Our most sincere appreciation to Douglas L. Williams for his blood donation.

SAN RAFAEL

We wish to thank those who remembered us with holiday greetings. We hope that each and every one of you had a very happy and safe holiday season, and we do wish you the best for 1975. May it be most prosperous.

Our best wishes for a long and happy retirement to Brother Paul Bertalla.

We are sorry to report the death of Brother John Huntziker. He was employed for several years by Forde Construction Company, and served as Safety Committeeman.

More Redding ...

(Continued from Page 14)

out the possibility of construction," said Commissioner Moon Lim Lee of Weaverville, Trinity County.

A four-lane freeway to run parallel to the existing two-lane Route 99 would cost at least \$32.6 million for construction and the purchase of more right-of-way. A project to take care of traffic growth on the existing highway is planned

for fiscal 1977-78. It will involve widening bridges to conform with road widths. Notice of the commission's anticipated action to drop the route will be given to local, regional and state agencies.

Although most of the dirt work in the district is down because of the weather we still have several good jobs working and providing steady paychecks for the members employed on them.

CREDIT UNION

OPERATING ENGINEERS LOCAL UNION NO. 3

P. O. Box 689

San Francisco, California 94101

Telephone: 415/431-5885

Please send me information and documents as indicated:

- ☐ Membership and Dividend Information.
- ☐ Send Loan information for:
 - ☐ Signature loan.
 - ☐ Share Secured loan.
 - ☐ New/Used Automobile loan.
 - ☐ New/Used Mobile Home loan.
 - ☐ New/Used Motor Home loan.
 - ☐ New/Used Boat & Equipment loan.
 - ☐ Travel Trailer/Camper loan.
 - ☐ Aircraft loan.
 - ☐ Construction Equipment loan.
 - ☐ First Mortgage loan.
 - ☐ Second Mortgage loan.
 - ☐ Unimproved Property loan.
- ☐ Assistance in refinancing present automobile loan.
- ☐ Information on Accident and Health Insurance.
- ☐ Information on Life Savings Insurance.
- ☐ Information on Loan Protection Insurance.

NAME _____

ADDRESS _____

CITY _____ STATE _____ ZIP _____

SOC. SEC. NO. _____ TELEPHONE _____

SWAP SHOP CORNER: Free Want Ads for Engineers

FOR SALE: TD9 INT'L DOZER, Model B. Farmall Tractor & Disc, Ferguson Tractor w/plow, chisel, W. Maddox, Box 58, Los Banos, CA 93635. Ph. 209/826-0684. Reg. No. 1043556. 11-1.

FOR SALE: 43'x8' SPARTAN TRAILER, on 1/2 acre mobile lot, nr Paradise Pines, paved street, util. driveway, nice trees. \$9,500. Call 408/243-0640. Reg. No. 0366038. 11-1.

FOR SALE: AIRSTREAM 1965, 17', self-cont. \$2,600. firm. W. McElroy, 1260 Tofts Dr., San Jose, CA 95131. Reg. No. 1082358. 11-1.

FOR SALE: VIEW LOT, 2 1/2 acres, Calif. Valley—east of Paso Robles, CA. \$2,000 or trade for travel trailer of equal value. L. Walker, 5747 Pearl Dr., Paradise, CA 95669. Reg. No. 181352. 11-1.

FOR SALE: COLLECTORS DOLLS, Kerr & Hinz Bisque Baby 4", dolls \$30 per doz. plus \$2 ins. & postage. Also German dolls. Write for list. C. Hollars, 7131 Parish Way, Citrus Heights, CA 95610. Reg. No. 1058704. 11-1.

FOR SALE: 1941 CHEVY ARMY 4 by, 2 ton truck, 4 spd, 4 whl drive, running cond., make offer. G. Boyle, 575 South Center, Los Molinos, CA 96055. Ph. 916/384-2277. Reg. No. 0671365. 11-1.

FOR SALE: 1955 BARBER-GREEN PAYER, Model 879A-4855, good cond. \$2,000. N. Madsen, P.O. Box 598, Napa, CA 94558. Ph. 707/255-0106. Reg. No. 1284779. 11-1.

FOR SALE: 10' TELESCOPIC TUCK-AWAY CAMPER, ice bx, stove, tw. beds, good cond. \$800. E. Warren, 1549 Dale Ave., San Mateo, CA 94401. Ph. 415/344-1886. Reg. No. 1098579. 11-1.

FOR SALE: POWER LIFT GATE, 3,000 lb. Dbl cylinder, also aluminum van 8x8x16, \$1,000 for both or \$800 for gate alone. G. Boyle, 575 South Center, Los Molinos, CA. Ph. 916/384-2277. Reg. No. 0671365. 11-1.

WANTED: ENGLISH 12 BORE SHOT-GUNS, Royal, Boss, Purdev, Churchill, any cond. L. Reeve, 302 E 39 Ave., San Mateo, CA 94403. Ph. 415/345-0868. Reg. No. 1051351. 11-1.

FOR SALE: MOBILE HOME LOT, nr New Melones Dam on beautiful Lake Tulloch. Septic, elec. & well. Owner financed. K. McRae, 238 Esther Ct., Hayward, CA 94544. Ph. 415/537-9933. Reg. No. 0964957. 11-1.

FOR SALE: 530 CASE BACKHOE LOADER, 3 buckets, ext. boom, new rear tires, exc. cond. Metal lathe 12" swing, loft bed, misc. parts, 12,000 lb. Tulsa Winch & cable spl. H. Sand, Ph. 209/239-2242. Reg. No. 1101983. 11-1.

FOR SALE: EXCAVATION BUSINESS, est. 14 yrs. 690C Case Backhoe, all buckets, 12"-48", semi-trk & lowbed; 2 dump trks-5 yd. & semi 10 yd. end dump. Call 916/475-5729, after 6 p.m. Tucker, Rt. 1, Box 39, Williams, CA 95987. Reg. No. 1273393. 11-1.

FOR SALE: TERRY TRAILER, late '73, fully self-cont., butane elec. refrig., forced air heat, sleeps 3. \$3,600. C. Gilstrap, P.O. Box 122, Goshen, CA 93227. Ph. 209/734-3846. Reg. No. 0595199. 11-1.

FOR SALE: CAT D8 w/25 C.C. & 88 DOZER, ser. No. 2U1193. Also Cat D8 w/25 C.C. 88 dozer, legal mtd., canopy, newly majored, ser. No. 13A562. W. Alexander, 3217 Monmouth Ct., Pleasanton, CA 94566. Ph. 415/846-8224. Reg. No. 1231292. 11-1.

FOR SALE: 10 acres SISKIYOU AREA, nr Ft. Jones in Quartz Valley, \$6,750. Also 14 acres w/pond \$12,500. Terms. W. Alexander, 3217 Monmouth Ct., Pleasanton, CA 94566. Ph. 415/846-8224. Reg. No. 1231292. 11-1.

FOR SALE: 1973 SIESTA CAMPING TRAILER 16', like new—used only once. See to appreciate, San Jose area. Ph. 408/274-7114. Reg. No. 1054983. 11-1.

FOR SALE: TRENCHING BUSINESS, OCA w/Univ. Trencher, Ford Tractor w/Auger, Ford Tractor w-deep hole drilling. Will sell separately. Ph. 408/736-6902. Reg. No. 1121881. 11-1.

FOR SALE: MOBILE HOME, Marlette, 12x55 w/19x7 expando, fr. porch, skirting. G. Sanchez, 13429 Yosemite Blvd., Waterford, CA 95386. Ph. 209/874-9718. Reg. No. 1415022. 11-1.

FOR SALE: GOOD BRICK BUILDING, which now is laundromat & second hand store, inventory incl. \$8,000. cash. C. Criss, Box 664, Mullan, Idaho 83846. Reg. No. 0798176. 11-1.

WANTED: RIPPER, Cat or Ateco, Hydraulic, for D6B or 977H. With or w/out valves. J. Craddock, P.O. Box 81, San Geronimo, CA 94963. Reg. No. 982927. 12-1.

FOR SALE: STADIA HAND LEVER & Case, 1 Plumb Bob & Case, 1 Searles & Ives, 1 Bureau of Reclamation Concrete Manual, M. Neal, 27 Wightman Ct., Antioch, CA 94509. Ph. 415/757-3778. Reg. No. 0576382. 12-1.

WANTED: U.S. & FOREIGN COINS, G. Lambert, P.O. Box 21427, San Jose, CA 95151. Ph. 408/226-0729. Reg. No. 1225584. 12-1.

FOR SALE: R-1 LOT, appx. 1/2 acre, in Novato, CA. All util. in, oak trees, view. Surrounded by \$75,000-\$100,000 homes. \$20,000. Call 415/897-0174. Reg. No. 1597776. 12-1.

WANTED: HAND METAL SHEAR to cut 14x16 gauge steel. M. E. Ponte, 471 Almond Dr., Bx 3, Lodi, CA 95240. Reg. No. 0707461. 12-1.

FOR SALE: In beautiful Monterey Bay Area—11 secluded oak covered acres w/ocean view. J. Githens, 243 Chaparral St., Salinas, CA 93901. Ph. 408/449-7050. Reg. No. 1359553. 12-1.

FOR SALE: ONE ACRE, 2 BR Mobile Home, util. underground. At Snelling, not far from Melones Dam. Will finance. E. Neilson, 8797 Merced Ave., Delhi, CA 95315. Reg. No. 1413901. 12-1.

FOR SALE: 1970 WEEKENDER CAMPER, self-cont., auto. trans., all power, a/c, conventional cab, 16,000 miles, like new, \$5,500. R. Piatti, 93 Shelley Ave., Campbell, CA 95008. Ph. 408/377-1097. Reg. No. 1036914. 12-1.

FOR SALE: 1971 TRAVEL TRAILER, "Road Ranger" 20' 6" self-cont., gas furn-water heater-refrig., 7 gal. propane tanks. \$2,700. J. Cook, 111 Dina St., Cloverdale, CA 95425. Ph. 707/894-2821. Reg. No. 0515881. 12-1.

FOR SALE: St. Bernard 14 mo. male dog, \$100. Seals tadium floodlights, \$40 ea. Reg. No. 3/4 Arab-Apply Colt \$600. Antique, lrg. oak roll top desk, \$500. Chassis mount 10' camper, \$1,000. Sell or swap for tilt trailer or Norse trailer. M. Rose, 416 Horn Ave., Santa Rosa, CA 95404. Reg. No. 1059628. 12-1.

FOR SALE: 1/4 ACRE LOT in Mi-Wuk Village, on Hwy. 108. Pines, water, elec. & paved sts. Recreation nrby. \$4,750 or best offer. Terms. J. Higgins, botham, 52 Camelot Ct., Daly City, CA 94015. Ph. 415/992-9277. Reg. 1219827. 12-1.

FOR SALE: 1.25 ACRE MOBILE HOME LOT. Exc. hunting & fishing. Only \$200 down, assume loan at 7.2% simple int. E. Warren, 1056 Court St., Elko, Nevada 89801. Ph. 702/738-8707. Reg. No. 1578784. 12-1.

WANTED: R.D. 6 WIDE GAUGE for parts or parts for same. Ser. No. 2H-2531—particularly Trans., gears, case bearings. G. Williams, P.O. Box 183, Weaverville, CA 96093. Reg. No. 1113007. 12-1.

FOR SALE: 1956, 35 TON P & H CRANE w/110' boom. Exc. cond. Cat motor w/torque upstairs. Waukesha gas below, \$18,000. Ph. 415/447-0477. Reg. No. 0782948. 12-1.

FOR SALE: 933 CAT LOADER, 4/1 bucket w/rear ripper. Excel. \$7,250. D8 Hensley ripper \$225. J. McGeehon, 2460 Warren Rd., Walnut Creek, CA 94596. Ph. 415/934-4772. Reg. No. 0535760. 12-1.

FOR SALE: 1953 JEEP M38A1, has new CJ5 body, top 5 yrs. old. \$1,500. W. Cunha, 2945 Greenwood Dr., Fremont, CA 94536. Ph. 415/797-1192. Reg. No. 1051276. 1-1.

FOR SALE: 1966 DE VILLE CAD. Full power, all electric. Sell for \$850, or trade for camper-van. Ph. 415/994-5676. Reg. No. 0795927. 1-1.

FOR SALE: '73 MOBILE HOME, 24'x52', 2 bedrm, 2 bath, deck, skirting, landscaping, 2 sheds, dbl carport. Adult park w/guards on duty 24 hrs. \$6,800. down. \$133.87 monthly. Ph. 415/994-5676. Reg. No. 0795927. 1-1.

FOR SALE: 1969 KENSKILL TELR, 8'x34', sleeps two, lrg frig 13.5'. Used very little, \$3,500. Consider smaller trlr in trade. N. Carter, P. O. Box 247, Fortuna, CA 95504. Ph. 707/725-4713. Reg. No. 0841453. 1-1.

FOR SALE: FULLY EQUIPPED GAS STATION, motel, and gift shop. 3 yrs old on 3 1/4 acres. Room for expansion. Terms. Call Wagon Wheel, Box 618, Salem, Ark. 72576. Ph. 501/895-3106. Reg. 1142907. 1-1.

FOR SALE: ALUMINUM PICK-UP CANOPY, Aristocrat, 6'x8', 24" high. Ph. 408/293-6365. Reg. No. 793170. 1-1.

FOR SALE: 1 ACRE + in central Idaho on Salmon River, Hwy. 95. Good hunting, fishing. This property w/small 2 bedrm home is on main street in city limits of a small town. W. Phelps, 913-9th Ave. N, Buhl, Idaho 83316. Ph. 208/543-4481. Reg. No. 0324951. 1-1.

FOR SALE: FORD FERGUSON 40, like new, Hyd. Rippers, fully Hyd., 600 hrs. F. Biolsi, 25891 Fremont Rd., Los Altos Hills, CA 94022. Ph. 415/948-2184. Reg. No. 0714897. 1-1.

WANTED: LOW BED TRANSPORT, tractor and tilt deck trailer or Pindle Hitch Type Tilt Trailer in the 16 to 20 ton load carrying capacity with approx. 25' deck. P. Thornton, 80 Bayview, San Rafael, CA 94901. Ph. 415/453-2324. Reg. No. 1027871. 1-1.

FOR SALE: APPROX. 1/2 ACRE wooded corner lot in Redding, CA. Paved streets, sewer, gas, water, elec. Can be divided into 2 parcels. Well and small oak trees. Two other smaller bldg. sites available. Call 415/658-6539 or 415/658-3048 after 5 p.m. J. Paulazzo, 275-41st St., Apt. 115, Oakland, CA 94601. Reg. No. 865537. 1-1.

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

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

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● 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.

Sonoma County Voters Give OK To Warm Springs Construction

By RUSS SWANSON, District Representative and BILL PARKER and STAN McNULTY, Business Representatives

No growth concepts were rejected by Sonoma County voters in the November 5th election on the proposition concerning the Warm Springs Dam. With every spurious issue raised by the environmentalists shot down by rational responses from the Citizens for Community Improvement, the obstructionists concentrated on fears of uncontrolled growth in Sonoma County due to unlimited water supply. Bumper stickers displaying "San Jose North? No on B" were very much in evidence, and the plan of attack almost worked. Suburban areas basically showed 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. Barring further appeals (don't think for one minute that 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. An early resolution should lead to re-bidding in time for the '75 work season.

Lake County continues to dominate the bidding and work picture in District No. 10. C. R. Fedrick's sharp pencils picked the latest plum in sewer district jobs. A waste water irrigation project, in excess of \$2 million. We are looking for an early spring starting date. JJJ and A & E Construction were really making the foot-

age until the rainy season commenced on their Nice and Lucerne projects. Ramos still concentrating on clean-up in the Highlands, and J. M. Frank has started initial trenching on their Kelseyville project. Possibly Clearlake will be clear again when these projects complete in 1976.

The first of the "double breasted" or open shop contractors have arrived in Sonoma and Mendocino Counties. J. M. Rogers Corp. of Nashville, Tennessee is ready to start construction in Sebastopol and Ukiah on about \$3 million in hospital buildings. At this time, Roger's representatives have declined signing agreements with Local No. 3 and other building trade members. Roger's gained nationwide publicity in 1972 with his non-union jobs in the East. Several of the jobs were completed under protection of National Guard troops. We're looking for a more peaceful resolution in Local No. 3 jurisdiction.

Berglund Tractor employees have entered their 11th week of picketing as talks have stonewalled on two vital issues. Ruth Carpenter of the Federal Mediation and Conciliation Service has been mediating the frequent sessions, but the head of Berglund Tractor still hasn't taken enough interest to show up for negotiations. If anyone is passing by the Willits or Napa shops, stop by and have a chat with the pickets.

Remco Hydraulics had another craft picketing the main plant in Willits recently. Steward Rich Strait received high compliments for the cool head he displayed in handling the situation while a compromise was worked out. The Secretary-Treasurer of the picketing Local stated, "more unions should have stewards of that caliber." Well done, Rich.

1975 SCHEDULE OF SEMI-ANNUAL,
DISTRICT & SUB-DISTRICT MEETINGS
SEMI-ANNUAL MEETINGS

Saturday, January 11, 1 p.m., Masonic Auditorium, 1111 California Street, between Taylor and Jones Streets, San Francisco

Saturday, July 12, 1 p.m., Masonic Auditorium, 1111 California Street, between Taylor and Jones Streets, San Francisco

DISTRICT & SUB-DISTRICT MEETINGS

JANUARY

14 Eureka, Tues., 8 p.m.
15 Redding, Wed., 8 p.m.
16 Oroville, Thurs., 8 p.m.
22 Honolulu, Wed., 7 p.m.
23 Hilo, Thurs., 7:30 p.m.
29 San Francisco, Wed., 8 p.m.

FEBRUARY

4 Sacramento, Tues., 8 p.m.
13 Oakland, Thurs., 8 p.m.
18 Fresno, Tues., 8 p.m.
25 Stockton, Tues., 8 p.m.

MARCH

14 Salt Lake City, Fri., 8 p.m.
15 Reno, Sat., 8 p.m.
20 Santa Rosa, Thurs., 8 p.m.
27 San Jose, Thurs., 8 p.m.

APRIL

1 Eureka, Tues., 8 p.m.
2 Redding, Wed., 8 p.m.
3 Marysville, Thurs., 8 p.m.
9 Honolulu, Wed., 7 p.m.
10 Hilo, Thurs., 7:30 p.m.
23 San Francisco, Wed., 8 p.m.

MAY

6 Sacramento, Tues., 8 p.m.
15 Oakland, Thurs., 8 p.m.
20 Stockton, Tues., 8 p.m.
27 Fresno, Tues., 8 p.m.

JUNE

12 Ukiah, Thurs., 8 p.m.
13 Provo, Fri., 8 p.m.
14 Reno, Sat., 8 p.m.
19 Watsonville, Thurs., 8 p.m.

JULY

15 Eureka, Tues., 8 p.m.
16 Redding, Wed., 8 p.m.
17 Oroville, Thurs., 8 p.m.
23 Honolulu, Wed., 7 p.m.
24 Hilo, Thurs., 7:30 p.m.
30 San Francisco, Wed., 8 p.m.

AUGUST

5 Sacramento, Tues., 8 p.m.
12 Stockton, Tues., 8 p.m.
14 Oakland, Thurs., 8 p.m.
21 San Jose, Thurs., 8 p.m.
26 Fresno, Tues., 8 p.m.

SEPTEMBER

11 Santa Rosa, Thurs., 8 p.m.
12 Salt Lake City, Fri., 8 p.m.
13 Reno, Sat., 8 p.m.

OCTOBER

7 Eureka, Tues., 8 p.m.
8 Redding, Wed., 8 p.m.
9 Marysville, Thurs., 8 p.m.
15 San Francisco, Wed., 8 p.m.
22 Honolulu, Wed., 7 p.m.
23 Hilo, Thurs., 7:30 p.m.

NOVEMBER

6 Watsonville, Thurs., 8 p.m.
11 Stockton, Tues., 8 p.m.
13 Oakland, Thurs., 8 p.m.
18 Fresno, Tues., 8 p.m.
20 Ukiah, Thurs., 8 p.m.
25 Sacramento, Tues., 8 p.m.

DECEMBER

12 Ogden, Fri., 8 p.m.
13 Reno, Sat., 8 p.m.

DISTRICT AND SUB-DISTRICT MEETING PLACES

San Francisco, Engineers Bldg., 474 Valencia St.
Eureka, Engineers Bldg., 2806 Broadway.
Redding, Engineers Bldg., 100 Lake Blvd.
Oroville, Prospectors Village, Oroville Dam Blvd.
Honolulu, 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, 124 West Taylor.
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, Teamsters Hall, 2538 Washington Blvd.

DISTRICT NOS. 4 & 7 MEETING LOCATIONS CHANGED
Meeting places for the regular quarterly district membership meetings have been changed for Eureka District 4 and Redding District 7 as indicated:

Dist. No.	Meeting Location	JANUARY
4 Eureka	Veterans Memorial Hall, 14 10th & H Sts., Eureka, CA	Tuesday 8:00 p.m.
7 Redding	Redding Civic Auditorium, 700 Auditorium Drive, Redding, CA	15 Wednesday 8:00 p.m.

IMPORTANT

Detailed completion of this form will not only assure you of receiving your ENGINEERS NEWS each month, it will also assure you of receiving other important mail from your Local Union. Please fill out carefully and check closely before mailing.

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More On 1974 Improvements...

(Continued from Page 3)
comprehensive plan which are great improvements over the old plan are "first-dollar coverage" and improved maternity benefits. "First-dollar coverage" means that medical benefits are paid from the first visit to the doctor for both the member and his dependents. Under the previous plan benefits were not paid until the third visit for a particular illness, and were then only paid for the member himself.

The improved maternity benefits in the comprehensive plan provide for coverage at the rate of 85 per cent. Under the old plan benefits were limited to \$200 per pregnancy.

Another improvement in the health and welfare plan, which also became effective on November 1, was the availability of the Kaiser option. This option allows Local 3 members living in certain parts of Northern California to select the health plan offered by the Kaiser Foundation instead of the Operating Engineers plan.

In the area of pension, a major improvement was made for the year 1974. Two supplemental pension payments, amounting to an extra month's benefits, were approved for pensioned Operating Engineers in 1974. These supplemental benefits, however, will not necessarily be paid in future pension credits.

Another improvement in the pension plan was the liberalization of the vesting requirements. These requirements have now been changed so that Local 3 members will be vested after 10 years.

Of course the real test of a labor union's abilities lies in its ability to negotiate contracts for its members. It was in this area that Local 3 stood out in 1974.

COST-OF-LIVING CLAUSE

The primary accomplishment

in this regard in 1974 was the negotiation of cost-of-living clauses in over 200 Local 3 agreements. These clauses, which provide for increases above a fixed negotiated amount based on the increase of the Consumer Price Index, was first won in July in the Northern California Master Construction Agreement. This was the first time in the history of Operating Engineers Local 3 that a cost-of-living clause was negotiated into a construction agreement.

Other accomplishments in negotiations included large increases in contributions to pension, substantial fixed money wage increases, and the inclusion of language for job stewards and safety into over 300 contracts which had never had such language before.

These are only some of the countless achievements Operating Engineers Local Union No. 3 made in 1974. As in any large organization, thousands of accomplishments will go unheralded, but the one general statement which can be made is that "efficiency" was the byword for Local 3 in 1974. Innovations in process, technique and policy were accompanied by physical changes such as the movement of the credit union and the JAC administrative offices, all aimed at improving production. Increased cost was, of course, unavoidable in the face of spiraling inflation. But after taking this inflation into consideration it is unquestionable that each Operating Engineer now receives more for his dues dollar than he did 12 months ago. It was also evident that, more than any time in its history, Local Union 3 was meeting the total challenge of the 12 clearly defined "objects, purposes and principles" found in Article I, Section 1 of the Local Union No. 3 By-Laws (See box, page 6).