

Engineers Say 'No' On Service Pension

State Program Will Create 37,000 Jobs

Jobs To Be Pushed Thru Bureaucracy

A program to speed up construction of planned water projects in California and create 37,000 new jobs was announced early this month by Governor Edmund G. Brown Jr. and James S. Lee, president of the State Building and Construction Trades Council of California.

Local 3 Business Manager Dale Marr immediately hailed the program as a "much-needed shot in the arm for California's construction industry."

"Bureaucratic slowness is always a problem in getting construction projects going but its especially harmful, and unnecessary, in times of high unemployment like these," said Marr.

Marr noted that unemployment in California's construction industry is now 30 per cent.

The basic thrust of the program, according to Brown and Lee, is to cut through red tape and thereby speed up projects bogged down in bureaucracy. In this way available federal, state and local funds could be used and about \$1 billion would be pumped into the state's economy.

According to Brown some of the money for the program has been on hand since 1970 but was "lost in a blizzard of paperwork."

Within the jurisdiction of Local 3 about \$176 million in water projects are now ready for construction. The largest of these projects will be construction of secondary sewage treatment facilities for the City of San Francisco.

Under the new program construction of the first part of these facilities is scheduled to begin in July of this year with other sections to begin in January and July of 1976. This amounts to an acceleration of from one of three years over the previous plan.

The total cost of the four-part San Francisco facilities construction will be about \$121 million and 3,025 new jobs will be created.

Other projects in the jurisdiction of Local 3 that are now ready for construction are:

Phase II of the Northeast Interceptor System in Sacramento County at a total of approximately \$37 million. This project will begin in July of 1976, six months ahead of previous plans, and will create about 925 new jobs;

Phase I interceptor and interim expansion in the Monterey Peninsula area at a cost of \$6 million. This will begin in January of 1976, one year ahead of previous plans, and will create 150 new jobs;

Treatment disposal facilities in Sonoma County at a cost of \$5 million. This project will create about 125 new jobs and will begin in May of 1976, one year ahead of schedule;

Regional interceptors in the city of Eureka at a cost of \$7 million,

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

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40

MARCH, 1975



EXECUTIVE BOARD MEMBERS Shoichi Tamashiro, Ed Jones, Kay Leishman and Tee Zhee Sanders separate survey cards into

"yes" and "no" boxes prior to counting by computer. The "no" votes won by a large margin.

Grievance Committee Elections Held

Rank-in-file members from nine Local 3 districts elected 22 incumbents and eight other members to district Grievance Committees in elections held in January and February.

Elections began on January 14 in Eureka. Other districts to elect Grievance Committees were San Francisco, Oakland, Stockton, Fresno, Marysville (at Oroville), Redding, Sacramento and Honolulu-Hilo. Elections in San Jose, Santa Rosa, Reno and Utah will be held this month.

New Grievance Committee members elected were: Harold Hansen, Oakland; J. R. Williamson, Stockton; Gerald Davern and Richard Bazley, Marysville; Charles Blackburn, Redding; Charles

Brashears, Sacramento; Herbert Denning, Honolulu; David Camacho, Hilo.

Incumbent Grievance Committee members re-elected were: Jim O'Brien, Willis Bennett and Bob Gilman, San Francisco; Hale Mason and Ray Royer, Oakland; Laurence Chapman and Boyd Hughes, Stockton; Otto Sheraski, Pete Childers and Mickey Dillon, Eureka; Norby Flanagan, Larry Braden and Marion Whitson, Fresno; Cy Shephard, Marysville; John DeJong and Lou Barnes, Redding; William F. Pawl and Glen Roberts, Sacramento; Richard Lacar and John Hoopii, Honolulu; Ichiro Matsui and Clifford Britto, Hilo.

to begin six months ahead of schedule in September of 1975. This project will create 175 new jobs.

In addition to these projects now ready for construction the new program outlines \$1.2 billion in projects now in the planning stages which will also be accelerated.

These include: Central Contra Costa Sanitary District, \$15.8 million, 395 new jobs; East Bay Dischargers Authority, \$88 million, 2,200 new jobs; East Central Contra Costa County Water Management Agency, \$49.5 million, 1,240 new jobs; Marin County Sanitary District No. 1, \$21.9 million, 550 new jobs; Marin County Sanitary District No. 6, \$42 million, 1,050 new jobs; City and County of San Francisco, \$158 million, 3,950 new

jobs; South Bay Dischargers, \$73.6 million, 1,870 new jobs; South Marin Sub-Regional Sewage Agency, \$21.1 million, 530 new jobs; Monterey Peninsula Water Pollution Control Agency, \$94.3 million, 2,360 new jobs; Western Nevada County Waste Water Authority, \$4.2 million, 105 new jobs; City of Jackson, \$2.3 million, 60 new jobs; City of Stockton, \$2 million, 50 new jobs; City of Turlock, \$3.2 million, 80 new jobs; Cities of Gilroy and Morgan Hill, \$2.6 million, 65 new jobs; City of Santa Cruz, \$21.2 million, 530 new jobs; City of Watsonville, \$9.5 million, 240 new jobs; City of Davis, \$2.2 million, 55 new jobs; Sacramento Regional County Sanitation District, \$29.5 million, 740 new jobs; City of Modesto, \$5.2 million, 130 new jobs.

Members Nix Proposed Plan Nearly 2 To 1

Operating engineers who would have been eligible for a service pension voted against the proposal by a margin of almost two to one in a survey conducted at the end of February.

Of the 20,406 survey cards mailed to eligible members 7,435, or 35 per cent, were returned. Of those 4,673, or 63 per cent, voted against the service pension and 2,753, or 37 per cent, voted in favor of it.

Prior to mailing survey cards to members the proposed service pension was explained in several newspaper articles in *Engineers News* and in a series of Special Call meetings which began in Oakland on January 13.

Survey cards were mailed to members on Feb. 7, 1975 and were required to be returned to the Recording-Corresponding Secretary's office by Feb. 28, 1975 in order to be counted. On February 28 the last ballots were picked up from the Post Office and tabulation of the results began.

Counting of the survey cards was done by a four-man committee composed of one rank-and-file Executive Board member from each state in Local 3's jurisdiction. Committee members were Tee Zhee Sanders of California, Ed Jones of Nevada, Kay Leishman of Utah and Shoichi Tamashiro of Hawaii.

After counting the cards and certifying the results the committee reported the outcome to the office of the Recording-Corresponding Secretary.

Business Manager Dale Marr called the results of the survey a "wise decision."

"It was really a question of money," said Marr. "I think that the brothers who were asked to vote on this issue had to decide whether or not the service pension would benefit them. As it turned out, most decided that

See More PENSION, Page 5

Vial Appointed To Head DIR

California Governor Edmond G. Brown Jr. this month fulfilled a campaign promise to labor by appointing Donald Vial, former director of research for the California Federation of Labor, AFL-CIO, as director of the state's Department of Industrial Relations.

The appointment of Vial, 51, to the post makes good a campaign pledge to name a unionist to head the department.

Vial, most recently chairman of the Center for Labor Research and Education, Institute of Industrial Relations at the University of California at Berkeley, is a native Californian and has a Masters degree in economics with

specialty in labor. Prior to becoming director of research with the California Labor Federation in 1959 he was a research economist with the same organization.

See More APPOINTMENT, Page 2

WHAT'S INSIDE

NEW POWERHOUSE

Huge new powerhouse planned for Utah Pg. 5

13-STATE CONTRACT

IUOE and AGC officials to meet in San Francisco Pg. 2

BLOOD DRIVE

Engineer's son needs blood Pg. 5



LOOKING AT LABOR

By DALE MARR, Business Manager

Pension Referendum—Results of the mail referendum on the proposed Service Pension are tabulated and the membership has rejected by almost two to one such a pension in the present proposed form. We think they were wise to do so. However, we will continue to seek out sound ways to improve our present pension program and I am sure that when the dollar value and broad membership coverage come together we will be back for your consideration of a Service Pension.

Kaiparowits Project—Elsewhere in this issue, we have prepared a story on the projected Southern California Edison's Kaiparowits Powerhouse slated for construction in southern Utah. We have been working hard with our political friends, national construction and management leadership to get a union project agreement similar to the Alaskan Pipeline Agreement. This would assure a union-manned construction site and would provide long-term jobs for a great number of our brother engineers.

Regional Negotiations—At a recent meeting of I.U.O.E. Western Conference business managers in Phoenix, Arizona, ground work was laid with A.G.C. for possible future negotiations of a master contract covering brother engineers in 13 western states. Efforts along this line will continue at an April meeting scheduled for San Francisco. Details can be found elsewhere in this issue. Let me say that a great deal depends on the success of this breakthrough effort. Good union contractors must be able to compete with the non-union and double-breasted contractors who have been increasing their construction billing by leaps and bounds over the past few years. We will participate and keep a close watch on these important meetings.

Brother Brown's Actions—We were pleased to note that Governor Edmund G. Brown, Jr. moved strongly last week in the area of unemployment by pushing for release of some \$544 million in funds for construction and improvement of statewide water sewage projects. This will put a great number of our members in particular and building trades in general to work. We were also pleased that he kept his promise in giving the State Department of Industrial Relations back to Labor leadership by appointing Don Vial, a real labor pro and longtime Director, Department of Industrial Relations at the University of California, Berkeley. Brother Vial had our unqualified support for this position. We hope Brother Brown continues to demonstrate this type of leadership in employment and labor appointments.

New Assemblyman Mori—He was our guy and we couldn't be prouder of his overwhelming victory. We are talking, of course, about Floyd Mori, the new Assemblyman from the 15th District, Southern Alameda County. We gave Assemblyman Mori support because he best represents our concerns for the future. Mori succeeds the late Carlos Bee and we believe he will be an excellent state legislator.

Labor and the Democratic Party—We also applaud the effort being made to put together a Labor-Democratic Advisory group. State and Northern California party and labor leaders met recently in San Francisco and appointed an Ad Hoc Committee to prepare a preliminary agenda for a follow-up meeting in early March. We think the time for Labor and Democrats to begin to act together, rather than to react to imagined differences, is long past due.

More DIR Appointment...

(Continued from Page 1)

Vial's previous labor experience also includes a term as president of Local 3 of the Office and Professional Employees International Union. At present he is a member of the Western Representation of the University Labor Education Association, and a member of the Berkeley Faculty Union, AFT, AFL-CIO, Local 1464 and AFT Local 189.

In addition to extensive labor experience Vial is well acquainted with state politics. He functioned as a legislative advocate

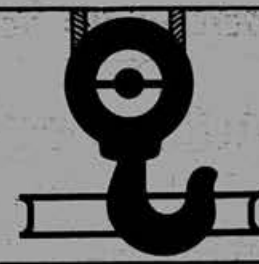
for the State AFL-CIO in Sacramento from 1953 to 1963 and was chairman of the Program Advisory Committee to the State Office of Consumer Counsel under former governor "Pat" Brown. He also acted as a member of the Governor's Commission on Employment and Retirement of Older Workers and the State Task Force on Organization of Health Care.

Vial is past president of the Industrial Relations Research Association of Northern California.



QUESTIONS & ANSWERS

By DALE MARR, Business Manager



Dear Dale,

Would you please tell me how long a member can work out of Local 3 without losing his A status.

I'm a 34-year member of the operators, 24 years a member of Local 3. In 1972 I had my quota of hours in. I was offered a job here in Colorado. I came here in September 1972 and my job will last until early summer. In these times I don't feel that I could afford to quit, but at the same time don't want to lose out in my own local.

Although late, I would like to congratulate you to on your becoming business manager. There are those who complain of the way Local 3 operates. Those that do should see what other locals are like. The benefits of our local are second to none. I am very proud to wear my yearly button here to show I belong to the finest labor organization there is.

Thank you, Joe B. Walters

The way to find the answer to this often-asked question is to

start with the Job Placement Regulations and more or less work "backwards," starting with Section 04.07.06, moving to Section 04.07.01 and then turning to the Pension Trust Fund booklet for a definition of Future Service Credit.

What all this will tell you is that the requirement for you to retain your A status is that you earn three-quarters of a Future Service Credit in the 36-month period prior to the time of your registration.

The requirements for earning Future Service Credit depend upon your age. If you are under 60 you will be awarded one-quarter Future Service Credit for every 350 hours you work for an obligated employer in a calendar year. If you are over 60 you will be awarded one-quarter Future Service Credit for every 300 hours you work for an obligated employer in a calendar year.

Therefore, in order to retain your A status you must work at

least 1,050 hours for an obligated employer in the three years before registration if you are younger than 60 and 900 hours if you are over 60. However, if you only work these minimum hours they must be distributed so that increments of 350 (or 300 if you are over 60) fall within a calendar year. This is true because you must actually earn your three quarters of Future Service Credit.

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.

How And Where You Should Complain

By SIDNEY MARGOLIUS
Consumer Expert for
Engineers News

Many local and federal agencies recently have urged consumers to do more complaining to industry and government agencies when sellers won't correct grievances over warranties, service, defects, misrepresentation, and similar problems.

At the prodding of government officials, especially the U.S. Office of Consumer Affairs, and sometimes businessmen themselves, a number of industries now have set up industry-wide action panels or complaint offices to which you can direct complaints.

Some manufacturers also have set up central offices to receive complaints. Sometimes the publicity about these complaint offices promises more than they actually can deliver. For example, Ina Alcabes, of the Nassau County, N.Y., Office of Consumer Affairs, told a consumer meeting recently that such offices sometimes are understaffed and unable to handle adequately all the problems referred to them. Nor do industry panels have any enforcement power.

Actually, of course, the only effective way to finally solve the many complaints about quality, service, etc., is to establish basic

quality standards that manufacturers would adhere to. Pending development of more such standards, if you have a serious complaint the only available course is to take it through a process starting with the dealer, and then writing to the president of the company involved. You can get his name from business directories in your library or from the company itself. If you get no satisfaction from the company, try the industry panel if there is one.

If no redress is available from the industry sources, you may want to make a complaint to the government agency with jurisdiction in that area. Sometimes the agency may be unable to intervene. But it may be able to refer you to another source for help. Fortunately, state and federal bureaus nowadays tend to be more aware of consumer problems and realize that complaining consumers are not necessarily bothersome nuts.

Here is a list of some of the panels recently established by industry sources and other trade groups to help solve complaints.

Major Appliance Consumer Action Panel (MACAP), 20 North Wacker Drive, Chicago, Ill. 60606.

See More COMPLAINTS, Page 5

Regional Contract Meeting Set

Officials of the International Union of Operating Engineers and the Associated General Contractors will meet in San Francisco in April to explore the possibility of a 13-state master contract, the most regionally comprehensive agreement in the history of the construction industry.

IUOE and AGC officials will meet April 14-16 at the Fairmont Hotel to consider drafting an agreement that would cover 121,000 operating engineers. The decision to consider the huge contract was reached at a meeting last month in Phoenix, Arizona.

According to James J. Twombly, director of the Western Conference of Operating Engineers, the move is aimed at curbing strikes, increasing productivity and stabilizing costs.

"A clarification and standardization of work rules throughout the area would go a long way toward ending jurisdictional disputes over job classifications and duties," said Twombly.

He also said that it could serve to discourage the proliferation of open shops.

Among the key areas of concern to both union and management are inflation, jurisdictional disputes, environmental problems, energy shortages and manning requirements. Standardization of classifications will also be one of the prime goals of the three-day conference.

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Sacramento Scene

Much Legislation Heard In Committees

By EDWARD P. PARK,

Director of Education & Research

Calif.-Nevada Conference of Operating Engineers

The Senate and Assembly weekly histories dated Feb. 20, 1975, tells us that 473 bills have been introduced in the Senate and 916 in the Assembly. February 20th also marked the Senate 30th and the Assembly 31st legislative day. I don't recall just how the Assembly edged ahead of the Senate by a day but in the long legislative stretch ahead stranger things will happen.



Edward P. Park

Two Assembly bills and one Senate bill have been enacted. Three doesn't seem like very many out of the 1,409 that have been introduced but it is not quite as bad as it looks. Prior to the advent of the two-year sessions, very few bills would have been heard in committee by this time. Things have been speeded up somewhat and hopefully this will alleviate the habitual end of session log jam. It would be expecting too much to hope that it might be eliminated entirely.

Senator Dills and Assemblyman Berman, co-authors of Senate Bill No. 10, conducted a hearing on this public employee measure on Feb. 19, 1975. There are problems with this bill that hopefully can be resolved so this important legislation can move forward and be enacted.

Senator Mills has introduced Senate Bill No. 100 which would increase the gas tax rate and the diesel tax rate from seven cents to nine cents per gallon. . . . "The bill would require that (a) the net revenue derived from 1-cent of the increase in the tax rate be allocated and expended for state highway construction in each county in the proportion that its population bears to the total population of the state; and (b) the net revenue derived from the other 1-cent increase in the tax rate be allocated for the construction and maintenance of city streets and county roads in each city and each county in the proportion that its population bears to the total population of the state."

However, there are provisions in the bill where under certain conditions, some amounts could be allocated for construction of mass transit guideways. We are not prepared to say this is a good bill as it is presently written, but it is evident that something along this order must be considered if we are to maintain any fiscal solvency in our highway funds. The highway system will suffer increasing implementation problems due largely to the inability of its greatest source of revenues, the gasoline tax, to keep pace with inflation. The purchasing power of the system decreased by 50 per cent in 1974 alone. Unless something is done, we will be out of matching funds in the near future, and will be unable to attain federal funds as they become available.

Commissioner Vernon Cristina of the California Highway Commission has called for a two-cents-per-gallon increase in California as a means of alleviating the critical safety problems on our state highway system. He cites two reasons why this should be done now. . . . "First, there is the critical safety problem on the system. In addition, of course, we are in the midst of a recession and it is important to get this fund into circulation as soon as possible." We should support this reasoning.

On Feb. 20, 1975, the State Highway Commission considered a very large agenda. We must mention a few of the items. In the Sacramento area, the consideration of rescinding portions of the freeway adoptions of routes 65-143 and 244. Basically, this reflects the request of the Sacramento Board of Supervisors, but it also points out the shortsightedness of abandoning a transportation corridor. Forgetting about the mode which may finally be adopted, we need to maintain these corridors. The Commission rejected the Department's recommendation concerning Highway 50 and instructed the department to come up with plans as to what can be done with the present alignment. Senator Berry-

hill and Assemblyman Chappie appeared in support of retention of this route adoption.

Mayor Jack Snyder of the City of Manteca led a delegation from his city in support of retention of the current construction scheduling of the Manteca by-pass (route 120) project. He was supported by Senator Berryhill and Assemblyman Thurman. The Commission commented on the favorable impression the Manteca delegation made upon them by the way they conducted themselves and expressed themselves. It was apparent they have the support of the community at large.

From the southern part of the state, Assemblyman Cline and Senator Cusanovich weighed-in heavily in support of the completion of the San Fernando Freeway. An organization called the "Transportation Action Committee" made a strong argument opposing the recession of Route 64. In effect, they seemed to be saying, "Let us maintain this transportation corridor, regardless of the mode." I like what they resolved in a resolution this organization sent to the governor, et al, . . . "That they support development of specific funding sources for non-highway related public transportation and oppose any diversion of highway use taxes to non-highway use."

The California Highway Commission sent the following telegram which we support to the President of the United States:

"The President of the United States

The White House

Washington, D.C. 20500

The California Highway Commission would like to thank you for your action releasing \$2 billion of highway funds. We are taking action immediately which will further your goals to stimulate construction activity by placing as many contracts under way as soon as possible. To further the effectiveness of this effort, we request that you and the Congress take necessary administrative and legislative action to provide the following:

- Release of the remainder of the impounded highway funds.
- Permit interchangeability between interstate and non-interstate funds to allow funding of federal-aid projects on an "as ready basis."
- Waive the states' matching requirements during the emergency period.
- Make available immediately the 1976-77 interstate apportionments to continue momentum to complete the system.
- Speed up environmental clearance of many projects now delayed in the environmental approval pipeline.

Joseph F. Sinnott, Chairman
California Highway Commission"

We will be able to give you more on specific projects which may be undertaken in the next issue.

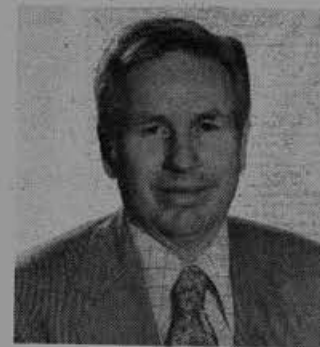
Over in Nevada, things don't seem to be moving too fast either. Their histories dated Feb. 28, 1975, indicated that the Assembly has introduced 328 bills and the Senate 266. In addition, there are the resolutions, etc., to be considered. Feb. 27, 1975, was the 39th calendar day and with the 40th day the cut-off date for the introduction of bills it would seem that they are going to have a busy time in Carson City during the relatively short time left for the legislature to get its work done. I don't have a rundown on the Nevada Labor Federation legislative program because it hadn't been introduced prior to the time of my last visit to Carson City. It will be in the next issue.

Although Nevada turned down the equal rights amendment for the second time, Federal Judge Bruce Thompson has ordered the Legislature to bring equality for men and women into its labor laws by March 1, 1975. Assemblyman James Banner, chairman of the Labor and Management Committee, and a good legislator, has told the judge the Legislature wants to comply with his order but would like an extension of time so that the job can be done properly.

We are interested in the repeal of the "right to work" law in Nevada, the temporary disability legislation, and other happenings in the Nevada Legislature, but, things haven't jelled to a condition where we can evaluate them.

IN OUR LEAGUE

By JAMES "Red" IVY
Recording-Corresponding
Secretary



As you brothers know, the main responsibility of your union officers, and the thing which takes up the majority of our time, is the day-to-day administrative functions of your union. But there are many other duties assigned to the officers and one of the most important of these is to work as closely as possible with local, state and federal governments to promote all-important construction projects throughout the jurisdiction.

It is because this cooperation between your union and governmental bodies is so important that I am happy to announce that I was recently appointed to the Task Force on Housing and Construction by California Lieutenant Governor Mervyn Dymally. The prime objective of this task force is to get people in the construction and housing industry back to work and to act as a stimulus for the California economy as a whole. The task force is charged with the responsibility to develop specific recommendations toward this end and to present them before a government economic commission as well as to private industry, labor unions and local government.

In addition to being appointed to the task force itself I have been appointed to chair a sub-committee to prepare a list of projects now slated for construction in California. Also on the task force and on the sub-committee is Dick Mansfield of the Building and Construction Trades Council of California.

In doing research for the report requested by the task force I discovered some information which should be of interest to operating engineers, especially those working in Northern California. I think the best way to present this information is to reproduce the following letter which I wrote to John Brooks, chairman of the task force.

"Dear Jack:

"Lead time for obtaining hard statistics regarding on line construction projects listings for your Friday, February 21st meeting in Los Angeles has proven insufficient. Although my staff has been in constant informal contact with both the Department of Transportation and the California State Water Resources Control Board, we have not been able to obtain any definite project listings. However, Cal Transportation informs us that the current philosophy would indicate most of the 130 million dollars in funding available to the State from the Federal Highway Trust Fund would be spent on interstate highway projects that fall under the 90-10 formula. They also stated that a listing of these and other projects would be available some time next week.

"Congressman Bizz Johnson has informed us that the U. S. Environmental Protection Agency has allocated an additional \$498,000 to California for the construction of waste water treatment facilities throughout the State. This grant supplements an original allocation of \$2,255,848 that has been made to the California State Water Resources Control Board. Again, we have had considerable trouble obtaining any firm listing or statement regarding individual project allocation of these funds. We understand that according to EPA Administrator Russell E. Train, many sewage construction projects and waste water treatment plants are being delayed because of cost over-runs, delays in design, time consumed in preparing environmental impact statements, public hearings, delays in procuring equipment, financing delays encountered by contractors, inflation requiring more local participation funding, and the necessary time required to form area sewage authorities along adjacent political jurisdictions. Train has urged state and local officials to get these projects on line as soon as possible and has instituted a system to track on projects with an ultimate construction cost of 10 million or more to try to get them on track for immediate construction.

"There is a strong feeling abroad in Sacramento among both members of the Legislature and the bureaucracy that until Governor Brown gives strong direction on priorities in this area to Secretary of Business and Transportation Burns and Secretary of Resources Dedrick we will continue to fish in uncertain and troubled waters. Frankly, it is the opinion of this committee that action by the Task Force on Housing and Construction in the form of a positive program would be greatly accelerated by a joint announcement from the Governor and the Lt. Governor of top priority actions necessary to meet rising unemployment.

"This committee will continue to work diligently in attempting to obtain hard statistics and information regarding all on line projects and their relation to federal funding.

"Sincerely yours,
JAMES R. IVY
COMMITTEE CHAIRMAN."

Thank You...

Operating Engineers Local No. 3
Officers, members and their families:

We wish to express our deep appreciation for the prayers, gifts and kindness shown us during our time of grief.

The death of our son, Danny, was a terrible shock. However your care and concern made it much easier to bear.

With deep gratitude,
Phil and Barbara Pruett and family.

A Personal Note From the President's Pen

Pacific States Steel Agreement Negotiated And Ratified

By HAROLD HUSTON,
President

On behalf of all the officers of Operating Engineers Local Union No. 3, may I take this opportunity



Harold Huston

to personally thank all the brother engineers employed at Pacific States Steel Corporation in Union City, for the 100 per cent support given your negotiating committee in our recent negotiations with the employer.

The negotiating committee consisted of the following: Harold Huston, president and chairman; Bob Skidgel, district representative; Buford Barks, business representative; Louis Manuel, Pat Luna, William Carmichael, Emile Pierce, Thomas Van Deusen, John Staton, and Bob Clark from our Contracts Department.

The negotiating committee did our best to follow the instructions of the members working in this bargaining unit, as given to us at the special called pre-negotiation meetings held with the members.

There was no doubt in the employers' mind starting with the first negotiating session, and throughout all other meetings, that the members were together solid like a rock and wanted major changes in the new agreement in wages, fringe benefits, incentive plans, and working conditions. The results of the secret ballot election by the members told the whole story, with approximately 97 per cent marking their ballot "yes" approving the new agreement.

This new agreement is effective December 1, 1974 until midnight November 30, 1977, except as provided below:

1—The effective date of the first wage increase, Appendix A, is Oct. 1, 1974.

2—The effective date of the second wage increase, Appendix A, is Oct. 1, 1975.

3—The effective date of the third wage increase, Appendix A, is Oct. 1, 1976.

4—The effective date of the first health and welfare contribution (2 cents per hour) is Oct. 1, 1974.

5—The effective date of the other fringe benefit contributions (11 cents per hour health and welfare; 3 cents per hour pensioned health and welfare; and 56 cents per hour pension) is effective Aug. 1, 1975.

The termination date of the agreement shall be Nov. 30, 1977. All benefits developed from future negotiations shall be retroactive to Oct. 1, 1977.

The employer has also purchased two air-conditioned crane cabs for the stripping cranes. We know this is a real step forward in the field of safety, and want to thank Jerry Martin, director of our safety program, for the help he gave us.

The new agreements will be printed in booklet form as requested by the members. As soon as we receive them from the printer, they will be distributed by your business representative.

Other changes which were negotiated into the new agreement are as follows:

03.00.00 EMPLOYMENT
03.03.00 Before a new Employee is put

to work, he shall be referred by the Employer to the Job Placement Center of the Union so that the Union may issue the new Employee a dispatch slip.
03.06.00 Authorized Deductions—Dues and Initiation Fees. The Employer agrees to deduct from the wages of its Employees, and shall so request in writing all dues hereafter becoming due from such Employees to the Union, re-instatement and initiation fees, and to transmit the money so deducted to the Financial Secretary of the Union as hereafter provided. Any Employee desiring to have such deduction or deductions made shall sign a proper assignment form, which is attached hereto and made a part hereof as Appendix 'C,' requesting such deduction from his pay, and such request for deduction will if voluntarily made, upon filing with the Employer, be honored in accordance with its terms.

03.06.01 Such deductions shall not be made more often than once a month. However, installment deduction of initiation fees and/or back dues on a more than once-a-month basis as agreed upon between the Employer and the Employee may be made, provided the Employee submits proper authorization in writing, signed by the Employer, for such deduction.
05.00.00 HOURS

05.02.02 . . . All work performed outside of the regular hours shall be paid for at one and one-half (1½) times the regular hourly rates except on shift work as provided below. All work performed on Sundays and Holidays shall be compensated at one and one-half (1½) times the applicable straight time rate.

05.06.00 There shall be a meal period, on the Employee's time, for Employees on a one (1) or two (2) shift schedule, and on the Employer's time for Employees on a three (3) shift schedule, except as otherwise established by past practice.

05.06.01 If the Employer requires the Employee to perform any work through his meal period, the Employee shall be paid at the applicable overtime rate for such meal period and shall be afforded twenty (20) minutes to eat on the Employer's time.

08.00.00 REPORT PAY
08.03.00 Whenever an Employee is called out to work on a Saturday, Sunday or a Holiday, he shall be paid at least four (4) hours at the applicable rate unless the work immediately precedes his regular shift and he works or is paid for the first half of his regular shift, in which case he shall be paid for the time actually worked by the quarter-hour.

08.04.00 In the event an Employee has completed his regular shift and returned to his residence, and is called back to perform his overtime work, such Employee shall be paid as per reporting procedure 08.01.00. In the event an Employee has not worked his scheduled shift and is called out to perform work, such Employee shall be paid at least four (4) hours at the applicable rate.

09.00.00 HOLIDAYS
09.01.00 The day after Thanksgiving shall be a paid holiday (effective 1976).
09.03.03 If an eligible Employee performs work on a holiday, but works less than eight (8) hours, he shall be entitled to the benefits of this Section to the extent that the number of hours worked by him on the holiday is less than eight (8). This Section applies in addition to the provisions of Section 08.00.00 where applicable.

09.04.00 For all hours worked on a holiday specified in this Section of this Agreement an Employee shall be paid at the overtime rate of one and one-half (1½) times his regular rate of pay, in addition to his holiday pay.

10.00.00 SHIFT PREMIUMS
10.03.02 Swing shift, ten cents (\$10) per hour—Effective 10/1/74.
Swing Shift twenty cents (\$20) per hour—Effective 8/1/75.

10.03.03 Graveyard shift, fifteen cents (\$15) per hour—Effective 10/1/74.
Graveyard shift, thirty cents (\$30) per hour—Effective 8/1/75.

12.00.00 VACATIONS
January 1, 1976 through December 31, 1976:
Years of Service: Vacation Pay For:

1 week
1 week
2 weeks
2 weeks, 1 day
2 weeks, 1½ days
2 weeks, 2 days
2 weeks, 3½ days
2 weeks, 4 days
2 weeks, 4½ days
3 weeks
3 weeks, ½ day
3 weeks, 1½ day
3 weeks, 1½ days
3 weeks, 2 days
4 weeks
Effective January 1, 1977:
Years of Service: Vacation Pay For:

3 weeks, 2 days
4 weeks
25 and Thereafter 5 weeks

12.07.01 An Employee entitled to five full weeks' vacation will receive a \$150.00 Bonus.

12.08.00 Additional Bonus. Effective December 1, 1974 only, each regular Employee (i.e., who has fulfilled his probationary status) shall receive a Bonus of \$150.00 providing there is no work stoppage.

13.00.00 WAGES
13.01.00 The Schedule of classifications and rates, additional increase and cost of living adjustment are attached hereto as Appendixes 'A' and 'A-1,' and shall apply to all work covered by this Agreement and shall be applicable in the years specified. Appendix 'B' sets forth the applicable incentive plans and shall be applicable in the years specified; and Appendix 'C' sets forth the Dues Authorization Assignment Form.

13.01.01 The Schedules of classifications and rates attached hereto in all the above Appendixes are subject to the provisions of Section 16.00.00, which shall apply when applicable to all work covered by this Agreement.
13.01.02 The Employer agrees that if and when an adjustment is made in incentive rates, as related to existing basic incentive plans, hourly rates and fringe benefits for their Employees covered by United Steel Workers of America collec-

tive bargaining Agreement, a similar adjustment shall apply to Employees covered by this Agreement.

17.00.00 SENIORITY
17.02.00 An Employee shall not obtain seniority until he has completed a probationary period of 520 working hours, after which time his seniority shall date from his date of hire.

17.06.00 When a vacancy occurs, a 'Notice of Vacancy' shall be posted for three (3) calendar days commencing on the workday following the occurrence of the vacancy. During said three (3) days the Employer shall be free to fill the vacancy with any Employee on a temporary basis. The three-day period will be exclusive of holidays.

17.07.01 Any Employee who is the successful bidder of a posted job shall be scheduled on the posted job as soon as possible. It shall be understood that the Employer will not be obligated to schedule overtime. It shall be understood that the successful bidder may lose time in making the schedule change.

17.07.02 Any Employee who is off work for illness or accident for a period of less than thirty (30) calendar days shall not have the job he was assigned to posted for this period of time. Upon returning to work this Employee shall return to his original job, or may take any job that was posted during the time of absence as his seniority allows.

17.08.00 Where an Employee is absent from the plant for all of the period of a job posting, by reason of sickness, injury, vacation, leave of absence or layoff, he shall be entitled to exercise seniority rights to the vacancy posted, upon his return; provided that he applies for the job within five (5) calendar days following his return.

17.09.00 Any Employee who is to be laid off because of schedule modification or breakdown may exercise seniority rights on what would be the next straight time shift (holidays excepted).

17.09.01 Any Employee whose work schedule is interrupted may, at his option, take layoff. All Employees electing layoff must promptly notify their supervisor of their intention to take layoff. This notification will take place as soon as the Employee is informed of his layoff by the Employer. All such Employees taking layoff will be placed on the layoff list in accordance with proper seniority sequence.

17.09.02 Any Employee whose work schedule is interrupted may at his option exercise his seniority and bump a junior Employee. All Employees so exercising their seniority shall be required to report to the Production Office during staffing time (8:00 a.m. to 4:30 p.m., Monday through Friday) within twenty-four (24) hours, commencing at time of notification of layoff by Employer. All Employees so exercising their seniority shall be required to fill out an approved bump form. As promptly as possible, Employer will effect a new schedule, and will inform those affected Employees of this schedule.

17.09.03 Any Employee who exercises his seniority and elects to take a job which may have a different shift, or different days off, shall be responsible for all lost time. The Employer will not be obligated to make overtime available during this relocation period.

17.09.04 Any Employee who exercises his seniority and elects to take a different job must honor the normal days of his original regular work week, and these days off will not be counted as layoff days.

17.09.05 Any Employee who exercises his seniority and elects to take a different job may be required to lose the first day of layoff. Employer will be obligated to expedite this processing as quickly as possible.

17.09.06 Any Employee who is notified by Employer of his layoff and does not inform Employer of his intention to take layoff promptly, and does not exercise his seniority within twenty-four (24) hours, shall be automatically on layoff status, and will forfeit any opportunity to exercise his seniority, other than the right to bid a posted job, for the duration of the layoff schedule as announced by the Employer that initiates this layoff.

17.09.07 All forms used in layoff procedures shall be approved by the Union and the Employer.

17.09.08 All jobs vacated by Employees who elect to exercise their seniority will be open jobs. At such time as these jobs are to be filled, Employer shall promptly post these jobs for plant bid in accordance with the applicable provisions of this Agreement.

17.12.00 All Employees who are to be laid off because of schedule modification or breakdown shall be notified by plant posting. In case the laid off Employee will not be available to read the posting, the Employer shall phone these Employees. Three (3) attempts to reach the Employee shall be considered an adequate attempt. Should Employer fail to reach the Employee after the third call, the Employer will notify the Employee by telegram. The Employer will not be responsible for delivery of the telegram.

17.12.01 All Employees who live in excess of twenty (20) miles from the plant site may respond to any telephone or telegram communication from the Employer by sending to the Employer a collect telegram. The proper address to use is:

Pacific States Steel Corporation
34865 Mission Boulevard
Union City, CA 94587

The Employer shall restrict his telegram to not more than 15 words in the telegram. The Employee will be totally responsible for the telegram content.

17.12.02 The Employees shall be exclusively responsible for notification of the Employer of his current address and telephone number.

18.00.00 JOB STEWARDS
18.01.00 Number of Job Stewards. The Union may select an Employee on each shift in Operation to serve as Job Steward.

18.02.00 Performance of Duties. In addition to his regularly assigned work, the Job Steward shall be permitted to perform the duties set forth in Section 18.05.00. The Union agrees that such duties shall be performed as expeditiously as possible, and the Employer agrees to allow Job Stewards a reasonable amount of time for the performance

of such duties. The Union will reimburse the Job Stewards for lost time which the Union has authorized.

18.03.00 Notification of Appointment and Termination. The Union shall notify the Employer, or his representative, in writing, of the appointment of Job Steward, and the Employer shall notify the Union of his termination.

18.04.00 Notification of Layoff. The Leaderman shall notify the Job Placement Center of a layoff of a Job Steward as soon as possible.

18.05.00 Duties. The Job Steward shall be limited to conducting Union business.

18.06.00 Prohibitions. The Job Steward shall not:

GOLDMAN—2-26-75—(7)
18.06.01 Stop the Employer's work, for any reason.

18.06.02 Tell any Employee covered by this Agreement that he cannot work on the job.

18.07.00 Dismissal. Infraction of either of the two (2) rules set forth in Section 18.06.00 shall be cause for immediate dismissal of the Job Steward without any prior notice.

19.00.00 SAFETY AND HEALTH
19.01.00 The Employer shall make any provisions necessary in carrying out and adhering to all applicable State and Federal Safety Laws for the safety and health of its Employees at the plant during the hours of their employment. Protective devices such as goggles, protective hats, and raincoats will be furnished by the Employer. The Employer shall furnish the above items at no cost to the Employee, but Employees must return equipment or be charged with it, normal wear and tear excepted. The Employer may charge a deposit for the above in accordance with posted current values, and Employee's deposit will be returned in full when this equipment is returned. All Employees must furnish and wear safety shoes.

19.02.00 Proper lighting, heating, ventilating systems, toilet facilities and drinking water which complies with State and Federal Laws shall be installed and maintained where needed.

19.03.00 If an Employee reports to his supervisor that a job is unsafe, three (3) supervisors will inspect the reported unsafe job before any Employee is required to work on the job in question. After such inspection, if there should be any disagreement, the Employee will not be required to work on the job in question unless he receives a letter signed by the supervisors that the equipment is safe to operate. The Union Job Steward shall be called prior to Employer giving the Employee an approval letter, and said Job Steward shall be given a duplicate copy. The Union's Safety Representative, if requested by the Job Steward, shall further investigate the problem. No Employee shall be required to work on, with, or about an unsafe piece of equipment or under an unsafe condition if such equipment or condition is determined to be unsafe by an authorized representative of the Division of Industrial Safety or the authorized safety representative of a Federal awarding agency. Such determination shall be in writing.

24.00.00 SHORT WEEK

BENEFIT PLAN

24.01.00 Eligibility. Any Employee who is a member in good standing of the Union, having two or more years of continuous service will receive a Short Week Benefit from the Fund for any week in which some, but less than 32 hours are worked for the Employer; provided however, that for such week such Employee has not refused employment offered by the Employer for a job for which he is qualified and which is the same shift as he last worked prior to lay-off, and which is within a classification for which he will receive equal or more pay and equal or more tonnage, or when a combination of pay and incentive is equal to or is more than the total of the Employee's regular job. The Employer, at its option, may continue to work a laid-off Employee on a crane which pays a lower rate of pay, providing the Employer pays a rate equal to the total rate the Employee would receive on his regular job. The implementation of this option will in no way affect the normal rate paid for the general operation of the lower paying crane.

24.04.00 The Employer shall not be lia-

ble for any payments from the Fund, if such payments exceed the value of the Fund at that time.

24.04.01 An annual audit of the Short Week Benefit Fund shall be sent to the Union on March 31 (year end closing).
ROLLING MILL CRANE: Nos. 1, 2, 16" & 12" MILL BILLET

CRANE: No. 7 \$ 5.644

COLBY CRANE: \$ 5.884

No. 40-No. 41 \$ 5.884

MOBILE CRANE \$ 5.594

LOCOMOTIVE ENGINEER \$ 5.884

MARION CRANE \$ 5.884

SUPPLY CRANE: \$ 5.364

No. 17-No. 26 \$ 5.284

ROLLING MILL CRANE: \$ 5.284

Nos. 1, 2, 5, 8, 32 and 33 \$ 5.284

STRAIGHTENER CRANE: \$ 5.284

No. 3-No. 39 \$ 5.284

WAREHOUSE CRANE: \$ 5.284

No. 34-No. 35 \$ 5.284

SWITCHMAN \$ 5.284

MOBILE CRANE—N. C.: \$ 9.71

80' boom or less \$ 9.91

MOBILE CRANE—N. C.: \$ 9.91

80' 1" boom or more \$ 9.91

OVERHEAD SCRAPYARD \$ 5.644

CRANE: Nos. 23, 24, 42 \$ 9.86

MARION CRANE—N. C. \$ 9.86

MARION CRANE—N. C.: \$ 10.06

80' boom or more \$ 9.62

OVERHEAD CRANE: \$ 5.544

Pouring Concrete \$ 6.587

Pre-fab & Machinery \$ 5.544

POWER SHOVEL \$ 6.587

APPENDIX "A-1" In addition to the wage rates and fringe benefits set forth in this Agreement, all Employees shall receive a cost of living adjustment as provided hereunder:

A. FORMULA: The cost of living formula applicable to the Employees covered by this Agreement shall be as follows:

(1) All Employees shall receive quarterly, a one cent (\$0.01) per hour increase for each full three-tenths (.3) of a point increase in the Bureau of Labor Statistics (BLS) Consumer Price Index (1967 = 100). This increase shall commence with the 1974 Quarter effective August 1, 1974, and ending November 1, 1974, and shall be applicable quarterly and applied in a like manner throughout the term of this Agreement. (See following.)
(2) Cost of Living Application Time Table:

DATE	ACTIVITY
October 1, 1974	\$.64 cents per hour Roll-In
November 1, 1974	Quarterly cost of living adjustment using new formula (see IA(1) above). \$.16 cents Open.
February 1, 1975	Quarterly cost of living adjustment
May 1, 1975	Quarterly cost of living adjustment
August 1, 1975	Quarterly cost of living adjustment
October 1, 1975	Quarterly cost of living adjustment
Annual Roll-In	Quarterly cost of living adjustment
November 1, 1975	Quarterly cost of living adjustment
February 1, 1976	Quarterly cost of living adjustment
May 1, 1976	Quarterly cost of living adjustment
August 1, 1976	Quarterly cost of living adjustment
October 1, 1976	Quarterly cost of living adjustment
Annual Roll-In	Quarterly cost of living adjustment
November 1, 1976	Quarterly cost of living adjustment
February 1, 1977	Quarterly cost of living adjustment
May 1, 1977	Quarterly cost of living adjustment
August 1, 1977	Quarterly cost of living adjustment
October 1, 1977	Quarterly cost of living adjustment

INCENTIVE PLAN—APPENDIX B

The new incentive rates for all tonnage Incentive Plans have been computed at an increase of 11.27% which is the actual rate of inflation as reflected by the Consumer Price Index for the period November 1, 1973 through and including October 1, 1974.

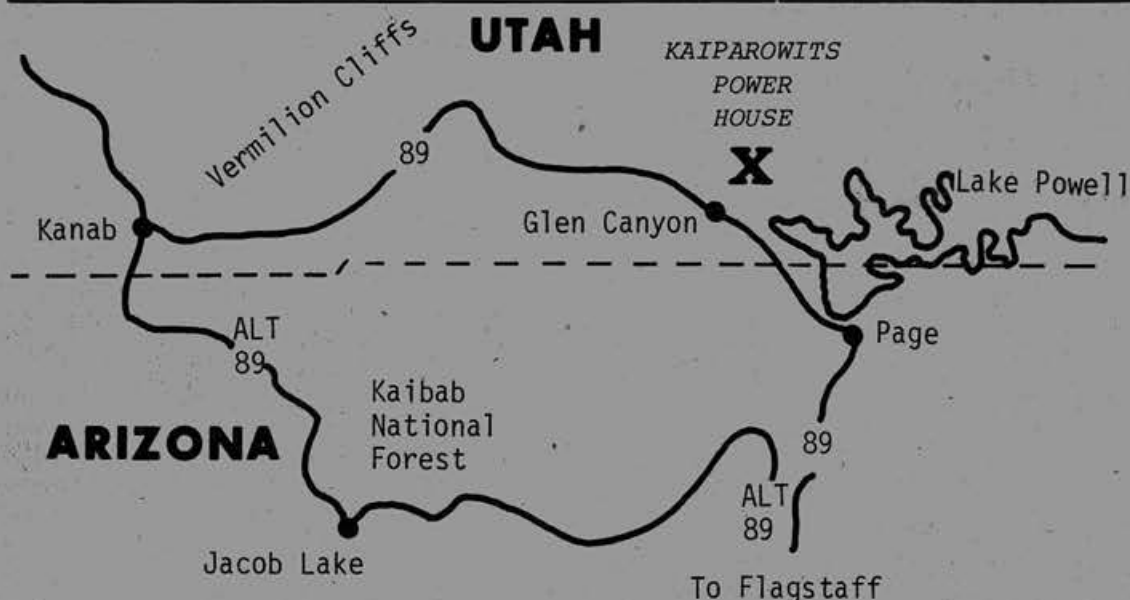
It is to be noted the following additions have been negotiated into this

(Continued on Page 6)

APPENDIX "A"			
JOB CLASSIFICATIONS AND RATES—DEPARTMENT NO. 14			
CLASSIFICATIONS	10/1/74	10/1/75	10/1/76
CRANE LEADERMAN	\$ 6.354	\$16 per hour	\$16 per hour
LADLE CRANE:		Across-the-	Across-the-
No. 29-No. 30	\$ 6.004	Board increase,	Board increase,
PIT CRANE:		plus \$.003 cents	plus \$.004 cents
No. 28-No. 31	\$ 5.824	(.3 cents) per	(.4 cents) per
30" MILL INGOT CRANE:		job-class	job-class
No. 9	\$ 5.644	increment	increment
10" MILL BILLET CRANE:		increase, plus	increase, plus
No. 6	\$ 5.644	Cost of Living	Cost of Living
30" MILL BILLET CRANE:		Roll-In	Roll-In
No. 10	\$ 5.644		



PACIFIC STATES STEEL negotiation committee. From left to right, Bill Van Deusen, Local 3 President Harold Huston, Bill Carmichael, Emile Pierce, Pat Luna, Oakland District Representative Bob Skidgel, Lou Manuel and John Staton.



THE LOCATION of the Kaiparowits Power House planned for construction in the southern end of Utah. The project will be the

largest single construction job in the history of Local 3, and will cost \$2 billion to build. Construction may take 14 years.

Huge Powerhouse Planned For Utah

A new powerhouse which promises to be the largest single construction project to be built in the history of Local 3, is slated for construction in the extreme southern part of Utah, 20 miles from the state boundary.

The 3,000-megawatt Kaiparowits Power House, with an estimated cost of \$2 billion, will take approximately 10 to 14 years to complete and will provide over \$500 million in wages for building and construction tradesmen.

The huge operation, which is expected to provide energy equivalent to 33 million barrels of oil each year, has been in the planning stages for 12 years.

Southern California Edison will be the owner of the powerhouse and it is uncertain at this time whether or not the project will be built on a union basis. Three major companies are being considered as the prime contractor: Bechtel, United Engineering Company and Brown & Root. Brown & Root is a non-union contractor.

If this job is done on a union basis predictions

are that the agreement will be written so that it is similar to the project agreement on the Alaska pipeline. This would guarantee that under no condition would there be any strikes, slowdowns, stoppages or jurisdictional disputes. The owner in turn would guarantee that the job be done strictly on a union basis.

In direct relation to the power plant, Kaiser is to build and operate a mine and mill that will furnish the coal which will be the energy source for the power plant. This operation will be the free world's largest underground coal mining complex with an annual production of 12 million tons.

The total cost of this expansion is estimated to be about \$300 million.

As a result of the power plant and permanent mine and mill, a town of about 20,000 people will be built from the ground up. At present, the nearest town is Glen Canyon City, Utah, which is 10 miles away. Page, Arizona is about 25 miles from the construction site.

Engineer's Son Needs Blood

The following story was given to a Local 3 business representative by Steven Gunter, the son of operating engineer Jerry Gunter. On Saturday, March 29 a blood drive will be held to help replenish the Engineers' blood bank and to replace blood for Steven Gun-

ter, who now owes Kaiser Hospital 140 pints. The blood drive for Steve and the Engineers' blood bank will be held between 9 a.m. and noon at the San Jose Red Cross Center.

My name is Steven Gunter. I am 5 years old. I am in kindergarten at Bishop School. I like school. I have one brother and two sisters. My grandma and grandpa live next door. It's fun to go see them and get cookies and play games. There is a Seven-Eleven store down the street. Sometimes my mom lets me walk down and get a popsicle. It's nice on hot days. We have a swimming pool in the backyard. I went swimming a lot last summer.

Some days though, I can't swim or go to the store or even go to school. I have to stay in bed. Sometimes I even have to go to the hospital. You see, I am a hemophiliac. I don't mind much, but I feel bad when I have to stay in bed, while everyone else gets to play. At school I have to be really careful that I don't fall, cause if I

fall I almost always have to go to the hospital.

I can't run really fast like the other kids. I can't play football or climb trees. They sometimes make fun of me. I feel bad. I want to learn to ride a two-wheeler bike. My mom is kind of nervous. I don't like to make mom worry.

What helps a lot is that people give blood for me. It helps because when I run a little too fast or play too hard or I fall, I can go to the hospital and use their blood and it makes me stronger. A lot of people donate blood for me, but it's not enough. It's hard to be careful all the time. I am only five. I'd be really happy if you could donate blood for me. My dad said it doesn't hurt or take a lot of time. Then maybe next year I can climb trees or run as fast as the other kids. I will have to go through this for the rest of my life, and I sure will appreciate all the blood I can get.

Thank you
STEVEN GUNTER



STEVEN GUNTER

More On Service Pension...

(Continued from Page 1)

they would end up paying for something that simply benefited a small percentage of the membership."

Marr said that he wanted to stress the fact that he is not against service pensions and that the defeat of the service pension at this time does not rule out considering it again at some time in the future.

"This was just a bad time to

be thinking about a service pension," Marr said. "The economy being what it is, when so many members are having a difficult time earning one pension credit per year because of the lack of construction work, it just isn't a good dollar buy for so many underemployed members to finance a plan that will help only a few."

Marr said that he would not hesitate to offer the service pen-

sion to members again when work is more readily available and a more equitable plan, one that would benefit the entire membership, is proposed.

He said that, since the service pension was rejected, pension money that has been accumulating in a special fund since July 1, 1974 will be applied to the existing plan by action of the Board of Trustees.



RIGGING LINES

By BOB MAYFIELD
Vice-President

It hardly seems possible that winter is almost over and spring is just around the corner. If you think spring isn't about here, look at the cherry trees and other early blossoming flowers and plants. This, of course, means the signal of what to most construction-oriented operating engineers is to go back to work, or to work full time instead of on a hit-and-miss basis, as the weather might permit. I'm certain that many such brothers are uncertain as to whether or not this is going to be a good year or not so good. The billions of dollars of expenditures that have been withheld on our federal highway system by several presidents would and could certainly be an immediate source of many new jobs. President Ford's announcement of the release of such funds a short while back was, I'm certain, welcomed over this entire country by all building tradesmen, as well as heavy and highway building contractors. The question now seems to be how soon these funds will trickle down and actual construction will start, as we all know well that at times much red tape has to be cut when the government is involved. Work needs to be started as soon as possible as throughout our four states many stretches of highway are running at over-capacity and the ensuing accidents that are bound to happen have caused these stretches to become known as a "blood alley." It seems that between construction planning and environmental impact reports and hearings, much is spent and little constructed.

Negotiations seem to be a never-ending thing and I'm happy to announce that in most cases respectable and honorable agreements are reached without strikes or disruptions of any kind. In Nevada three major contracts were opened and settled. Both the Carlin and Cortez Gold mines were opened early for wages only and a very nice package was agreed upon and ratified heavily by the membership involved. Gold, as we all know, has been selling on the world markets at an all-time record prices and the profit margin is very high. It's nice to see our troops getting their piece of the pie! Both of these mines are among the top five gold producing mines in the United States today. The Duval Copper mining agreement was also settled for a three-year term and, for the most part, the settlement was very close to the National copper settlement with 15 cents per hour catch-up and lag pay, as this agreement was not opened until several months after the copper settlement. The business agents and job stewards from Nevada should all be commended for their diligent efforts in bringing these settlements about.

For all the good settlements there has to be a bad one. Some companies seem to want to treat their employees (who are making the company profits) like second-class citizens, as far as wages and fringes are concerned. Heckett Engineering, working in conjunction with U.S. Steel at Geneva, Utah, has refused to make a comparable settlement such as "Basic Steel" and "Basic Copper." Our brother engineers are now on strike and walking the picket line, and it seems a shame that this large company won't be realistic to industry settlements in this state. Major issues are front-end (1st year) money and a comparable cost of living increase that the steel and copper industry in this state has enjoyed now for the past two contracts.

Other new contract negotiations presently in progress are the Custom Contract of Utah, Harrison Western Shaft Agreement and a Western States exploration agreement for diamond core drilling. With any luck at all, by publication of next month's newspaper these employers that were formerly non-union may be working under union agreements.

More Complaints...

(Continued from Page 2)

This panel of well-known consumer officials and home economists is sponsored by appliance manufacturers and retailers to try to resolve complaints.

AUTOCAP is the name for similar local panels recently established in some cities as an experiment in settling complaints related to cars and equipment. These panels are being sponsored by the National Automobile Dealers Association, 2900 K St., N.W., Washington, D.C. 20006. Another trade association whom you might notify if you have a car complaint is the Automobile Manufacturers Association, 1619 Massachusetts Ave., Washington, D.C. 20006. Still another is the Tire Industry Safety Council, 766 National Press Bldg., Washington, D.C. 20004.

FICAP is short for the Furni-

ture Industry Consumer Action, Box 951, High Point, N.C. 27261. FICAP seeks to handle complaints about furniture products.

CRICAP is the Carpet and Rug Industry Consumer Action Panel, P.O. Box 1568, Dalton, Ga. 30720. The National Association of Home Builders, with the encouragement of Virginia Knauer, the President's consumer advisor, has established complaint procedures to help home buyers and builders "work out amicable solutions," according to Les Blattner, Jr., NAHB director of consumer affairs. The procedures are under the supervision of the individual state and local builders' associations. You may be able to find the local association in the Yellow Pages. If not, write to Blattner at the National Housing Center, 15th and M Streets, N.W., Washington, D.C. 20005.



MARYSVILLE ENGINEERS pose outside the Marysville Blood Donor Center and display the hard hat decals they devised. At right is

the decal, which will soon be available in all district offices to engineers who donate blood.



Donor Decals Have Marysville Origin

Last summer a group of men who were then working at Zurn Engineers in Orland on the Tehama-Colusa Canal gathered to donate blood to the District 60 blood bank. The following week another group of men gathered for the same worthwhile purpose. After these times of getting together the men began to talk about how nice it would be to have

some sort of emblem or decal to put on their hardhats, to let other members know that they stood behind the idea of the blood bank.

These men then got together again and sketched out what they thought would be a good emblem and contacted their business agent, George Halsted. He did some letter writing, leg work and talking with District Representa-

tive Alex Cellini. Cellini then did some leg work of his own and went to San Francisco with the idea.

The result is the decals you now see on the hats of engineers who have donated blood to any of the Local 3 blood banks. These decals, the idea and work of the men from District 60, will soon be available at all district offices.

District 60 Having Slow Winter

By A. A. CELLINI,
District Representative, and
JOHN E. SMITH and
GEORGE HALSTED,
Business Representatives

Work, in general, on the east side of the Marysville district has been slow, as weather has not permitted the advancement of much work.

At the Yuba Goldfields, Dredge 20 has been in the process of being dismantled all winter, keeping about 30 brother engineers working. They have been working continuously except on extremely wet days when slipperiness is a safety hazard. With the dismantling of Dredge 20, Dredge 17 and Dredge 21 will be the only two remaining. Dredge 21 is the dredge that they are anticipating starting again. Dredge 20 was the dredge that could go the deepest and would have been the best one to start back up again, but it was sold to International Dredging in 1968, and couldn't be repurchased. The complete dismantling should be finished about one month from this writing.

Dredge 17 was the remaining dredge that could dig the deepest, and is probably in the best condition of the two; but for reasons only known by the powers that be at Yuba, Dredge 21 was chosen to try to get back in working order.

At Oroville, Continental-Heller was low bidder on the new sewage treatment plant, and H. M. Byars was low bidder on the second phase of underground. Rodriguez Underground Construction was already low bidder on the first phase of underground work. The total of these bids is approximately \$6 million. None of these have been awarded as of the date of this writing, but should be shortly.

The work on the west side has slowed down considerably. The recent rain has shut down just about all the jobs. H. M. Byars had started back to work at Wilfords, and had worked about two weeks before they had to stop because of the rain. K. S. Mitty and Hertel Construction should just about have their work on the Glen-Colusa Irrigation District completed by the time you read this article. These jobs have helped some of the brothers with an extra boost through the winter months.

Work in the Chico area has been slow. Butte Creek Rock has cut down to three or four men working in the shop. We just learned that they were the low bidder on the Highway 162 job from Butte City-East (widening project) for approximately \$1.25 million. Peterson Tractor is slow at present and we understand that they have been rotating the fellows into the

shop trying to keep everyone working. The rain has also slowed West Valley's job down on the midway south of Chico.

We would like to say that we are glad to report that Brother Wayne Rogers, who was hurt recently on the job working for Bob Banes, is doing real well and we understand he will probably be back on the job very soon.

BLOOD BANK

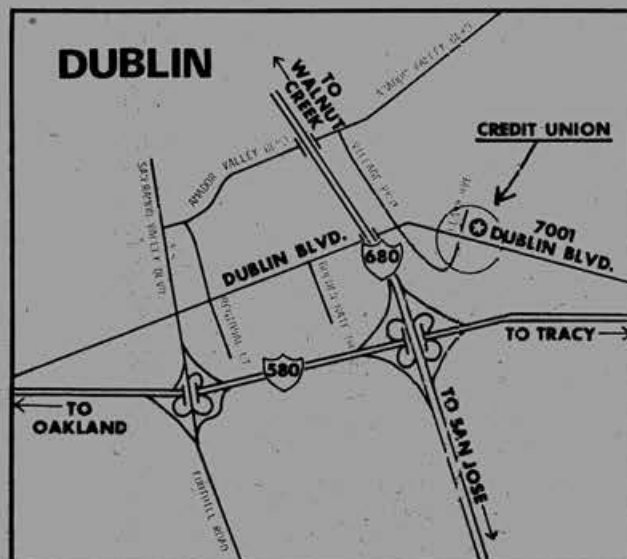
We wish to thank the following members who so generously donated to the Blood Bank and who are also some of our most consistent donors: Kenneth Bettis, John Pittard, Jim Aldax, Bob Newvine and Donald Politovich. These donations came from the Chico Blood Bank on Jan. 27, 1975. Other donations for January and February have not been received in our office yet but thank you until we find out your names.

The Blood Bank Schedule is as follows:

Marysville—2nd Tuesday of each month; 1:00-7:00 p.m. Marysville Art Club.

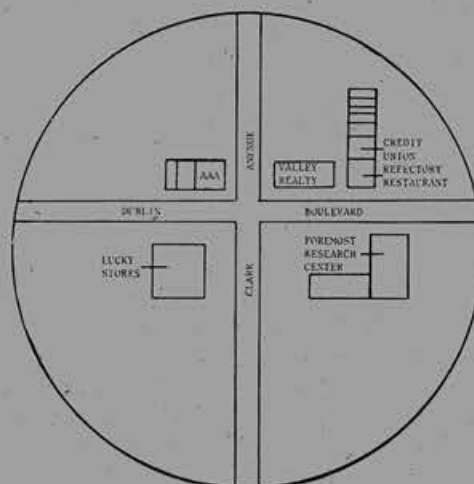
Oroville—1st Thursday of each month; 1:00-6:00 p.m. Medical Center Hospital.

Chico—Every Monday; 3:00-6:00 p.m. Every Tuesday; 8:00-11:00 a.m. and 1:00-4:00 p.m. Every Friday; 8:00-11:00 a.m. Chico Donor Center, 169 Cohasset Road.



THE NEW LOCATION of the Credit Union is shown in the map above. In the insert at

right the Credit Union is shown in its position directly behind Refectory Restaurant.



Credit Union Notes

Board Changes Loan Policy

By DALE HANAN, General Manager

The Board of Directors has taken action to restrict loans to consumer type loans. Loans will continue to be granted for purposes of transportation, medical, dental, living expense and other related consumer type purchases and needs. During times when the Credit Union has surplus funds the Board of Directors has extended loan policy to include non-consumer type loans, such as loans secured by or for the purchase of construction equipment and real estate.

During the past two years the Credit Union has assisted many members by granting non-consumer type loans. The surplus funds allocated for these types of loans has been nearly depleted. The Board of Directors has made the following changes to meet the consumer needs of the membership:

1) Discontinued granting loans secured by, or for the purchase of, construction equipment, heavy duty equipment and real estate.

2) To normally require a 20 per cent down payment or equity in collateral offered as security for loans. A member purchasing an automobile may use any combination of cash down payment; share pledge from his share account or trade-in allowance to meet the 20 per cent down payment requirement.

3) Maximum unsecured (signature) loans shall be limited to members with excellent ability to repay, reasonable debt structures and good credit repayment records. A loan applicant should indicate if a lesser amount of money would be acceptable if he does not qualify for the maximum unsecured loan. A member may also pledge sufficient shares on deposit to cover the difference between the amount he is requesting and the unsecured amount he can qualify for.

CREDIT UNION OFFERS INVESTMENT CERTIFICATES

For the first time, we are offering members an opportunity to invest in the Credit Union at a fixed rate of return. Effective March 17, 1975, INVESTMENT CERTIFICATES will be offered to Credit Union members who want a safe, flexible addition to their investment portfolio. Families today demand the most for their money in all their consumer decisions and they apply the same principles to their investment and saving programs. INVESTMENT CERTIFICATES meet these needs because they are issued in minimum amounts as low as \$1,000 and can be redeemed on demand, offer a high interest return and carry short term maturities.

INVESTMENT CERTIFICATES will be issued in even multiples of \$1,000 and will be available on a first-come, first-serve basis. Only a limited amount will be issued. We are offering INVESTMENT CERTIFICATES which mature in one year with a guaranteed return of 7 per cent per annum with interest paid or credited every six months. Members with regular share accounts may have the interest credited to their account or mailed to the member's address of record.

Our INVESTMENT CERTIFICATES offer the investor a better value than those issued by other financial institutions. We offer a greater interest return with a shorter period of maturity. Another advantage is that our INVESTMENT CERTIFICATES are not subject to a 90 days interest forfeiture on certificates presented before maturity. Our certificates may be redeemed before maturity at a reduced rate of interest (5½ per cent per annum from the date of purchase through the last month the certificate is outstanding). This reduced rate of interest on redemption exceeds the interest you would normally earn on regular savings accounts with other financial institutions.

INVESTMENT CERTIFICATES are a safe investment because they are backed by \$16,000,000 of sound Credit Union assets. These certificates are a preferred obligation of the Credit Union. These certificates are non-negotiable, offering the purchaser protection, and may not be redeemed by anyone but the payee(s). The Credit Union maintains a copy of each certificate and records each investment transaction. INVESTMENT CERTIFICATES may be issued in multiple names as joint tenants with right of survivorship. Members may purchase these certificates by sending a check or money order for the investment desired (in \$1,000 increments) to the Credit Union with the order form attached below.

APPLICATION FOR PURCHASE OF 7 PER CENT INVESTMENT CERTIFICATE

- ☐ Enclosed is my check/money order in the amount of \$_____. I desire to purchase a certificate under your INVESTMENT CERTIFICATE PROGRAM. Make the certificate payable to me and forward to me at the address listed below.
- ☐ Credit interest payments to my regular share account.
- ☐ Mail interest payments to me at the address listed below.

My Social Security Number is _____

Name (Please Print) _____

Joint Owner's Name _____

Address of Applicant _____

City _____ State _____ Zip _____

(Signature of Applicant)

More President's Pen

(Continued from Page 4)

Agreement.

- (1) Effective August 1, 1975 a 24 Crane will receive Open Hearth Tonnage at the Supply Crane Incentive rate, and;
- (2) Effective August 1, 1975 The Colby Crane will receive Yard Tonnage when the Tin Press is in operation.
- (3) On any day an Employee is not eligible for incentive pay, he shall receive the guaranteed (\$18) cents per hour in addition to this regu-

lar straight time hourly wage rate. (4) As it relates to the Incentive Plans, the following provisions have been negotiated out of the Agreement, and have been deleted in their entirety.

- (A) All sections and paragraphs relating to:
- (1) Non-allowable delay time
 - (2) Poor quality scarring
 - (3) Re-scarring
 - (4) Absenteeism

OPERATING ENGINEERS TRUST FUNDS:

OUTLOOK

VOL. 2—NO. 3

SAN FRANCISCO, CALIFORNIA

MARCH, 1975



A WORD OF EXPLANATION on the pensioned health and welfare trust fund is given to retirees at a recent Retirees' Asso-

ciation meeting by Director of Fringe Benefits Art Garofalo, as Business Manager Dale Marr looks on.

Recent Improvement

Care In Convalescent Hospital Covered

One of the recent improvements to the Operating Engineers Health and Welfare Plan in Northern California was the addition of convalescent hospital care. Recognizing the tremendous expense that can befall a participant recovering from a prolonged illness or injury, the board of trustees adopted provisions designed to absorb much of this financial burden.

The convalescent hospital care benefit is an extension of the general hospital benefits that are payable by the plan. Confinement in either or both-type of facility is subject to a 365 maximum. However, each two days of confinement in a convalescent hospital will be counted as one day in a general hospital toward the 365 day maximum.

The plan will pay all of the first \$65 per day room and board charges and \$1000 of the miscellaneous extras plus 85 per cent of the reasonable charges in excess of these amounts.

Benefits are payable when the convalescent hospital confinement is recommended by a physician who certifies that the confinement

is necessary for the continued treatment of an illness or injury. The confinement must begin within 14 days after a participating member has spent at least three consecutive days in a general hospital, and be for the same or related cause which made the hospitalization necessary.

It is important to note that the plan imposes certain requirements as to the qualifications of a convalescent hospital. These requirements are to insure that an institution has the facilities and staff to provide the very best of care to an operating engineer or a member of his family. To qualify a convalescent hospital must be an institution that is regularly engaged in providing skilled nursing care for sick and injured persons under 24-hours-a-day supervision of a medical doctor or a graduate registered nurse. The convalescent hospital must have available at all times the services of a medical doctor who is a staff member of a general hospital, and have on 24-hours-a-day duty graduate registered nurse, licensed vocational nurse, or skilled practical nurse,

and has a graduate registered nurse on duty at least eight hours per day. The hospital must also maintain a daily medical record for each patient and comply fully with state and federal licensing requirements, as well as any other legal requirement.

Charges for private nurses, rest homes, drug or alcoholic centers will not be considered for reimbursement under the provisions of the plan.

This type of benefit is unique among negotiated health plans and characteristic of the innovativeness of Operating Engineers Local 3.

Kaiser Option Requires Use Of Kaiser Facilities

During the past couple of months, the Trust Administration Office has received a number of claims from operating engineers who elected the Kaiser option for medical expenses incurred outside of Kaiser facilities. Although there is a provision under the Kaiser option for emergency outpatient care, it does not cover treatment of services that are available under the Kaiser plan.

If you and your family elected Kaiser coverage in November of last year, *Outlook* would like to remind you to make use of the Kaiser facilities for your medical needs in order to avoid having to pay the medical expenses yourself.

The Kaiser option will be available to participating members again in November, 1975, as well as the opportunity for those members currently under the Kaiser program to revert to the Comprehensive Benefits Plan if they so desire.

Fringe Benefits Forum

What Are Service Credits?

By ART GAROFALO, Director of Fringe Benefits

During a recent round of meetings one of the questions that was most frequently asked was the difference between a "past service credit" and a "future service credit" and their effect on a member's pension.



Art Garofalo

According to the rules and regulations of the Pension Trust Fund for Operating Engineers, an engineer will receive a past service credit for each year prior to the year in which his contribution date occurs, during which he was employed or was available for employment in the geographical jurisdiction of Local No. 3. He must have been employed for at least 32 weeks to be entitled to a full credit, although partial credit is granted in quarter units if a man worked or was available for employment from eight to 32 weeks during a year. In addition, he must have been employed by a contributing employer or on work of the type covered by a labor agreement with Local No. 3 that was in effect on January 1, 1958.

Past service credit is also available to a member who was employed on a regular basis by Local No. 3 as an officer, representative, administrative staff specialist, dispatcher or accountant.

Members may also be entitled to a maximum of two past service credits for periods of military service in the Armed Forces of the United States during which he retained reemployment rights under the Federal law. Included in this category are periods of imprisonment by a declared enemy nation during World War II. For such past service credit to be granted, the member must have performed work under such conditions that he would have been entitled to past service credit immediately prior to his military service or have been employed in a covered classification in the war zone and was taken prisoner as a result.

Any engineer that was a member of a bargaining group which began its contributions to the Operating Engineers pension plan after December 31, 1969 may only receive up to ten past service credits. Past service credit for employment with a public agency or by an employer who does not contribute to the pension fund and had a recognized company plan in which an engineer was a participant is limited to five past service credits, and they are only granted if the engineer earns at least two future service credits.

Past service credit is never granted for any period of employment for which a pension is payable under any other pension program.

The Trust Fund Office employs a number of means to verify your eligibility for these past service credits. They are computed only when a member has filed an application for pension benefits, and yield different dollar values depending on a member's bargaining group.

Future service credits, on the other hand, are based on the number of hours a member works in a covered classification for a contributing employer after his bargaining group contribution date. From his contribution date until January 1966, an operating engineer earned future service credit according to the following schedule:

Hours Worked for Contributing Employers in Calendar Years	Future Service Credit
Less than 350 hours	None
350 to 699 hours	One Quarter
700 to 1049 hours	Two Quarters
1050 to 1399 hours	Three Quarters
1400 hours and over	Four Quarters

Beginning in 1966, an operating engineer who was younger than age 60 could earn a fifth quarter of future service credit if he worked at least 1750 hours for a contributing employer in a calendar year, thus:

1400 to 1749 hours	Four Quarters
1750 hours and over	Five Quarters

Also beginning in 1966, an operating engineer who was age 60 or over started to earn future service credit according to the following schedule:

Less than 300 hours	None
300 to 599 hours	One Quarter
600 to 899 hours	Two Quarters
900 to 1199 hours	Three Quarters
1200 to 1499 hours	Four Quarters
1500 hours and over	Five Quarters

Since more than one future service credit may be earned in a year, it is now possible for an operating engineer to acquire the ten pension credits needed to qualify for vested rights or pension benefits in eight years. Of course this will entail earning one and a quarter future service credits in each of the eight years.

There are also certain circumstances where an operating engineer may receive service credit, just as though he were working, during periods of military service in the Armed Forces of the United States. If you were working as an operating engineer prior to going on active duty and then returned to the trade immediately after your discharge, you may qualify for additional future service credit. If you think that this provision might apply to you, contact the Trust Fund Office so that a determination can be made.

Dollar value for future service credit is based on a fixed dollar amount from a member's contribution date until 1968. The fixed dollar amount is dependent on the member's bargaining group contribution amount that was in effect as of October 1969. From 1969 to present dollar value is based on a percentage of the total contributions that are received on a member's behalf. In other words, since 1969, pension credits are important in determining a member's vested

See More FORUM, Column 1

More Forum ...

(Continued from Column 5)

status or eligibility for retirement, but do not figure in to the amount of benefit that is earned each calendar year.

Once the distinction is made between the manner in which a member earns "past service credit" and "future service credit", the only thing left to do is to combine them to determine the total number of pension credits. The dollar value that your total pension credits represent is your monthly pension benefit once you retire, but the computation is another story which we can get into in depth in another article. What I would like to clarify is that a combined total of ten pension credits, past or future, must be earned before an operating engineer can qualify for pension benefits at the ages required by the rules and regulations of the plan. In addition, at least two quarters of the total of the ten credits must be future service credit.



VOL 2—NO. 3

SAN FRANCISCO, CALIFORNIA

MARCH, 1975



NEVADA APPRENTICE OF THE YEAR Earl Gordo (center with trophy) after accepting the award at the Completion Ceremony and Awards Dinner. From left to right are

Nevada District Representative Dale Beach, employer trustee John Uhalde, Gordo, Local 3 President Harold Huston and Nevada Governor Mike O'Callaghan.

Personal Effort Necessary For Success

A word of advice to the apprentice:

"HE WHO FAILS TO PREPARE—PREPARES TO FAIL"

This quotation is aimed at an apprentice operating engineer presently in the apprenticeship program. Every apprentice who is concerned with becoming an operating engineer with the skills and the ability to enter into the work force as a journeyman, should prepare himself with a good work attitude, wear the necessary protective clothing and try to develop good work habits.

With personal effort the apprentice can compete with journeymen who have qualified themselves without the advantages of an apprenticeship program or the advantages of related training or Rancho Murieta, where several millions of dollars of equipment is at the disposal of the apprentices to train them in the skills that are necessary to compete in the construction industry.

This industry is not made up of half-skilled journeymen, it is made up of qualified and tested journeymen. The employer employs a journeyman or an apprentice and says, "Here is a \$100,000 scraper, here is a \$65,000 Cat, a \$150,000 crane, for you to perform the work of a journeyman or learn as an apprentice. Take into consideration that one mistake with this piece of equipment, you jeopardize your life, your fellow workers' lives, and many thousands of dollars of our investment."

"I am prepared as an employer to provide you with training and the equipment that is necessary to implement that training. You show me the right work attitude, willingness to learn, concentration, and follow instructions, and I will do everything in my power

to train you on the equipment that we have available in our operation. Show me the unwillingness to train or to follow instructions, the 'I don't care' attitude, and we will look to somebody else to train."

Change of occupation, lack of work, followed by the environmental problem, has slowed the construction industry down. Take advantage of every opportunity to learn. We would like to further advise you that when you do not receive the training as prescribed in the standards, contact your area coordinator and discuss this problem with him. Job rotation, counseling with the apprentice, or counseling with the employer may resolve it. Please remember that you are not in this program just to receive a check for the work that you have performed. You are in this program with only one thought in mind, that you will eventually become a skilled journeyman in the industry, and you

will be part of that industry competing with other apprentices who have entered the program and have become journeymen.

You have a responsibility and an obligation, and to shirk your responsibility and not live up to this obligation is a disservice to this program, to the employer and yourself. And even worse, by not taking advantage of every training opportunity, you will deprive yourself of an income and a future. After you graduate and are certified as a journeyman, and are competing with the journeymen now in this industry and that competition is keen, you will have to shoulder the load, not because of a mandate from the court or a mandate based on the contract. You have to shoulder this responsibility based on a work order from the employer requiring an employee qualified to perform the work of that job opportunity. If you lack those qualifications the responsibility is yours alone.

Some Checks Still Undelivered

Checks for the California Apprentice Termination and Training Subsistence Fund have been made out for the following members. Incorrect addresses prevented the mailing of these checks. We would appreciate it if anyone knowing the whereabouts of any of these members would notify them that checks are being held for them in the San Francisco office, or notify any district office of the member's address.

Name	Social Security No.	Name	Social Security No.
Robert Flowers	548-70-0138	B. Charlie	553-98-9115
M. Kerwin	567-94-6781	J. Beavers	562-84-9423
J. Lavender	552-62-0400	Dwight Force	316-44-0949
M. Stanton	565-76-1873	K. Hampton	570-82-8511
J. Caldwell	536-54-4274	Tom Jackson	062-38-2067
R. Betts	564-78-6855	Richard McBride	553-90-1829
R. A. Grandov	550-50-1979	A. Richardson	465-68-7017
C. U. Higgs	136-34-2096	Richards Stephens	569-72-7873
F. R. Turner, Jr.	568-66-6867	Johnny Woodard	262-48-0453

Apprentice Systems Notebook

By JACK H. McMANUS
Administrator

Let's hope that good weather is on its way at last which hopefully will enable us to enjoy a good work season for 1975. We know the past year has been terrible in terms of employment and it is certainly reflected in your apprenticeship program because rising prices and lower income reflects all industries, especially training.



Jack McManus

We are continually asked the question by employers, school personnel and public agencies "Why is the cost of training an operating engineer so high?" Does it ever occur to you how much it costs for an employer just to go into business by purchasing equipment, obtaining the correct licenses, insurance and performance bonds, and thousands and thousands of other details he has to go through—and then he has to be sure his employees are competent and qualified. Now what could be simpler than that? I can think of several things that are simpler than that, such as putting diapers on a duck or pushing a baby carriage uphill with a rope and so on down the line but it doesn't really answer the question.

The cost of the equipment as the initial investment is substantial because you can buy a carpenter's hammer or electrician's screwdriver at a very reasonable cost and that is a tool for one man. However, the operating engineer has to have a tool that costs thousands and thousands of dollars and that's just for one man. The high cost of training is finding the apprentice while he is employed out in the field and oftentimes in remote areas and many, many times you call the office to find out where Joe Blow is working, and he's supposed to be working out there, but some foreman has sent him on an errand or they have moved the machine, or the job is shut down, or he just didn't show up for work because he was sick or maybe he was involved in an auto accident. By the time the coordinator gets to the locations where the man is supposed to be—no man—and that's wasted time and effort.

But the costs continue to go on to do that type of operation. And there is the little hidden cost of convincing Mr. Employer and his supervision and sometimes Mr. Journeyman of why that apprentice is there and what he should learn and how he should be taught. It takes a substantial amount of time and another important point is the requirements of those people who are only interested in statistics and are not interested in what a man can learn. Statistics are like those statistics posted on a box of Wheaties or Grapenuts and they can tell you by percentile and by milligram what is inside that box, and you open the box and there is only three quarters of a box of material there, but the outside doesn't say that and neither do the statistics. So, therefore, statistics may be great when you are talking about Grapenuts but they certainly aren't of much value when you talk about training people.

If there were any way to compile statistics that would give us a true cost of training a man in this industry, you would have to compile statistics and percentages from about 40,000 different points of view. The reason I say that is 35,000 members in the organization and probably about 5,000 people on the outside that are in another industry and from their point of view. So statistics are not meaningless except to the extent that you can use them and get the information you feel is accurate.

Some recent statistics published in a San Francisco paper supposedly reflect the cost of a pupil for a given length of time in the San Francisco public school systems. Now those statistics are meaningless to me because I do not know what they consist of. I don't know the base from which they got those statistics and I'm wondering, does that include the cost of a bar of soap in the lavatory as well as the cost of maintaining the grounds that the school building sits on, or does it include the school buses, and does it include the cost of that teacher's pension or his possible pension? I will say this, I would like to include these statistics as published in a San Francisco paper and these are for maintaining a pupil in a school and when that individual completes school, compare him with the knowledge he has gained going through an apprenticeship program. Then, if anyone can tell me the cost of training an apprentice is so much, I would like to know about that. I would be more concerned with the cost of NOT training an apprentice.

"Schools eyeing payroll slash. ANALYSIS by Stephen Cook.

As it casts about for ways to trim its fiscal sails, the San Francisco School Board turns time and again to its bulky payroll.

Fiscal experts tell the board it must find savings of \$4 million this year and \$16 million next year to break even.

In a school district where 85 per cent of the budget is spent on personnel, the board can't make much of a dent in its spending program simply by cutting after-school athletics.

"If we are going to realize \$16 million in savings, some action is going to have to be taken in terms of personnel," said board member John Kidder.

A staff reduction was a primary recommendation of Lyle Eickert, director of the district's Office of Budget Planning.

The school board must notify administrators by March 1 and teachers by March 15 if it intends to reduce their numbers by layoffs.

Thus far, the board has given no indication of such notice. Kidder, in fact, has said the board isn't certain it can legally terminate enough teachers and administrators to make a difference.

The board has scheduled an executive session for 5 p.m. Thursday to discuss the possibility of terminating all 87 downtown administrators.

In the absence of any board action, Eickert has begun thinking in terms of a budget with no involuntary staff cutbacks. Instead there would be deep gashes in education programs.

He is not happy.

"I've said as long as I've been in this school district that we're overstaffed, not only with teachers but with classified employees and administrators as well," he said.

See More NOTEBOOK, Page 9

More Notebook . . .

(Continued from Page 8)

He said a shocking example of the payroll's fat is the decreasing class size.

From October 1965 to October 1974, the average class size in elementary schools dropped from 28.3 to 24.5.

The present size is well below that established by the school board as the optimum for elementary classes—31 for kindergarten, 24 for first and second grades, 25 for third grade and 30 for fourth, fifth and sixth grades.

The same is true in junior and senior high schools. The average academic class size in the junior highs in 1968 was 30.7. This year it is 25.3. The average academic class in senior highs in 1968 was 29.2. This year it is 25.7.

Eickert also has cited a comparison of spending in San Francisco with that in the state's other "Big Five" school districts. Using budgets from fiscal year 1973, he showed:

- San Francisco spends \$53.48 per pupil on administration. Oakland spends \$37.91, Long Beach \$35.69, Los Angeles \$29.86, and San Diego \$28.66.

- San Francisco spends \$65.03 per pupil on principals' salaries. Oakland spends \$45.47, Long Beach \$43.51, Los Angeles \$36.44 and San Diego \$40.03.

- San Francisco spends \$812.86 per pupil on teacher salaries. Oakland spends \$594.49, Long Beach \$567.40, Los Angeles \$506.60 and San Diego \$527.94.

- San Francisco's total instruction program costs \$1,130.98 per pupil. The cost is \$849.30 in Oakland, \$770.33 in Long Beach, \$696.88 in Los Angeles and \$748.56 in San Diego.

Why, when faced with such extraordinarily high personnel costs and obvious over-staffing, wouldn't the board move to reduce the district's teaching and administrative staff?

It has been cutting staff by attrition. Two years ago there were 341 administrators. Now there are 315. Two years ago there were 4,138 teachers in the classroom. Now there are 3,922.

But Eickert said, the district won't save enough money simply by attrition to prevent that projected \$16 million deficit next year.

He has suggested a cut-back of about 100 certified employees, but the board, thus far, has indicated a reluctance to let anybody go.

The school board seems constrained by both political and legal considerations.

Mass firings of public employees in a labor town such as San Francisco would be politically unpopular.

All administrators appointed before 1971 hold their jobs for life, thanks to San Francisco's charter. Those hired since 1971 are on four-year contracts.

And the California Education Code says school districts can lay off teachers only in proportion to the loss in student enrollment the previous year.

"School districts that have attempted to lay off teachers have had very limited success," said Kidder. "The courts say if you lay someone off, you have to abolish a program."

And if there are teacher layoffs, he said, the last hired would be the first fired. District bilingual and affirmative action hiring programs would be disturbed.

I know that many of the new journeymen as well as the current apprentices would be very interested to know that their friend and ours has decided that he would like to enjoy a little of the fruits of his labors. Cliff V. Martin, a staff training coordinator for the Operating Engineers Joint Apprenticeship Committee in California for the past 10 years, announced his retirement effective March 31, 1975. Cliff has worked ten years for your organization and in those ten years of employment 50 per cent of his time has been spent away from his home because of the large area that he has been assigned. Cliff and his lovely wife and family live in Redding; however, Cliff has been assigned Eureka as well as Marysville and Redding and it is the largest area covered by one man in this type of work in the jurisdiction of California. Cliff has oftentimes given the Joint Apprenticeship Committee and other members of staff some excellent suggestions as well as some very, very good advice and he has been a participating member of the staff. He has never felt that he would like to shirk his job without good reason, nor has he ever failed to assist any apprentice with good counsel, solid direction and all the help that he could give. He is one of those rare breed of men who fell in love with his work.

The Joint Apprenticeship Committee sincerely appreciates the work that Cliff has done and hopes that he has a very, very pleasant retirement and the members of the staff of the Joint Apprenticeship Committee extend their best wishes to Cliff, his wife and their family and please keep in touch.

In the past years the only help we have asked from apprentices has been your cooperation in following the rules and the regulations and your asking for help. Now it is our turn. We would like to ask for help. We need ideas and we need participation. In developing, planning and getting ideas for training aids. It is much easier to teach when you have a model or a diagram or an idea that can be transformed into something that can teach in a better manner.

As an example, apprentices come up with some excellent ideas on how they can better learn, such as the material in glass bottles so that you can bring it into the classroom and explain the difference in aggregates and size. That's a training aid. That very popular little piece of ground up at Rancho Murieta Training Center, called the "sandbox," right in the classroom, that is a training aid because there is no cheaper way in the world to build a dam or to build a road or any other construction job than in the sandbox. That's a training aid. We do not care what your idea is if it has value and merit for teaching and we would like to ask you to take a few minutes of your time, if you have an idea, put it on a piece of paper, with your name, address and telephone number and send it to the Administrator of the Operating Engineers Joint Apprenticeship Committee at 476 Valencia Street, San Francisco, 94103. Let us take a look at it, let us talk to you about it and, if it has value, why can't we make it? Because that is a training aid for your fellowman.

One Of Many Skills

Rancho Murieta Offers Welding Classes

Would you like to learn the art of welding? If so, all you need do is sign up for a six-weeks stay at Rancho Murieta Training Center. And welding is only one of a huge variety of educational opportunities now available at the training facility located near Sloughhouse, California.

The welding classes, like all other skills taught at Rancho Murieta, are led by instructors of many years practical experience. Such is the case with welding instructor Dave Briggs.

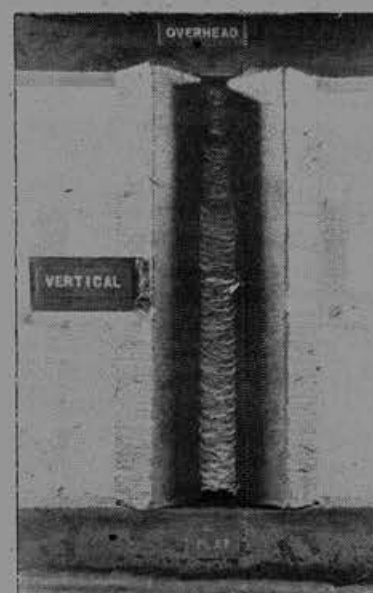
Briggs has worked in the industry for 43 years and has had some 15 to 20 certified welding cards dating back as far as 1942. He has cards issued by the American Bureau of Shipping, the U.S. Bureau of Reclamation and the Army Corps of Engineers. His work experience includes time with Guy F. Atkinson, Green Construction,

Peter Kewit and Piombo Construction.

In addition to considerable experience in the field, Briggs is an experienced welding instructor. He taught welding for four years for the State of Washington and for over three years at Yakama Valley Junior College.

Of course the "proof of the pudding" is the accomplishments of the graduates of the course. Recently student Don Dawson produced a coupon using all three types of welding—vertical weld, flat weld and overhead weld. At the time Dawson constructed the coupon he had been at Rancho Murieta for only two weeks.

These are the kinds of educational opportunities which are available to you at Rancho Murieta Training Center. Don't wait—now is the time to pack your bags, go to Rancho Murieta and improve your skills.



WELDING done by Rancho Murieta student after two weeks of instruction.

Dist. 30 Apprentices Nominated For Apprentice Of Year Award

By ROBERT W. BEALL,
Coordinator

Congratulations to Phillip Vallejo from Stockton and Bill Ashworth from Modesto. These two outstanding apprentices were nominated for the Apprentice of the Year Award.

Phil Vallejo works for S. M. McGaw Inc. out of Stockton. He just graduated recently. The company has hired him back as a journeyman and soon hopes to make a foreman of him.

Bill Ashworth works for the Flintkote Company at their Hughson Rock Plant. Bill will graduate in March 1975. We're sure the company will think twice about letting him go as a journeyman.

What are some of the things the sub-committee look for when they select an outstanding apprentice?

1. The man should be a 4th period apprentice or a graduate after the last graduation.
2. The committee looks at all his records.
3. Field reports are checked.
4. Employer evaluations are gone over.
5. Related training grades from R.M.T.C. are evaluated.

6. Ability—will he be able to hold a journeyman job?

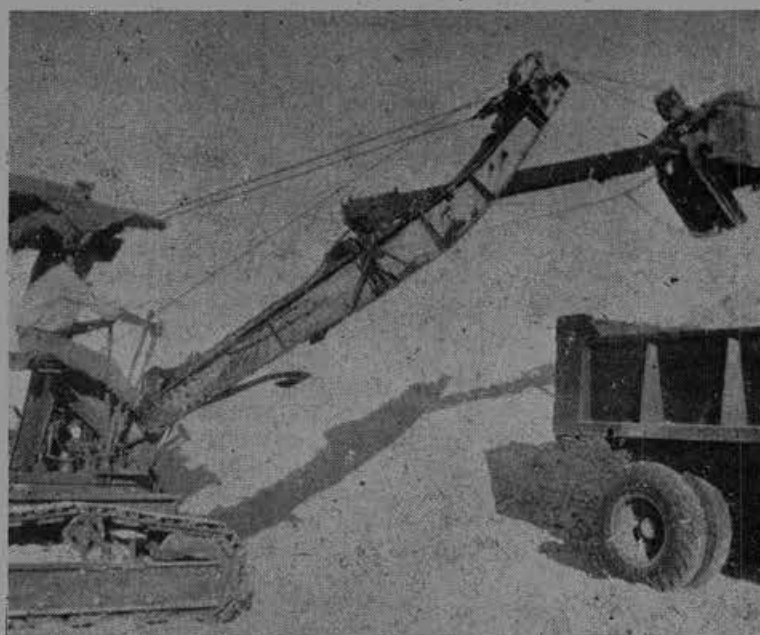
7. Attitude—does he get along with his workers?

From all of these the committee has to make the tough decision of whom to nominate. This decision may hang on one letter grade separating two or three apprentices.

These two men, one from Stockton sub-committee, will be submitted to the main committee in San Francisco along with nominees from the other districts. The main committee will come up with the one big winner. He will be honored at the June graduation at Rancho Murieta.

We would just like to say that from a coordinator's standpoint we enjoyed working with all the graduates from District No. 30. We know they will all bring honor to the Operating Engineers as journeymen.

The work picture both in Stockton and Modesto is looking real bright. We will be indenturing quite a few new apprentices into the program this spring. Our apprentice count is at its low point of the year due to the many apprentices completing the apprenticeship training.



GUESS AGAIN!—In the October issue of Engineers News a photograph of a piece of equipment was printed and members were asked to identify it. That piece of equipment turned out to be a sand screw. This month a very different piece of equipment is pictured. Can you identify it?

15 Utah Apprentices Honored At Banquet

By JOHN G. THORNTON,
Assistant Administrator

We would like to congratulate the apprentices receiving their certificates at our annual Completion Ceremony Banquet Feb. 22, 1975. These are the apprentices who have completed since the previous ceremony, March 9, 1974: Ronald A. Benson, Daniel B. Frandsen, Harvey R. Frenzel, Gary E. Gardner, Dan R. Harrison, Elden D. Holmes, Allen E. Mortensen, Micheal D. Nelson, Luis A. Novoa, Randy L. Nye, James E. Richins, Don L. Rigtrup, Russel W. Shay, Randolph H. Sorensen, James R. Taylor.

We should like to congratulate Orlando J. Sanchez who was selected Outstanding Apprentice for 1974. He was presented a trophy and a \$50 bond.

The honored guests were Harold Huston, president, Operating Engineers Local No. 3; Robert E. Mayfield, vice-president, Operating Engineers Local No. 3; Grant H. Tuckett, director of apprenticeship, Utah Apprenticeship Council; Bel J. Randall, EEO coordinator, Utah Department of Highways; Jack McManus, administrator, JAC.

Speakers were Harold Huston, Robert E. Mayfield and Hal M. Clyde, construction manager of W. W. Clyde & Company.

While visiting Rancho Murieta Training Center the week of February 3, we learned much about the hard work performed by the instructors and Ranch personnel. We find, in a few instances, apprentices leaving the campus without authorized excuses from the instructors. This problem cannot continue. The Utah Committee will be made aware of this problem and the offending apprentices will be called in for discipline in the future.

The Apprenticeship Termination & Training Subsistence Fund checks are being disbursed to apprentices at this time. We have found discrepancies in the hours of apprentices and this may result in a delay in disbursement to some apprentices.

When the apprentices receive their checks, if the amount is not correct, they should produce the check stubs for the employers for which they have worked and we can then attempt to make a correct adjustment.

The Coordinator As Trouble Shooter

By LARRY BUSBY,
Coordinator

The training coordinator is similar to your counselor in school. If you have a problem, make him aware of it and possibly he can help alleviate it. If he finds you have a problem, he will try to counsel with you and give you possible remedies for the problem; if, after counseling, the problem still exists he is bound by regulations to inform the appropriate Sub-JAC which, in turn, will take action to stop the existing problem.

Neither the JAC nor the coordinator have personal axes to grind. They will and do help any apprentice who will help himself. Unfortunately, the apprentices who make the most noise are not the ones who will take the time to

help themselves. These apprentices are just plain obstinate. They are the ones who say, "Your rules don't apply to me, just other apprentices." These people are quite often the ones who never complete the program because of this attitude... this attitude carries over to their employer. "I don't have to do like your other workers. I'm ME." Unfortunately, Mr. Employer does not share this feeling. He is under the correct impression that for a day's pay you get a day's work. Also, he is affording you the opportunity to train in the field which you have chosen.

The apprentices who comply with the rules and regulations and try to learn as much as they can in the time allotted are, quite often, the last to be laid off when the work slows down. On the other

hand, the apprentice who will not comply with the wishes of his contractor is the first to be laid off, if he is not terminated before hand.

A proper attitude is most important. You have to want to learn and you have to convey this want to the people you are working with. They, in turn, will try to help you learn.

We were pleased to see a few of this area's apprentices at the last district meeting. This is also a form of training although not on equipment but, rather, the democratic way your union is run, what it takes to get something changed, what is going on in the district around the job at which you work, and events that are coming up such as raises, other meetings and proposed work.

Late Starter Not Slow

By BERT NAKANO, Coordinator

Progressing from a green apprentice to a full-fledged journeyman is quite an accomplishment for any man. This is even more so for James Kuhl of Hilo who has just completed the grading & paving course under our apprenticeship program, because Brother Kuhl was 49 years old when he was indentured on Feb. 24, 1974.

During the time of his entry into our program, it was difficult to get in because you had to prove that you had a high school education. This was done not with a diploma, but with the taking and successfully passing the "General Educational Development Test" at the local high school, which took ten hours to complete. This was a real challenge especially for a man who has been out of school for 30 years. This test was completed successfully by Brother Kuhl. He then passed the Apprenticeship Application Test. Now at the age of 52 he is a full-fledged journeyman.

Brother Kuhl came to the Big Island of Hawaii from San Diego in the latter part of 1971 with his

wife and family to make a permanent home in Hilo, as his wife is a native of Hilo. While in San Diego, he was employed by the Gulf General Atomic Company as a production control manager in the shop. As Hilo is not a highly industrialized area, it was difficult for Brother Kuhl to find a suitable job along his training. However, while he was talking to his brother-in-law, a Local 3 engineer, he learned of the apprenticeship program of the Operating Engineers. He then decided to become an apprentice and join his brother-in-law in the construction industry. He was first dispatched to Glenn Construction Company. He was later dispatched to Morrison Knudsen Company in the Kau District. After being terminated from Morrison-Knudsen Company, he was dispatched to Allied Aggregates, Inc. and worked with the company until he completed his program. Upon being upgraded to the journeyman status, Allied Aggregates requested for his service as a journeyman in accordance with the collective bargaining agreement.

Reno Honors Graduates, Outstanding Apprentice

By GAIL BISHOP
Assistant Administrator

The high point of this past month was our first Annual Completion Ceremony and Award Dinner. This was held Feb. 7, 1975 at the Eldorado Hotel-Casino in Reno. Judging by the feedback we have received so far, it was a great success. All hands were wine and dined and danced to their hearts content. The head table was graced by the presence of Governor and Mrs. Mike O'Callaghan, Local 3 President Harold Huston and Mrs. Huston, Nevada State Labor Commissioner and Secretary-Director of the Nevada State Apprenticeship Council Stanley P. Jones and Mrs. Jones, and Co-Chairman of the Nevada Apprenticeship Trust, representing management, John H. Uhalde and Mrs. Uhalde.

Completion certificates were given out by Governor O'Callaghan, Harold Huston, John Uhalde, and Dale Beach, district representative. The Outstanding Apprentice Award went to fourth period grading & paving apprentice Earl Gordo, Jr. The trophy and \$100 bond were presented by Governor O'Callaghan and President Huston. After the dinner and ceremony there was dancing until 11 p.m.

Other prominent guests were: Systems Administrator Jack McManus and wife, Assistant Administrator for California Dave Rea, Assistant Administrator for Utah John Thornton, Coordinator for the Southern Nevada Operating Engineers Program and member of the Nevada State Apprenticeship Council Al Patrias, and Regional Director of Department of Labor-Bureau of Apprenticeship Training from San Francisco, Morris Skinner.

This past month also saw the distribution of monies from the Nevada Apprenticeship Termination & Training Subsistence Fund. This came to \$15,000 shared by 35 apprentices. We are delighted to see that fund dissolved and the money given to the members at this time, when they really needed it.

Learn To Look Ahead

By RICKIE G. BRYAN,
Coordinator

Apprentices, beware of the pitfall of becoming an operating engineer. You must plan ahead in the construction industry. Many don't realize this. You must not look at today but at tomorrow.

We have had a problem with apprentices not filling out their daily work record cards completely and/or correctly; i. e., putting hours in the wrong categories. If you have questions on these cards, call your coordinator.

If you want to become an operating engineer, you must complete your training as best you can. We can provide you with the training opportunity but it is up to you to take advantage of it. No one can make you know—you must want to learn and be teach-

able to take full advantage of your training experience.

You don't learn by osmosis. You must get in and do something and not stand around and expect to learn. Journeymen will help you but you must show them you want to take advantage of your training time. You'll be a journeyman before you know it. What you do as apprentices will make you or break you as journeymen. We need good operators in the industry.

Since we no longer have regularly-scheduled safety meetings, don't forget how important being safety-conscious is to you and your family. You must think safety all the time or you may have an accident. Plan your work, then do it, and make safety a part of your plan.

Sacramento Area Apprentices At Ranch During Slow Season

By LARRY J. UHDE,
Coordinator

The work picture in the Sacramento district, like most of the other districts, has slowed down considerably, mostly due to the inclement weather. At this time the work picture for this year looks as if it will be much the same as last.

There has been a good response by the apprentices this year in school attendance. Not only are the apprentices doing their required related training but an increasing number are signing up for an additional six weeks of training, getting the maximum benefit from the training center and picking up much needed supervised hours on equipment on which they have the least amount of exposure on the job site. This very small effort by these apprentices to get all the training available to them while in the program will more than pay for itself in job opportunities after they become journeymen. Those of you who haven't been to the training center yet this year and want to go, come into the office and we'll schedule you in before the work season begins.

We would like to congratulate the following apprentices who have just recently become journeymen. First is Richard Heidelberg, who was trained by Teichert Construction and hired back by Teichert Construction as a journeyman. Second is Jerry Connor,

who was trained by H. B. Investments and hired back by H. B. Investments as a journeyman. Third is Kenneth Pickett. He received his training from Brighton Sand & Gravel, C. V. O'Neil, Teichert Construction, Mountain Construction and REPCO. He was hired back by REPCO as a journeyman. Fourth is Ronald Bell, who received his training from Walsh-Western Construction Company, Comconex Construction, Huntington Brothers, Delta Construction and was hired back by Delta Construction as a journeyman. Fifth is Frank Surritt. He received his training from C. V. O'Neil, Golden Center Construction Company, Guy F. Atkinson, Van Gorder Construction Company, H. B. Investments, and REPCO, then hired back by REPCO as a journeyman. We would like to commend the abovementioned employers for the very important role they have had in furnishing these apprentices with the training opportunity and, the numerous unnamed journeymen for passing on their knowledge and skills.

We also want to congratulate Ramon Sablon for his advancement from 1st period to 2nd period. Bruce Litz advanced from 2nd period to 3rd period, and Johnny Bonilla advanced from 2nd period to 3rd period.

FOR THOSE OF YOU WHO CAN, WE NEED DONATIONS AT THE BLOOD BANK VERY BADLY.

Apprentices Finding Little Work In And Around San Jose Area

By DON INCARDONA,
Coordinator

Work in the San Jose area is slow at the present time. This gives us all a chance to look back on the past year to see how we did.

You all should thank the journeymen who were willing to share their knowledge with you and ask yourself what you can do to make yourself better men. There are a few things you can do to help improve yourself.

When you are on a job show you are interested in the job. Take the tools you need for the day's work: a hard hat, eyelevel and rule for grade setting and mechanics tools if you are a heavy duty repair apprentice. You would be surprised how many journeymen told us this

past year that the apprentices didn't come to work prepared. Get to work before starting time so you can get to know the journeymen. When you get to work right at starting time or a little late, they think you have no interest in learning. One of the most important things you can remember is that you're not in school and dealing with professional teachers, you are on a job with journeymen there to do a job and if you don't show the interest they are not going to help you.

One thing we have found is that most people you deal with want to share their knowledge. No matter how big a front they put on, if they are approached in the right way they will share with you.

Release Of Impounded Funds Should Help Work In Redding

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

With the release of the \$2 billion of the impounded highway funds by President Ford, it is hoped that several of the projects scheduled and delayed in the Redding district may be let to bid before June 30, 1975. Most of these jobs have been designed and right-of-way purchased and could conceivably be let to bid very quickly. Included among these jobs are the two remaining sections of I-5 at Polard Flat and Vollmers, the Grass Lake to Deer Mountain Lodge section of Hiway 97 which should go to bid this spring as should several small jobs on Highways 299 East and West, Highway 44 and Highway 36. The long awaited sewage collection and treatment facilities job in Central Valley will be bid in May of this year, and the Bella Vista truck line to Anderson may go if the money is made available. It looks like it will be available since the U. S. Supreme Court has ruled the impounding of legislated funds is illegal.

Piombo and W. Jaxon Baker are waiting for the snow to melt before going back to work on their respective jobs in Dunsmuir. Bob Brodie is the project manager for Piombo and Brother Charlie Potter will head-up Baker's project.

Woodstream-Osborn, Inc., has just about completed the medical offices building and will be starting full bore on the new Eskatron Hospital in Mt. Shasta as soon as the melting snow permits.

J. F. Shea Company has worked a surprising number of days this winter on the Lake Shastina subdivision near Weed. On many occasions the temperature was near zero but the work continued on and was halted only during the heaviest storms.

A pre-job was held on February 19 with Babcock & Wilcox, Inc., on the erection of the new recovery boiler to be installed in the Simpson Lee plant in Anderson. This new boiler is required under the E.P.A. standards and should eliminate to a great extent the obnoxious odors the neighbors of Simpson Lee have had to tolerate for the last few years.

JAS News

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TEACHING TECHS

By ART PENNEBAKER
Administrator, Surveyors' JAC

When an applicant for the Tech Engineers Apprenticeship Program is dispatched for the first time, he arrives on the job site with little or no knowledge of the occupation of field and construction surveying.

At the same time, the employer is urging top production from the crew in order to stay in a competitive position.

The obvious question becomes, "How do the journeymen members of the survey party find time to train the new apprentice and still get their assigned work done?"

A plan to partially alleviate the problem was presented to the Joint Apprenticeship Committee on Feb. 20, 1975, and adopted as a pilot program involving the next 20 applicant apprentices dispatched for the first time.

We cannot expect this device to suddenly produce a competent, productive journeyman chainman. The goal is to provide a bit of time and an expert Tech Engineer journeyman who can explain, demonstrate and generally break in the new apprentice.

When an individual employer orders an apprentice, the Tech Center dispatches the apprentice who is nearest to completing the 4th period. When no registered apprentices are available for dispatch, an applicant is dispatched.

When an applicant is dispatched for the first time, the individual employer will be instructed to assign a journeyman chainman employee to train the newly indentured apprentice in the basic fundamentals of field and construction surveying.

Such orientation and introduction shall include nomenclature, use of tools, technique of chaining, sights and signals, marking stakes and lath, etc.

Instruction shall take place one hour per day for five days after regular work hours or five hours on the first Saturday after being dispatched.

Such training time shall be paid for by the individual employer as time worked, but neither the assigned journeyman chainman or the apprentice shall perform productive work for the individual employer. The time will be used exclusively for training.

At the completion of the five hours of special introduction and orientation training, the individual employer will bill the N. C. S. J.A.C. on forms provided by the J.A.C. The billing will be signed by the individual employer, the assigned journeyman chainman and the apprentice.

Payment to the individual employer will be made by the N. C. S. J. A. C. for five hours of the then current wage rate for chainman and first period apprentice at time and one half plus the appropriate fringe benefit amounts.

It is important to the employer that his survey party be productive as soon as possible. It is important to the journeyman Tech Engineer that the new apprentice become a functioning part of the crew as soon as possible. It is important that the new apprentice learn the fundamentals before he can learn the practicalities of a chainman's job.

The question is not whether we will train a minimal number of new apprentices. That has been decided by a Federal Court Order and is out of our hands. The problem is to train them with as little disruption as possible to the normal activities of a survey party.

A Local No. 3 Tech Engineer will be receiving five hours of overtime pay as an instructor during this break in period because of his knowledge and experience. This is the pure sense of apprenticeship—the competent craftsman passing along his skills to the next in line.

Ecologists Are Stopping Much Santa Rosa Work

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

It seems that the majority of work anticipated for District 10 is still tied up in the courts and environmental hearings. Warm Springs Dam proponents and opponents had their half hour in court February 11 with no decision announced at this time. The majority of educated guesses are not optimistic for a speedy resolution. In any case, we would not anticipate more than road work for this year.

Also being heard in the 9th Circuit Court of Appeals is the question of Petaluma's "no growth policy." The Construction Industry Association originally won a favorable decision in Judge Burke's U.S. District Court, but Supreme Court Justice Douglas issued a stay order which applies, pending conclusion of appeal.

Another project currently in the courts that has been stopped for a few months, had its day in court recently. The Sea Ranch presented what seemed to be a very effective defense against Coastal Commission rulings in Sonoma County's Superior Court. However, even with a favorable resolution at this level, you can bet your last dollar those environmentalists will get Douglas to intervene again.

One more bad item, before we present the brighter side—Cal Trans and Southern Pacific were unable to come up with an acceptable timetable on relocating portions of the railroad in and around Cloverdale. You guessed it—the Cloverdale freeway is now postponed until 1976.

On the other side of the coin, the Coastal Commission did approve Bodega Bay's application for a \$1.7 million sewer plant, provided the excess capacity is not allocated to new residential hookups. As funding for this project has already been worked out, early bid advertisements can be expected.

Recent voter approval of \$30 million in Sonoma County Water Agency bonds will result in ap-

TALKING TO TECHS

MIKE WOMACK, Dir.
PAUL SCHISSLER
GENE MACHADO

The new forms required for "grandfathering" certified chiefs have had a good showing in numbers. The one problem is that many of the forms we received to date have been signed by an L.S. or an R.E. who you are probably working with or for at the present time. The only signature that can be accepted is from the employer for whom you were working at the time the work experience was gained.



Mike Womack

For instance: A chief of party with 20 years experience submitted a form with well over the 6,000 hour requirement but the employer who attested to this work experience has only had this chief employed for one year. This chief is well known in the industry and the signing employer is well aware of the chief's vast experience. The committee understands why the employer signed in good faith, but this is not acceptable.

If you have any doubt about a form you have already submitted or one that you are going to submit, contact one of the Tech agents. The deadline of July 1, 1975 is just around the corner.

If you haven't read *Teaching Techs* yet, better do so now! There's money to be earned in Art's article.

Aside from the regular duties of servicing surveyors, your representatives have been very busy recently negotiating three different contracts. The biggest is the Council of Testing and Inspection. We have approximately 250 3E brothers in this field and every effort is being made to catch them up to the same conditions the surveyors are enjoying.

The second contract is for the non-destructive industry and the third contract is for the engineering section of a private utility company which includes "draftsmen."

Under section 17:00:00 of the Tech Agreement is the new "audit." It has been put to use and the first firm is about to feel its teeth. We will report the auditor's findings as soon as they are received.

proximately \$3 million of work to be performed this spring and summer. There will be some modification at the intake structure near Forestville and two multi-million-gallon tanks erected to increase storage capacity for water agency customers.

Employees of Weeks, Bartley and Peterson Drilling Companies ratified the employers most recent proposal, 23 to 21. A three-year contract, the proposal increases wages in most classifications 50 per cent over the life of the agreement. Contract language deviated from the old contract, which has stalled signing to date. Frequent meetings and telephone discussions with the owners hopefully will lead to early resolution of the problem.

C. R. Fedrick, Lange Brothers

Construction, H. M. Byers, Baldwin Contracting, A & E and Lambams will all be fairly busy in Lake County with roadwork, sewers and treatment plants around the lake.

The "Wild Hog Feed" is forthcoming. Only one problem so far—no pigs. But don't worry, we have faith in the many excellent hunters in Local No. 3, plus the many friends who have the land for us to hunt on. The date is June 22, 1975. Please put it down on your calendar and plan to reserve the whole day. You will no doubt meet many of your old friends and make many new ones.

Tentatively we have plans to have a judo exhibition. We hope this jells, as we are sure it would be most interesting to all.

Don't forget the district meeting on March 20.

In Eureka District

Dirt Work Stopped By Rain

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

Winter hit the North Coast with a vengeance. At this very moment the wind is blowing with gale-like force and the rain is coming down by the bucketsful. Naturally, all work that involves excavation is down at the present time.

In the Samoa and Manila area, the pile driving continues on the ship-loading dock. This project is still progressing at a slow pace. We are told that world economic conditions have some effect on this job.

Employment in the equipment shops is somewhat down this winter. A lot of this is the result of the present crisis in the logging industry. Hopefully, this situation will be resolved in Sacramento in the near future so that the loggers can get back to work when the weather permits.

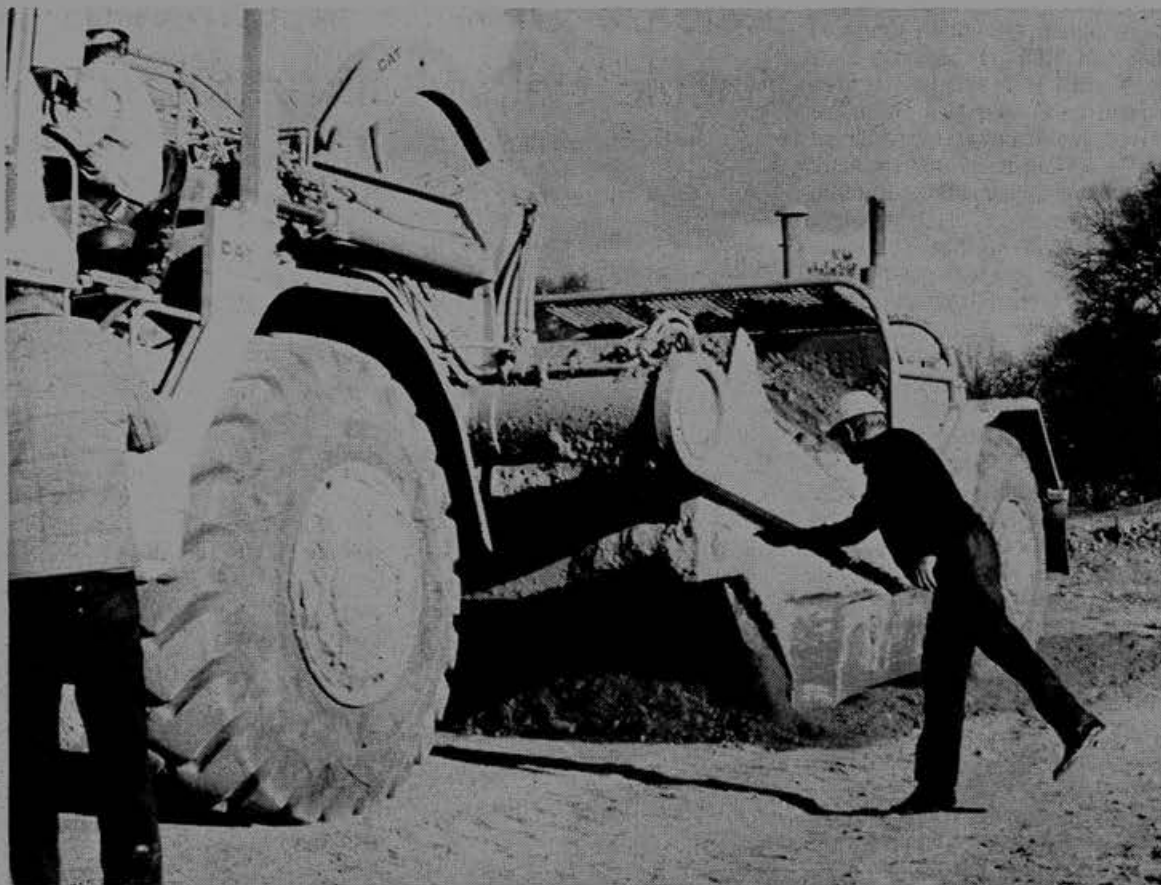
At the present time there is an 18 per cent unemployment rate in Humboldt County. However, all of this cannot be charged to the

slowness of the logging industry. A lot of it is the backlash from the high interest rates being charged to the home buyer. Spring is not really too far away and we are looking forward to an average-to-fair work year.

The recent decision of the United States Supreme Court to release sewage funds of \$9 billion throughout the United States, with California's share being \$945 million of this, may help our area. We know the McKinleyville area has to have a tremendous amount of work done to comply with the pollution controls.

Towards the brighter side of things, the Highway 199 and bridge job at Gasquet went to bid on Feb. 19, 1975. The low bidder was the Ladd and McConnell Construction Co. of Redding, California. The bid was a little over \$4 million. The job hasn't been awarded as of this writing, but it should be soon. It will provide quite a bit of work for our brothers this year.

Other work to look forward to
See More EUREKA, Page 13



GOOD LUCK—Rancho Murieta Superintendent Logan Stewart throws a quarter under the first load of dirt for the new

Clementia Dam, located at the facility. This project and many others are available for journeymen to upgrade their skills.

Special Job Requires Special Adaptation

By HAROLD LEWIS,
Financial Secretary,
WALLACE LEAN,
District Representative,
VALENTINE WESSEL,
Assistant District Representative
and

WILFRED BROWN,
GORDON MacDONALD,
RICHARD SHUFF,
ALLEN SOUZA SR.,
KENETH KAHONEI and
WILLIAM CROZIER,
Business Representatives

Boe-Con Hood's Sewer Treatment Plant project on the Island of Maui was progressing very nicely until they ran into some excavation problems on their sub-stations. The sub-stations are 22 feet in diameter and 18 feet high, which must be underground. However, building these in place below the ground level in Kihei is impossible because of the close proximity of the ocean. One of these tanks is actually within 100 feet of the ocean and the ground elevation is no more than five or six feet above sea level.

The contractor decided to build these sub-stations above the ground without a floor where it is dry and his men could work effectively. At this point of construction these sub-stations are really nothing more than a concrete tank without a bottom. After each station was built and allowed to cure for the proper length of time they set about sinking them into the ground until they reached the proper grade. Once these tank shells are brought down to grade, a concrete floor is poured and then allowed to cure after which it is pumped dry and completed. Many of you brothers have seen this type of operation before and it works quite well when the excavation is easy like digging sand or dirt.

Boe-Con Hood was doing quite well with setting the sub-stations in place using a clamshell; digging directly below the tank for its excavation in the areas that were mostly sand and soil. On the last few of their sub-stations, problems developed with the excavation, instead of a nice sand and water mixture that had been predominant it now became much more difficult to dig because of the large amount of rock that was in the area. This rock which was jammed in place below the tanks could not be brought out with the clam so that another method of getting them out had to be devised. What other type of rig could be used to dig inside of these tanks, remembering that the diameter is only 22 feet? The only equipment that would be feasible is a backhoe. But there is no backhoe that could work in such a confined area with enough power to break the rock loose and dig it out under the weight of the tank. They finally arrived at a solution for getting a backhoe into the tank that had enough power and a long enough reach to do the necessary excavation.

A John Deere 500-C backhoe was the machine that they began with to carry out this unique job. The first step was to remove the backhoe attachment from the tractor and mount it inside of the tank so that it could be lowered into the tank and then raised above the level of the water as the tank sank into the ground was very ingenious. First an "A" frame was built by welder Sidney Smith to mount the back-

hoe attachment. The frame had a pair of long legs that would keep it away from the sides of the tank as the operator is digging. These legs are constructed of large I-beams and are kept rigid inside of the tank by using the John Deere's original hydraulic rams and outriggers. With the outriggers extended the "A" frame is jammed solid inside of the tank. For safety this piece of equipment is suspended from the top of the tank with 3/4-inch cable doubled over and is attached to I-beam hangers that are hooked over the top of the tank.

Seeing this operation going at full steam is interesting in that the first thing you notice upon approaching the tank is a John Deere 500 tractor just sitting there with its engine going at a high rate of speed and no one tending to it or even seeming to care that it's running. It is just sitting there going but it has two hydraulic hoses extending from it, going up over the top of the tank and down inside. After climbing to the top of the sub-station and looking down into it you can see the hydraulic hoses leading to a backhoe attachment that is being operated by an engineer.

This is a rather weird scene because here is a backhoe working and the only sound you hear is the bucket scraping and banging against the rock and the sloshing of water. You do not have the normal roar of a diesel engine that is synonymous with excavation equipment. During the periods that it is not bucking against the rock it is very quiet. It is almost like running a backhoe inside a library where it is cool and peaceful and dust free.

The operator is Brother Pat De Rego and he is doing an excellent job in this unusual situation. He is getting out the rock and sand that the clamshell was unable to get. As he gets his bucket full he then loads it into a hopper that is suspended from a mobile crane into the tank. After the hopper is filled it is hoisted out of the tank and dumped. Operating the mobile is Brother Walter Andrade and his front end man is Brother Ernest Tavares.

A sub-division job with a round figure value of \$100 million will be scheduled for bidding, possibly in early May. The 2400-unit family housing project, to be built in Aliamanu Crater, is federal funded and will be administered by the Corps of Engineers. This entire project is dependent on project bids coming within the government appropriations. Although all plans are tentative at this time, it is presently envisioned that site-work will be advertised as a separate contract, probably on the basis of the entire project. The housing portion of the work, however, will probably be split into three or four increments, thereby allowing a prime contractor, sub-contractor, or supplier to bid only on a portion of the project if he so desires, whether on one increment only or a combination of increments.

As a test, the Corps of Engineers recently announced two policy changes which are designed to ease the contractor's financial burden with respect to materials purchasing and job financing.

The work on TH-3 and H-1 freeways with \$69 million in new federal money, is now available. The \$69 million just released will be in addition to the \$32 million a year

Hawaii normally receives from the interstate highway funds. Two major projects will accelerate work on the twin bore (Red Hill) tunnel for TH-3, to connect south Halawa Valley with Moanalua Valley. The work is estimated at \$40 million. The second site is the Mauka Viaduct of H-1 between the Pearl Harbor interchange and the airport approach estimated at \$21 million.

The H-1 segment from Pearl Harbor interchange to Keahi interchange at middle street is estimated at \$140 million. Work will start within 45 days of this news article.

Brothers, during this current issue of the *Engineers News*, we would like to inform you of two benefits which are very important to you and your families. Both items pertain to the present insurance coverage when filing a claim. So many of you are really not that familiar with your disability benefits and on those grounds keep putting off the filing of these benefits. Because of the late filing you are in most cases penalized for this.

Temporary disability insurance (TDI) like the Workmen's Compensation and unemployment insurance programs, is a wage replacement program. This means if you are unable to work because of an off-the-job sickness or injury and you meet the qualification conditions of the law, you will be paid disability or sick leave benefits to partially replace the wages you have lost. TDI does not include medical care. Each employer is covered by the law to provide such benefits for his employees.

When filing for these benefits there is a seven-day waiting period, at a maximum of 26 weeks of payments during a benefit year. What do you do in case you suffer a disability? Notify your employer immediately of your disability, ask for Form TDI-45, complete Part A, have your employer complete Part B, take the form to your doctor and have him complete Part C, mail the form to the insurance carrier. The law requires that you file your claim within 30 days from the date you were disabled. If you file your claim after 30 days, you may lose part of your benefits unless good cause can be shown. If however you do not understand any or part of a benefit, get in touch with your representative.

Look into this group disability insurance, if you are not already insured under the plan. Don't miss out on these benefits. Group Disability Insurance open enrollment expires May 15 and many have already taken application.

The plan provides guaranteed issues, 24 hours accident and sickness coverage, guaranteed renewable to age 65 and 40 per cent group premium savings, providing 150 applications are received by the required deadline. Remember brothers, income is our most important asset and to protect that asset makes good sense. The group administrator, if you wish to apply or need any assistance, is Mr. Victor R. Keahiolalo, Inc.

Newly elected Grievance Committeeman, Brother Herbert Denning, presently employed with Morrison-Knudsen Company, Inc., has taken a seat on the committee, replacing Brother William Ko, who for many years faithfully served in that position.



TWO-PART BACKHOE is run by Pat DeRego in the above photo. The mounting of the backhoe unit of the John Deere 500-C (top photo) inside the 22-foot-diameter substation was necessitated by large amounts of rock which could not be removed with a clam.

San Mateo Construction Slow; 'No Growthers' Activists Blamed

By DICK BELL, District Representative and
PHIL PRUETT, Business Representative

For several reasons this has been the slowest winter work season for several years in the San Mateo area.

One of the primary factors is the "no growthers" groups and the problems they are creating for the construction industry such as the high rate of unemployment in the Bay Area.

We realize that the rainy season is with us and has caused suspension of work on many projects. Cutbacks in federal funding supposedly to curb inflation is another contributor to the lesser amount of construction work available in this area. In spite of the weather and withholding of federal funds for construction we will have a good work year in San Mateo County if we are successful in combating the influence of the "no growthers" groups.

Organized labor in our area must continue to join together against the "daisy pluckers and eco freaks" as it has done in the past, or suffer a greater loss of work. We have been partially successful in getting stalled construction projects going again, but this will be a continuing battle and we will be called upon again and again to attend hearings at city councils, county Board of Supervisors or one of the various agencies, committees or commissions that have control of projects in the county.

Some of the "endangered spe-

cies" construction projects in San Mateo County that have either been stalled, completely stopped or are in danger of being stopped are the following: Devils Slide Bypass (Highway No. 1) stopped; Route 380 San Bruno to Pacifica being contested and under temporary injunction; Pillar Point Harbor Expansion being very actively contested by the "no growthers" and others; San Francisco Airport Expansion, and the development of San Bruno Mountain which would provide jobs for a period of years for many building tradesmen.

We will continue to fight for jobs in San Mateo and with the help of all our brother engineers we will succeed.

The San Mateo District has held two pre-job conferences, one with Piombo Construction for the street work in Foster City, the second with Peter Kiewit & Sons for the Beach Park Boulevard bridge in Foster City.

A \$200 million project at the San Francisco International Airport was held up by a well known environmental group, which took this project to court and received an injunction to stop the work, with a stipulation that a \$4.5 million bond be posted. As the environmental group failed to post bond, work is still in progress with approximately 30 engineers working with Chet Smith, Homer J. Olsen and Lathrop Construction. We anticipate a larger work force on the project as it moves towards completion.

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:

Barbano, Nebo (Rose, Wife)	2-7-75
23 Circle Dr., Campbell, Ca.	
Barrows, Chester R. (Mary, Wife)	1-28-75
1405 Hayes St., Eureka, Ca.	
Beaumont, Leland (Virginia, Wife)	1-27-75
335 N. 100 W, Beaver, Utah	
Booth, Carl (Opal, Wife)	2-16-75
1641 Ashbury Lane, Hayward, Ca.	
Clifford, Lawrence (Margaret, Wife)	2-2-75
1544 W. Walnut, Stockton, Ca.	
Clark, William (Alton, Wife)	2-4-75
20243 Auberry Rd., Clovis, Ca.	
Collett, Eugene (Fern, Wife)	1-26-75
1605 Grass Valley No. 76, Auburn, Ca.	
Colwell, Walter (Marie, Wife)	2-14-75
2428 W. Cocopah, Phoenix, Arizona	
Cooper, George (Clara, Wife)	1-31-75
1632 - 35th St., Sacramento, Ca.	
Coyle, Charles (Charles, Son)	1-27-75
306 - 24th St., Sacramento, Ca.	
Craig, Thomas (Caroline, Wife)	1-22-75
1316 Palo Verde Dr., Carson City, Nevada	
Ferguson, William (Sarah, Wife)	2-2-75
423 Myrtlewood, Santa Rosa, Ca.	
Granger, Frank (Olive F. Granger)	1-31-75
1424 Middlefield, Redwood City, Ca.	
Green, Cleb (Virginia, Wife)	2-3-75
514 Richmond Ave., San Jose, Ca.	
Hamilton, C. (Virginia, Wife)	1-29-75
Rt. 2, Box 890, Yerrington, Nevada	
Jewett, Henry (Kenneth, Son)	1-10-75
35 Locust St., Midvale, Utah	
Kelly, Albert (Vivian, Wife)	2-22-75
307 Bartlett, San Francisco, Ca.	
Leonard, E. C. (Hazel, Wife)	2-14-75
291 Pickwick Dr., Napa, Ca.	
Lewis, Herbert	1-29-75
Box 641, Battle Mtn., Nevada	
Lewis, Joe S. (Bessie, Wife)	2-2-75
3085 E. Mt. Whitney, Laton, Ca.	
Lyden, John (Joan, Wife)	2-18-75
1024 Springfield, Millbrae, Ca.	
Myers, Johnnie (Willie Myers, Son)	2-22-75
4027 Pacheco, Martinez, Ca.	
McGarvie, Thomas (Sue, Wife)	1-4-75
1187 Herman St., San Bruno, Ca.	
McGinty, Clarence (Myrtle, Wife)	1-25-75
832 - 5th St. West, Sonoma, Ca.	
Nakamoto, Matsunosuke (Fumiko, Wife)	5-20-74
133 Kapaka St., Hilo, Hawaii	
Pinney, Murray (Freda, Wife)	1-22-75
P.O. Box 19, Challenge, Ca.	
Reed, Donald (Roger Reed, Son)	1-16-75
1416 Seminary Ave., Alameda, Ca.	
Reeve, Lyle (Hilda, Wife)	2-15-75
1200 W. Winton No. 147, Hayward, Ca.	
Rich, Rolland (Rena, Wife)	2-14-75
110 Charles Ave., Pleasant Hill, Ca.	
Smith, Phillip (Edythe, Wife)	1-29-75
Gen. Del., Pintura, Utah	
Stoddard, Dewey (Gladys, Wife)	2-4-75
P.O. Box 367, Palermo, Ca.	
Thornton, Joseph (Mary Ann, Wife)	1-27-75
P.O. Box 12, Thornbrook, Ca.	
Tiffin, Emory (Edna, Wife)	2-5-75
410 - 4th St., Antioch, Ca.	
Warren, William (Georgina Davis, Mother)	2-14-75
16110 E. 14th St., San Leandro, Ca.	
Whitlock, Robert (Leona, Wife)	1-30-75
4239 W. 3175 So., Salt Lake City, Utah	
Williams, Virgil (Juanita R. Nelson)	1-25-75
P.O. Box 3196, Eureka, Ca.	
Wright, Rudolph (Verna, Wife)	1-28-75
2349 California St., Redding, Ca.	

DECEASED DEPENDENTS

February, 1975

Brewer, Stella—Deceased December 15, 1974
Deceased wife of John P. Brewer
Chandler, Beverly—Deceased February 8, 1975
Deceased wife of John Chandler
Houston, Guy—Deceased April 1, 1974
Deceased son of Otto Houston
Mullen, Maxine M.—Deceased January 29, 1975
Deceased wife of Allen Mullen
Nagle, Betty J.—Deceased January 20, 1975
Deceased wife of Henry Nagle
Niquette, Robert—Deceased December 21, 1974
Deceased son of Ronald Niquette
Rodriguez, Steven—Deceased February 10, 1975
Deceased stepson of Richard Stack
Wells, Eunice—Deceased February 5, 1975
Deceased wife of Herman Wells

Utah Feels Effects Of Slowing Economy

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

The economic problems of the nation are taking their toll in Utah's plants, shops and mines.

Reduction of force and curtailments were activated during January at Utah International, Cedar City; Kaibab Industries, Panguitch; Dynallectron Corporation, Green River; and Abbott G.M. Diesel Company and Wheeler Machinery Company of Salt Lake City.

On January 31, Kennecott Copper Corporation announced a forthcoming reduction in force throughout their Utah Division. The reduction in force was effective February 17 and affected 1,200 men working at Kennecott's mine, smelter and concentrator operations. Of the 1,200 men, approximately 160 were operating engineers.

In a meeting with local unions at Kennecott's Bingham Canyon Mine, T. R. Carlson, mine manager, stated that they envision the initial reduction to last at least until October, 1975 and that a further curtailment may be necessary within the next three months if the economic picture does not improve.

Contract negotiations are underway between Local #3 and Dynallectron Corporation of Green River, Utah. A great deal was accomplished at the first session, leaving only three items to be resolved. We expect a settlement will be reached in the very near future.

Most of the projects in the northern part of the state are shut down for the winter or manned by small crews.

At Castle Rock, L. A. Young Construction is operating the crusher two shifts and laying pipe. The company has approximately 100,000 yards of excavation yet plus gravel and oil to finish the project.

State, Inc., on their job at Park City, is in full production. They have had very little reduction in force due to the winter weather. Most of the mill is enclosed and the balance of the project is placing machinery. The company is looking at April for the completion date.

Christiansen Brothers Company is still planning to build the Marriott Shopping Mall at 12th Street and near the freeway in Ogden. Christiansen Brothers will be the owner, proprietor and contractor. The construction estimate is \$35 million. Apparently, 95 per cent of the space is already committed, including two national chain stores. The construction starting date will be in March.

Pinkins and Bond Company has been able to work most of the winter on the building for American Greeting Card Company at Brigham City. Conco Steel Company has the erection, Murray Erection and Leasing the tilt-up, and Gibbons and Reed the excavation for the building site.

M. Morrin and Son Company was the low bidder at \$629,485 on State Road #84 between Collinston and Riverside in Box Elder County.

The largest job going in the Central Utah area is S. J. Grove Company's job at Currant Creek

Dam. The coming season will be the big push on the dirt spread as well as some of the sub-contractors starting new work. If no problems develop, the employer wants to work a two-shift, long-hour spread on the dirt and try to get that work completed this year. With the equipment presently on the job and the equipment yet to be delivered, this should be a good one for the brothers working this job.

It could be a good season in the Basin area if, and that's a big if, some of the problems regarding the water rights are settled. Many of the smaller towns are in dire need of additional water. All of the water will have to be treated, which will mean a treatment plant located in the Basin as well as canals and water pipe jobs. Vernal, Utah, the largest town in the Basin area, is at the bursting point now with so many new people moving into the area. The water and sewer systems are overloaded and in some sections new hookups are not permitted.

American Bridge Company has started the erection at the Geneva Plant and Talboe Construction is still moving some equipment on the same project. Raymond Inc. has finished driving the piling on the job and will be moving the piledriver to another project soon.

There are a number of small jobs in the Provo area that are being held up because of the weather. Not many hours are being paid to the operators on these jobs.

The rock, sand and gravel plants are mostly doing repair and rebuilding for the coming season. These employers expect a good demand for their products this year and already have large stockpiles ready.

Negotiations are progressing with Heckett Engineering Company. Vice-President Bob Mayfield and District Representative Tom Bills are heading up the negotiating committee for the union. We hope to get a new contract signed in the very near future.

L. A. Young Sons Construction is apparent low bidder on two jobs in the southern area. They bid \$377,965 on the U.S. 50 & 6 from East Price to Wellington, a four-mile resurfacing job with 140 days for completion, and on the four

and one-half miles of I-70 at Salina they bid \$3,289,000 and a completion date of 280 days.

Work in the Southern Utah area is beginning to pick up—however, not as much as we would like.

Industrial Construction Company has started up their spread at Scipio on Interstate 15. With a little help from the weatherman, they hope to get their full crew back soon. The Beaver job on I-15 should be getting underway also.

W. W. Clyde Company is still going full bore and two shifts on their stripping job at Topaz Mountain. They expect to start the Holden job as soon as the weather breaks.

Jelco, Inc. is starting to put the iron in the air on the second unit at the Huntington Power Plant. The completion date on this unit is sometime in 1977. Doyle Barney is the master mechanic, Dale Bunnell, job steward and Dan Hone, safety committeeman. Jelco is getting the 4000 Manotowac ringer put together and ready for work. This rig has a 200-ton lifting capacity. There will be 270 feet of boom in the main and a 40-foot job. Brother Jimmy Estes will be at the controls. Other rigs on the job will be a 3900 Manotowac, a 140-ton P&H, a 90-ton Lima, a 70-ton P&H, a 70-ton Loraine, plus numerous other smaller cranes.

Jelco is also getting the Emery Power Plant started. Most of the activity now is getting in drains to dry up the site area. A contract has not been signed as yet. Rumor has it that if Utah Power & Light can't get the increase in power rates they are seeking, they may cancel all construction in Utah and Wyoming. The Emery Plant, if construction goes ahead as planned, has a completion date in 1978.

H. E. Lowdermilk has started the U-95 road job at Fry Canyon, 25 miles of grade only. There should be about 25 hands on the job. Brother Adrian Thomas is the steward and Brother Ike Harwood the safety committeeman.

The labor force participation of women who were family heads was 54 per cent in March 1974, according to the Bureau of Labor Statistics, U.S. Department of Labor.

More Eureka . . .

(Continued from Page 11)

is: the Rio Dell freeway and bridge job being done by Lou Jones and Nally Construction Companies; the bridge job, also at Rio Dell, being done by the C. K. Moseman Company.

Guy F. Atkinson is working on the structures only on the Arcata freeway project. As soon as the ground dries out this will be one of our good dirt jobs which should last all season.

Mercer-Fraser Company has called some of their mechanics back to work. With the carry-over from last season and new work coming up, Mercer-Fraser Company should have a good season ahead in 1975.

Everything is quiet at Redwood Empire Aggregate plants in Arcata and Crescent City. But they should have a good season in the

Crescent City area this year. There will also be quite a bit of paving around Eureka.

Glenn Shook, Inc. is still dodging rain drops on the Cutten sewer job. They have managed to keep a few brothers working most of the winter.

Down in the southern part of the district the W. Jaxon Baker Company has a lot of work left on a freeway job in the Benbow area, plus their Red Mountain job.

In the Garberville area there is quite a bit of storm damage work to be done this year; so again, we foresee a fair to good year in the future.

Until next month, we want to say "thanks" to all the brothers for their fine attendance at our meetings.

Nearly half of the 2.4 million increase in the labor force between March 1973 and March 1974 consisted of single persons, according to the U.S. Labor Department's Bureau of Labor Statistics.

The participation rate of married men in the labor force continued its long-term decline, slipping to 84 per cent in March 1974, the U.S. Labor Department's Bureau of Labor Statistics reports.

With Safety In Mind

Research Continues

By JERRY MARTIN, Director of Safety and Training

"Safety is everybody's business," but for some people it is their major business. These are the people in government agencies, in university and independent research, in industry's safety departments and



Jerry Martin

in unions such as Local 3, whose whole job is to continue searching for ways to make working conditions safer and healthier for every one of us.

In Local 3 we have long been aware that you can't solve a problem unless you understand it and that is why we are actively a part of the search to discover and correct the hazards that workers have to face on their jobs.

The Safety Department, and all the officers of the union, while tackling the daily problems that face engineers, also look ahead and work toward the best possible safety and health conditions for our members. A climate controlled cab, free of heat, dust and vibration is closer to a dream than reality at this point. Yet, it is an improvement that all of us who have put in a day's work on a hot, dry, dusty construction job know is necessary for our well being.

Eight years ago Local 3, along with the California State Department of Health and the U.S. Public Health Service, studied the effects of heat, dust, noise and vibration on heavy equipment operators. They recommended, in effect, air-conditioned, soundproofed, dust-filtered cabs as an answer to the problems of heat, dust, noise and vibration on the job. Their findings were noted in negotiations with management throughout the United States and had considerable impact. But it will take a lot of helping hands along the way to get to the place where environmental cabs will be available to the average worker. That is why we are interested in cooperating wherever we can with federal and state agencies and health researchers who are investigating the problems you brothers will face on the job. The men at Caterpillar and other companies that build construction equipment know this and are planning ahead for the day when their cabs will have to meet new safety standards.

Just recently I have been in touch with the design engineer for the Caterpillar Corporation in Peoria, Illinois, as a consultant on the design of the climate controlled cab of the future. Right now we are working with the National Institute for Occupational Safety and Health on the problem of vibration. This agency is interested in finding out how severe this hazard is to industrial workers and then to correct the working conditions which cause it. For example, researchers such as Dr. T. H. Milby, who worked with us on the study eight years ago, and Dr. Robert C. Spear of the University of California are doing studies on vibration among heavy equipment operators. Local 3 has been a part of the Milby-Spears research on this problem in the past.

Dr. Spear's group is now doing a follow-up study on the work they did with Local 3 two years ago. As a part of this study about 3,000 members will be asked to fill out the questionnaire which was printed in November's column.

The study has been set up so that no one will be able to identify these men by name or reg number. It is very important to the people doing the research that they not know whose questionnaire they are looking at. As Business Manager Dale Marr says in the letter printed below, your cooperation is essential to the success of this study.

It's our hope that wives of the engineers who receive this questionnaire, who we know as helpmates of their husbands and always concerned with their safety and welfare on the job, will help see that these questions are answered and sent back in to the union in the return envelopes which will be provided. By doing this we will truly be lending a hand to help ourselves.

THINK SAFETY, ACT SAFELY



Operating Engineers Local Union No. 3

474 VALENCIA STREET • SAN FRANCISCO, CALIFORNIA 94103 • Telephone 431-1568
JURISDICTION: Northern California, Northern Nevada, Utah, Hawaii and Mid-Pacific Islands

OFFICE OF THE BUSINESS MANAGER, DALE MARR

March 4, 1975

Dear Sir and Brother:

I am enclosing a questionnaire relating to a study done earlier in cooperation with the University of California at Berkeley, concerning the health and safety of Operating Engineers. It is important to the follow-up procedures of the previous research that everyone who receives this questionnaire fill it in and return it to us.

If you would like to participate in this research into the safety and well-being of the members of this union, please fill in the questionnaire and send it back to us in the enclosed envelope.

Thank you for your cooperation.

Sincerely and Fraternally,

Dale Marr
DALE MARR
BUSINESS MANAGER

DM:mk
ope 3 afl-cio(3)
Enclosure

EPA Award Aids Dist. 50

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

The Environmental Protection Agency has offered the city a maximum grant of \$7.62 million toward the estimated \$10.16 million Herndon-Cornelia trunk sewer.

The present timetable contemplates a construction contract award in March 1976. However, in all probability the line will not be serviceable immediately because the lift plant at the waste water treatment plant will not be operable until about July.

The lift station is being built as part of the current expansion and modernization of the plant and the manufacturers cannot deliver the equipment in time for earlier completion.

The cost breakdown for sharing is: federal, \$5.4 million; state, \$900,000; Clovis, \$800,000 and City of Fresno, \$4 million.

The presumed population in the service area ultimately is 25,000 persons with 12,600 to be served immediately on completion of the line. The Herndon-Cornelia line will serve Pinedale, Highway City and the unincorporated area north and south of Herndon Avenue. One of the grant conditions is that contracts must be awarded to pick up 50 per cent unsewered service area before the main contract for the trunk line is let.

The line will have pipe sizes ranging from 39 to 84 inches, have an average daily flow of two million gallons a day and a capacity at the far end as it nears the plant of 33 million gallons a day. The line will be 16 miles long and will be in Herndon Avenue between Millbrook and Cornelia Avenue, then to Polk Avenue and the plant at Polk and Jensen.

The State Department of Transportation will open bids March 19 on a \$2.24 million project to construct the initial two lanes of a three-mile-long four-lane expressway on highway 49 in Mariposa County.

The Flintkote Co. of Merced is low bidder at \$1.25 million to construct the O'Neil Forebay Recreation Facilities. The job approximately 10 miles west of Los Banos in Merced County.

C. R. Fedrick Inc. has started its job on the Westside. Their job starts at Shield Avenue and Interstate 5 in Fresno County with two pump stations and goes to Highway 152 in Merced County with seven more pump stations. The amount of their job is \$7 million.

Ernest E. Pestana Inc. has not started its job at El Portal at this time. They have a contract of \$5 million to lay 67,000 feet of sewer pipe from El Portal to the valley floor in Yosemite Park. S & Q Inc. has the Sewer Treatment Plant at El Portal and has started work but rain has made the going rough. This contract is also for \$5 million.

The Bureau of Reclamation will open bids March 11 on 51 miles of irrigation pipe and pump stations to be constructed in Fresno and Kings County. The contract calls for construction of laterals 4, 7, 13, 14 and 32 through 38 with a completion date of 700 days from date of award. This project along with C. R. Fedrick's \$15 million project will employ approximately 50 operating engineers for over one year.

Stewards' NEWS

by Ray Cooper, Job Steward Director

We had a surprise visit from an old friend recently . . . it was good to see Auggie, but the circumstances could have been better. Brother August Senestraro, a job steward from Eureka, was in San Francisco for open heart surgery.

Auggie and I started working in construction together in 1947. At that time we were on various jobs but a couple of years later, Auggie went to work for Mercer-Fraser and has stayed with them ever since.

When I was a district representative in Eureka, I recommended August as steward. He had all the qualifications a steward is supposed to have; a good union man with leadership qualities, and I knew from personal experience that Auggie was one of the best blade operators in the business. It was a good choice—August tackled his job as steward as hard as he operated a blade.

We're glad to report that Brother Senestraro's operation was a success. He and his wife, Bobby, who has been staying here in San Francisco while August was in the hospital, will leave for Eureka around the middle of February and Auggie will be back to work this spring.



STEWARDS AUGGIE SENESTRARO is now recuperating after heart surgery. Senestraro, of Eureka, will return to the North Coast around mid-February and be back at work in the spring.

JOB STEWARDS ACTIVATED

Week Ending January 31, 1975			90 Mike Torres			R. Fleckenstein		
Dist	Name	Agent	Dist	Name	Agent	Dist	Name	Agent
12	Boyd Peterson	L. Lassiter	10	Geo. Mosegaard, Jr.	S. McNulty	10	Geo. Mosegaard, Jr.	S. McNulty
20	Alfred Dodini	J. Johnston	20	Hal Burlison	H. Munroe	20	Hal Burlison	H. Munroe
20	Frank Collums	D. Markham	20	Harold T. Nield	C. Ivie	20	Harold T. Nield	C. Ivie
20	Donald Bennett	J. Johnston	50	Ralph D. Tucker	A. Boyd	50	Ralph D. Tucker	A. Boyd
20	Patrick A. Furnish	W. Dotrestyn	50	Ed Bates Watson, III	A. Boyd	50	Ed Bates Watson, III	A. Boyd
60	Frank Arostegui	R. Criddle	50	Kenneth W. Inman	A. Boyd	50	Kenneth W. Inman	A. Boyd
60	Judy Mitchell	R. Criddle	50	Richard L. Morris	A. Boyd	50	Richard L. Morris	A. Boyd
60	Alberta Gildersleeve	R. Criddle	90	Dick Weigel	T. Carter	90	Dick Weigel	T. Carter
60	Dale Barker	A. Swan						
80	Kent Gant	D. Marshall						

JOB STEWARDS INACTIVATED

Week Ending January 31, 1975			11 Raymond Schneider			P. Wise		
Dist	Name	Agent	Dist	Name	Agent	Dist	Name	Agent
11	Wayne F. Lambert	L. Fagg	02	Otis Wilbor	W. Sprinkle	02	Otis Wilbor	W. Sprinkle
11	Vernon L. Marion	R. Rhodes	20	Frank T. DeOllivera	R. Butler	20	Frank T. DeOllivera	R. Butler
80	T. H. McHugh	C. Hoover	12	Gale Edwards	W. Lassiter	12	Gale Edwards	W. Lassiter
80	John R. Kietly	A. Swan	12	Vern Jensen	W. Lassiter	12	Vern Jensen	W. Lassiter
60	Inez Peter	J. Smith	01	William A. Walrath	H. Pahel	01	William A. Walrath	H. Pahel
11	Don M. Prince	R. Rhodes	50	Steve Whitney	L. Rudder	50	Steve Whitney	L. Rudder
11	Gale D. Reeve	D. Young						

The State of California will be calling for bids in February for 12.2 miles of Highway 43 in southern Tulare County. This project was let out to bid before but was never awarded due to lack of funds. Presently the State has \$2.5 million set aside for this project.

The State will be calling for bids in March or April for approximately six miles of Highway 41 near Lemoore at a engineers estimate of \$4.8 million. This project will eliminate a bad stretch of Highway 41 from 198 North to the Fresno County line.

Desert Construction Co. has started its pipeline job for the City of Corcoran. The project was awarded two weeks ago at a cost of \$1,023,000. The contract calls for a complete new water system for the City with a completion date in mid-October 1975.

Robert H. Ramey, district director of the Department of Transportation, said Fresno County and other counties in the valley dis-

trict will probably receive about \$5 million of the \$2 billion in federal highway funds released last week by President Ford.

"These funds will only have a slight effect on the local highway picture. The biggest factor is that it will advance all the major highway jobs by two or three months," Ramey explained.

Ramey's remarks came in response to a disclosure that California will probably receive between \$120 and \$130 million of the available highway funds.

According to the highway official, only those highway projects which have been environmentally approved could qualify for the new funds.

The only major projects in the local district which could qualify are sections of Highway 41 in Kings County and the \$11 million Plaza Interchange in Tulare County at the junction of Freeway 99 and Highway 198.

Personal Notes

SACRAMENTO

Several of our brothers have passed away in the last couple of months. It is with deep regret that we report the passing of Brothers Glen W. Boswell (Blackie), George W. Dickinson, Jack W. Davis, Albert Rothenberger, Joseph M. Eaton, Sr., Lloyd McFate, Ernest G. Gressot, Charles Coyle, Eugene S. Collett, and George L. Cooper. Our deepest sympathies go out to the families and friends of all of these brothers.

STOCKTON

Our deepest sympathies are extended to the families and friends of deceased Brothers Joseph Thornton and George Botkins.

SANTA ROSA

Would like to congratulate Bob Hakala and his wife, Sally, on the recent birth of their son, Ben, who weighed in at 7 lbs., 11½ oz.

George Bolding is now home recuperating from recent heart surgery. Here's to a complete and speedy recovery, George.

Les Neeley also is now home and feeling better and would appreciate any calls or cards from his friends. Keep up the good work, Les.

We sincerely regret having to report on the recent passing of several of our brothers, namely Wm. Ferguson, Leonard Warner and Edward Leonard, all retired members, and George Carr and Clarence McGinty. Our deepest sympathy is extended to all the families and friends of our departed brothers.

REDDING

It is with deep sadness and regret that we report the death of Brother Rudy Wright. Brother Wright was a member of Local #3 for many, many years. Most of his working years were spent overseas working for Morrison-Knudsen. Our heartfelt sympathy goes to the family—wife Verna, children and many friends.

Our wishes for a speedy recovery to Brother Charles Garland who has been quite ill and in Memorial Hospital. We understand he is home recovery nicely. Good luck, Chuck.

Our best wishes for a fast recovery to Brothers Fred Kirch and Herald Burr. Both have been ill for some time and both are recovering nicely. We hope it won't be too long before they will be up and at it with the rest of the work force.

EUREKA

Del Tetz, job steward, Fali Corporation, confined to M.R.C.H. Arcata. Jack Wheeler, confined to St. Joseph's Hospital, Eureka. Newton Sanvish, retired engineer, recently released from St. Joseph's Hospital, Eureka. Alton "Shorty" Harris, retired engineer, confined to General Hospital, Eureka.

It is with deep regret that we have to report the recent passing away of Virgil "Jiggs" Williams, retired engineer, who passed away after a long illness; Chester "Ray" Barrows, long-time brother who worked many years for the Mercer-Fraser Company, and Marie Harris, wife of Alton "Shorty" Harris. Our deepest sympathies are extended to their families and friends.

SAN MATEO

Our deepest sympathies are extended to the families and friends of deceased brothers Thomas McGarvey, John Lynden and Frank Granger. It is also with deep sadness and regret that we report the death of long-time San Mateo area contractor C. J. Woods. Our most sincere sympathy to his family and friends.

FRESNO

We would like to send a "get well quick" wish to Brothers James Gray and Art Cline who have been ill.

Brothers Richard Timmons and Dick Phelps were involved in a Jeep accident recently. We are glad to report that Brother Timmons is now at home and wish him a continued speedy recovery. It has been "touch and go" for Brother Phelps and we would like to send our wish that he is up and around soon.

Our deepest sympathies are extended to the family and friends of Brother Joe S. Lewis who recently passed away.

RENO

We would like to wish Brother Jim Fristoe a speedy recovery. He was recently hospitalized at the Carson Tahoe Hospital and we hope he will be back home recuperating by the time you read this. We are sure a card or visit from his friends would be most welcome.

See More PERSONALS, Column 4

CREDIT UNION
OPERATING ENGINEERS LOCAL UNION NO. 3
7001 Dublin Boulevard
Dublin, California 94566
Telephone: 415/829-4400

Please send me information as indicated below:

- ☐ Membership.
- ☐ Dividends.
- ☐ 7% Investment Certificates.
- ☐ Signature Loan.
- ☐ Share Secured Loan.
- ☐ New/Used Automobile Loan.
- ☐ New/Used Motor Home Loan.
- ☐ New/Used Mobile Home Loan.
- ☐ New/Used Boat & Equipment Loan.
- ☐ Travel Trailer/Camper Loan.
- ☐ Assistance in refinancing Automobile Loan.
- ☐ Accident and Health Insurance for Loans.
- ☐ Life Savings Insurance on Share Deposits.
- ☐ Loan Protection Insurance on Loans.
- ☐ Share Insurance Protection on Share Deposits.

NAME _____
ADDRESS _____
CITY _____ STATE _____ ZIP _____
SOC. SEC. NO. _____ TELEPHONE _____

SWAP SHOP CORNER: Free Want Ads for Engineers

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: 1969 KENSKILL TRLR. 8'x34', sleeps two, lrg frg 13.5'. Used very little, \$3,500. Consider smaller trlr in trade. N. Carter, P. O. Box 247, Fortuna, CA 95540. 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, 913-8th 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. 085537. 1-1.

FOR SALE: 1960 JC HIGGINS, 30-06 Model 51, \$75.00. Ph. 702/883-0162. Reg. No. 1212523. 2-1.

FOR SALE: BOAT, 15' Trihull w/new 85 h.p. Evinrude. Compl. ski equip., tach, oars, conv. top, cover + extras. Sell or trade for van. H. Varwig, 804 Spindrift St., San Jose, CA 95134. Ph. 408/263-2833. Reg. No. 0915654. 2-1.

FOR SALE: TD24 w/D.D.P.C.U. \$2,500. U-Blade for 14A \$750. 6" waterpump gas eng. w/ hose \$750. 1941 Buick Sedan \$600. W. Lindquist, 531 Minnesota Rd., Turlock, CA 95380. Ph. 209/634-4424. Reg. No. 1082353. 2-1.

FOR SALE: SAANEN BUCK GOAT. Reg. in "Amer. Goat Society" 3 yrs old 2-75, polled, \$65, or best offer. G. Nevis, Ph. 415/828-0276. Reg. No. 1113-067. 2-1.

FOR SALE: 1968 DYNABOE, SERIES 140, 4 buckets, Hughes Hydraulic Braker, zads, tamper, teeth & filters + tilt trailer, for hoe, \$9,500, or best offer. Ph. 415/232-8130 days, 415/837-2684 eves. Reg. No. 0726717. 2-1.

FOR SALE: FACTORY BLT 25' PONTON BOAT, 8'x6' cabin, all elec. 40 h.p. Johnson Motor. Exc. cond. \$1,750. Camper shell for step-side p.u. trk \$40. 9'x10' tent \$35. B. Burt, 14861 So. Union, Manteca, CA 95336. Ph. 209/858-2825. Reg. No. 1229764. 2-1.

WANTED: 1-3 ACRES IN REDDING AREA, w/3-4 BR house, reasonably priced. R. McQuillan, P. O. Box 196, Chester, Mass. 01011. Ph. 413/354-2281. Reg. No. 1137589. 2-1.

FOR SALE: PITMAN HYDRA-CRANE 8,000 # lift w/Auger attach. Mtd. on C750 Ford 4x4 flatbed. Ph. 415/589-8252. Reg. No. 0841471. 2-1.

FOR SALE: 3 SPEED TRANSMISSION w/over-drive, newly rebuilt, less than 1,000 miles of use. Fits Ford Pickup 1953-60. Reas. Ph. 415/797-3187. Reg. No. 0313338. 2-1.

FOR SALE OR TRADE: U.S. & ISRAEL mint & used plate blocks, mail early, Zip, world wide collection for sale. H. Stern, 807 Venola, San Rafael, CA 94903. Reg. No. 0888922. 2-1.

FOR SALE: RETIREMENT HOME, Anderson Sprgs., Lake Co., 2 BR, Liv. rm., bath, 2 fireplaces, sun deck, cent. heat/air cond. \$18,000. Ph. 415/223-2943 or 223-0311. Reg. No. 0253938. 2-1.

FOR SALE: PAINT SPRAYER, new \$40. Kenmore Auto. Wash. Mach. \$40. G.E. Auto. Dishwasher \$90. L. Mulhair, 97 Southridge Way, Daly City, CA 94014. Ph. 415/333-9006. Reg. No. 1547371. 2-1.

FOR SALE: 1972 MOTO GUZZI 750, 19,000 miles, fairing, bags, scooter boot, air horns, much chrome, black \$1,800. A. Schultze, Ph. 408/736-0745. Reg. No. 0512567. 2-1.

FOR SALE: 12,000 lb. TULSA WINCH & cable spool. H. Sand, Ph. 209/239-2242. Reg. No. 1101983. 2-1.

FOR SALE: VIEW LOT NR TWAIN HARTE, CA, reas., low dwn pymt will finance, water & elec., paved road to lot, 1 mile to school, post office, genrl store. F. E. Meacham, Rt. 1, Box 125, Soulsbyville, CA 95372. Ph. 209/532-5005. Reg. No. 0469307. 2-1.

FOR SALE: 1968 CORVETTE CONV. HDTOP, Compl. rebt 427, 4 sp., cam, Holley, Doug headers, side pipes. Electronic ignition, all new brakes. Coral ext. Tobacco int. Vinyl top. 26,000 miles. Exc. cond. G. Browe, Jr., 2222 Cypress St., Selma, CA 95362. Ph. 209/896-1998. Reg. No. 1375000. 2-1.

FOR SALE: 1973 TRAVELEZE 35' TRAILER w/tpout, furnished, 12,000 BTU a/c, deluxe model. Forced air heating, Bath rm. to rear, \$5,000. V. Schuette, 2700 South Market, Sp. #25, Redding, CA 96001. Ph. 916/243-5589 after 6 p.m. Reg. No. 0947324. 2-1.

FOR SALE: EQUAL-I-ZER TRAILER TRAILER HITCH, compl. w/stabilizer bars \$50. One set 825-15 tire chains reinforced, used once. Like new \$10. Ph. 408/243-0640. Reg. No. 0366038. 2-1.

FOR SALE: 2 1/2 ACRES IN CALIF. VALLEY, east of Paso Robles, CA. \$2,000 or trade for equal value. D. Doyle, P. O. Box 1947 Clear Lake Highlands, CA. Ph. 707/994-5933. Reg. No. 0509552. 2-1.

FOR SALE: PULL SCAPER, La Plante-Choate, 15 yards \$850. Compressor Ingersoll Rand-105 \$685. Ph. 415/562-3236. Reg. No. 0678953. 2-1.

FOR SALE: 1929 CHEV. 1-TON TRUCK plus extra parts, 2nd owner. \$1,000. B. Durbin, P.O. Box 623, Fall River Mills, CA 96028. Ph. 916/336-5112. Reg. No. 1153063. 2-1.

FOR SALE: '71 FURN. 12' WIDE MOBILE HOME, 1 B.R., exc. cond. Extras. Adult Park. Trade for 1968-1970 travel trlr—prefer tip out. L. Kester, 603 Glide Ave., West Sacramento, CA Ph. 916/371-2541. Reg. No. 1284903. 2-1.

WANTED: MECHANICS TOOLS, complete set for heavy duty & shop work, also rollaway box. M. Pancoast, 2926 Watt Ave. No. 34, Sacramento, CA 95821. Ph. 916/488-3761. Reg. No. 1511652. 3-1.

FOR SALE: PROPERTY, priced low w/20% cash discount, 4 BR, 2 bath in So. Lake Tahoe \$29,500. Lot nr Topaz Lake, view, pines \$7,300, Z.E-1. 1 acre w/26'x16' bldg. in Carson Valley \$3,200. Ph. 702/882-8219, 3726 E. Nye Ln., Carson City, Nevada 89701. Reg. No. 1181919. 3-1.

FOR SALE: MOVIE EQUIP. Like new—fully automatic Kobena Super 8 movie camera w/power zoom lens. Goldcrest proj. duel (8 & super 8mm) self-threading, fully automatic. \$150./both. D. Gano, 5662 Auburn Blvd., Sacramento, CA 95841. Ph. 916/331-0807. Reg. No. 8093059. 3-1.

FOR SALE: 55 H.P. OUTBOARD HOME-LITE BEARCAT 4 cycle plus instruments & control cables. Economical—8 hrs operation on 6 gal. gas. Best offer over \$600. D. Gano, 5662 Auburn Blvd., Sacramento, CA 95841. Ph. 916/331-0807. Reg. No. 8093059. 3-1.

FOR SALE: LINCOLN WELDER 200 amp, red seal continental engine, mounted on a 2 whl trailer in good shape, w/welding leads all ready to go. M. Myers, 8071 Glen Valley Cir., Citrus Heights, CA 95610. Ph. 916/725-0960. Reg. No. 1192106. 3-1.

FOR SALE: CLEVELAND 140 TRENCHER, GMC semi-tilt bed transport, 3 dump trucks, Compactor, welding machine, 580 Case Backhoe, 18' travel trailer. Call 415/961-2909. 9 to 5. Reg. No. 0557446. 3-1.

FOR SALE: 2 1/2 ACRES Bare Land Avenue 12 out of Madera to Road 35. \$3,500, easy terms. Call E. Paxton, 408/378-0656 (Campbell). Reg. No. 1043707. 3-1.

FOR SALE: 5 ACRES + 24'x44' (2 BR) mobile home off Highway 49, bet. Auburn & Grass Valley. Trees, rolling hills, creek & spring water. Ph. 415/228-3553. Reg. No. 0509696. 3-1.

FOR SALE: TOW TRUCK 1963 Ford C800. Air, 900x20 rubber, Holmes 644 twin boom wrecker, lights, signs. Also equipped for truck towing. Exc. Ph. 209/736-2365. (Angels Camp) Reg. No. 0559677. 3-1.

FOR SALE: 20 ACRE productive walnut ranch, 2 BR house, 1 BR guest house, huller, dryer, shop, barn, pump & sprinkler pipe, 2 tractors, mower, other equip. D. Brown, Rt. 1, Box 697, Glenn, CA 95943. Ph. 916/934-3543. Reg. No. 1051527. 3-1.

FOR SALE: GRADALL 2460 truck mounted, equipped w/hydraulic auger, some buckets avail., priced right. Call evenings, 916/885-1886. Reg. No. 1166574. 3-1.

FOR SALE OR TRADE: 15'x16' CAMP TRAILER, Alaskan 8' camper on a 1962 Ford 3/4, new motor & brakes, 4 spd, stove & refig. R. Riede, 252 W. Sunset, Sonoma, CA 95070. Ph. 209/532-7561. Reg. No. 0971440. 3-1.

FOR SALE: ELEC. HOSPITAL BED \$300. Monaghan portable breathing unit \$125. Oxygen humidifier \$15. Medical oxygen regulators \$60. C. Dunsing, 4486 Cotton Ct. No. 4, Stockton, CA 95207. Ph. 209/951-3427. 3-1.

FOR SALE: 1968 DODGE Sportsman Van, windows all around, fair cond. Make offer. R. Hall, Ph. 415/837-5672. Reg. No. 1022435. 3-1.

FOR SALE: 15'x45' BUDGER MOBILE HOME, folds to 8' wide for moving \$5,000. L. Pedersen, 410 N. 8th St., Sp. 10, Fowler, CA 93625. Ph. 209/834-2803. Reg. No. 0886576. 3-1.

FOR SALE: 1971-17' SKI BOAT, motor, & trailer, Glass \$1,000. Ski equip. 1957 Chevy 2 dr. ht. classic, orig. & good shape \$400. 1974 Stihl chainsaw No. 045 like new \$350. D. Reed, P. O. Box 371, Palermo, CA 95968. Ph. 916/533-6794. Reg. No. 1130324. 3-1.

FOR SALE: 1972 IDEAL, Fully self-cont. Twin beds, will sleep 6. Furn., lrg frg. Compl. equalizer bar & brake system, will fit any car. \$2,400. V. Voss, 3000 Broadway No. 79, Vallejo, CA. Ph. 415/684-0704. Reg. No. 0625912. 3-1.

FOR SALE: HONDA MOTORCYCLE 1970, 750, Exc. cond. 1560 Willow Oaks Dr., San Jose, CA 95125. Ph. 408/266-1522. Reg. No. 0610181. 3-1.

FOR SALE: NEW FURNITURE, high quality, many styles, good variety at C&M Interiors, 1509 A St., Antioch, CA. 94509. Ph. 415/754-1777. Reg. No. 0796009. 3-1.

FOR SALE: TIE DOWNS, oil pumps, generator w/compactor, filters for equip., table saw, calculator & American made nails. W. May, 1801 Notre Dame Ave., Belmont, CA. Ph. 415/593-5242. Reg. No. 1022439. 3-1.

FOR SALE: 1967 PETE 10 wheeler dump truck, 1673B Cat engine, 4 & 4 trans. SQHD rear ends \$12,400. 1970 Case 580 CK scraper-loader \$5,400. Both units good cond. C. Gebhart, 11 Janis Way, Scotts Valley, CA 95066. Ph. 408/433-4488 or 408/354-1076. Reg. No. 1229814. 3-1.

FOR SALE: 1/4 ACRE, 3 BR, 1 1/2 baths, kitchen, service porch, LR, dining, FR & F.P. 20'x23' work shop or garage, fenced. V. Ladner, 1022 Dresserville Rd., Gardnerville, Nevada 89410. Reg. No. 1082350. 3-1.

RULES FOR SUBMITTING ADS

● Any Operating Engineer may advertise in these columns without charge any PERSONAL PROPERTY he wishes to sell, swap or purchase. Ads will not be accepted for rentals, personal services or sidelines.

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

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

● Please notify Engineers Swap Shop as soon as the property you have advertised is sold.

● Because the purpose should be served within the period, ads henceforth will be dropped from the newspaper after three months.

● Address all ads to: Engineers Swap Shop, DALE MARR, Editor, 474 Valencia Street, San Francisco, California 94103. Be sure to include your register number. No ad will be published without this information.

More Personals...

(Continued from Column 2)

Our deepest sympathies are extended to the family and friends of Brother Eugene Harris who passed away recently. Also, to the family and friends of Brother Thomas Craig, a retired member who passed away January 22.

SAN RAFAEL

Best wishes for a fast recovery to the following brothers: Al George in Marin General; Jim Cavit, also in Marin General; John Graves; Bernard "Buzz" Piombo.

Our thanks to Brothers Ernest Eddings and Duane Hope for taking time to donate to our Blood Bank.

FORGET the hasty, unkind word
FORGET the slander you have heard
FORGET the quarrel and the cause
FORGET the whole affair because
Forgetting is the only way to
FORGET the storm of yesterday
FORGET the knocker and the sneak
FORGET the bad days of the week
FORGET you're not a millionaire
FORGET the gray streaks in your hair
FORGET to even get the blues
BUT DON'T FORGET TO PAY YOUR DUES.

OAKLAND

We wish a speedy recovery to Brother William Fink, who has been hospitalized recently at Washington Hospital from a heart attack.

Willy has been in the Operating Engineers since May of 1956 and for the past five years he has been operating a paddle wheel for Les McDonald Construction in Hayward.

Willy is now at home with his wife Eva and receiving calls at 6092 Brittany Avenue, Newark. Phone 793-1097. We would also like to send our best wishes for a long and happy retirement.

At this writing, Brother Don Sizer is leaving Mt. Diablo Hospital after having an operation. Brother Don lives at 408 Joan Ave. in Concord and his phone number is 825-4028. Don will be off work for about two months. Let's give Don a call and see how he's a-doing. The best of luck to Don and his family and a speedy recovery.

John "Tommy" Thompson, long-time crane operator and former business agent from the Oakland area, now retired, was involved in a

See More PERSONALS, Page 16

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

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

DISTRICT & SUB-DISTRICT MEETINGS

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.

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.

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.

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.

Wet Weather Slows Sacramento

By CLEM A. HOOVER
District Representative
TOM ECK
Assistant District Representative
and

AL SWAN, AL DALTON,
BILL BEST, and
BILL MARSHALL,
Business Representatives

The work is real slow in the Sacramento area due to the heavy rains and the lack of jobs combined. It is normal for the dirt jobs to be down this time of the year but we usually have several jobs ready to go as soon as the weather clears. That doesn't seem to be the case this year. We are hoping that the new sewage treatment plant does not hit any snags and can get started very soon. As usual, a group of people are protesting it being built. We are hoping that part of the highway funds recently released by President Ford will start some jobs by mid-summer.

Brothers, we are in a real need for blood for the Blood Bank. A member's young son needed an operation that required 13 units of blood. Our bank was down to just nine units. Several of us rushed down that day with the boy's father and donated enough to supply this young lad with the needed amount. With as many members as we have in the Sacramento area, it is deplorable to be in the position that we are unable to provide the needed blood for a member or his family. One never knows when the next need may be for himself, does one? We have a few members who seem to donate blood on a regular basis, and we know that, due to illness or some other circumstances, some of the members can't give blood. But let us remind you that the blood is also there for the use of your family members, and they can also donate blood, even if you can't. We now have about three units of blood in the bank... don't let it be someone in your family that we have to turn down because we just don't have it!!!

There will be an article in the *Pensioner's Progress* regarding the actions of John Husser and our own dispatcher, Steve Kuster, in giving assistance to one of the brothers who suffered a heart attack at the hiring hall. We in the Sacramento office salute John and Steve for their quick reactions in getting Brother Ray Karnes to the hospital. Our thanks also go to Brother Dalton and Brother Best,

in helping our dispatcher get Mrs. Karnes' car back to her and then driving her to the hospital to see her husband on a couple of occasions.

John Husser works for the Trust Fund and assists members in the union with their Trust fund problems, be they health and welfare, pension, or whatever.

The business representatives of the Sacramento area attended a public hearing on February 18 in regard to the Lone Star Industries relocating their rock plant from their present site in Fair Oaks to a new site off White Rock Road in Rancho Cordova. If this company is not successful in obtaining this permit it will mean the loss of jobs for about 60 employees. We would ask that more members attend these meetings to help preserve these projects and jobs for our fellow members.

President Ford has recommended expenditure of upward of \$40 million on the Auburn Dam Project for the 15 months beginning next July 1. The Chief Executive's recommendation, contained in the budget he delivered to Congress this year, prompted Representative Harold T. (Bizz) Johnson to say that the prospects for a speedup of work on the United States Bureau of Reclamation project appear "golden."

Its price tag currently is pegged in excess of \$750 million; its final appropriation for the 1974-75 fiscal year was \$18,381,000. Congressman Johnson noted that President Ford, his colleague in the House for 15 years, suggested in his budget that public works projects such as the Auburn Dam tend to provide permanent employment, as opposed to "make do" projects.

"This budget proposed by President Ford gives more consideration to the Auburn Dam than has been shown by the Executive Branch for several years," said Johnson.

The budget calls for only token work on the related Folsom-South-Canal. Virtually all the funds would be spent for continued work on Auburn Dam's keyway and spillways, the relocation of State Route 49, and right-of-way acquisition in Auburn Reservoir area and at the site of the Sugar Pine Reservoir above Foresthill.

Also included in the suggested use of funds are the completion of the U.S. Bureau of Reclamation's administration buildings in Au-

burn and continued design work on the Auburn Power Plant and Sugar Pine development.

IN THE PLACERVILLE AREA
—The low bid on the second phase of El Dorado Irrigation District's Pleasant Oak El Dorado Main Project was \$3,495,000, submitted by H. M. Byars Construction Company of Reno, Nevada. Eleven bids were made on the contract for construction of the Pleasant Oak Main Pipeline and Reservoirs B and C. Amounts ranged from the low bid to a high of \$5,363,319 and included four bids in the \$4 million range, four in the \$5 million range and two others in the \$3 million. The bid opening session was attended by some 50 contractors and suppliers from various parts of California and Nevada. Items in the construction contract covered the furnishing and laying of about 14 miles of 15- through 30-inch-diameter pipe, construction of two concrete lined reservoirs, 160 feet long by 110 feet wide and 12 feet deep, and construction of about 22 miles of gravel surfaced access roads.

The low bid will be sent to Denver for review and if approved, the contract should be awarded within 30 days. The contractor would then be able to begin. The field work is not expected to start before April 15. Asbestos cement pipe will be used for the project.

Also in the Placerville area, the county has called for bids on an Administrative Center worth \$3.5 million. The bid proposals are for the first phase of the project. A later phase scheduled for next year includes paving of streets, construction of curbs, gutter, sidewalks and parking lots, landscaping, irrigation and signs. Contracts may be awarded on March 18. Construction is expected to take about 18 months and could begin as early as April. Rough grading estimated at \$387,000.

A few jobs are going on in this area, including the F & P Lathrop Construction job at the University of California at Davis. This job will be completed in about two years with Santa Fe-Pomeroy doing all of the pile driving and keeping about three brothers busy, rain or shine.

Wisner and Becker will be running two shifts at their Sacramento-Yolo Port job. At this time they are working some overtime which will help our brothers through the winter.

More Personals...

(Continued from Page 15)

bad accident. Tommy is now recuperating and would welcome visits from old friends to discuss heavy lifts and long booms. He lives at 14655 San Pablo Ave., Richmond. Phone number 234-7498.

MARYSVILLE

Our deepest sympathies are extended to the families and friends of departed Brother Dewey Stoddard. Our office received notes from the families of Lloyd Dailey and Virgil Dickie regarding their deaths.

A speedy recovery to Brother Elmer Rastetter who is in the Intensive Care Unit at Fremont Hospital in Yuba City and to Brother Glen Hardwick in Chico Community Hospital for surgery.

SAN JOSE

We would like to extend our condolences to the families of the following deceased members: Clib Green, Steven D. Rodriguez, Betty J. Nagle, and Nebo Barbano.

Our most sincere appreciation to the following members for their blood donations: (Mrs.) Gail C. Nelson and Richard H. Nelson, Edwin R. Kirby, William C. Grossi, and Robert L. Rivas.

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

Here in Marin we were experiencing dry weather which could have resulted in a water shortage. However, due to the recent rains, we can breathe a little easier and not have to worry about a water shortage. The reservoirs are filling up.

It makes us wonder that the North Marin Intertie, approved by the voters in 1970, should have been negotiated and constructed. Instead the resulting water shortage was used as a weapon for pushing a no-growth position in the county. Let's hope that the newly-constituted water board puts aside planning matters which should rightfully be controlled by the county and the cities and concentrates its efforts on its water

conservation program, the construction of the Intertie, increasing the capacities of Nicasio and Kent Dams and removing the moratorium which has compounded Marin's economic problems. Work on reclamation and desalinization should be implemented as they become practical.

The California Court of Appeal upheld an order that barred new sewer hookups in parts of Marin County because of unsatisfactory sewage treatment facilities. In a unanimous decision, the court found that the ban imposed in 1971 by the Regional Water Quality Control Board was a proper exercise of the State's police power.

A fresh look at Marin Municipal Water District's ban on new connections will be taken by district directors to see if the ban can be lifted.

Marin Rains Ease Threat Of Shortage

The order, which was challenged by the Redwood Empire Building Industry Association and some 20 other developer groups, was issued against three sanitation districts that serve Mill Valley, Tiburon, Belvedere, Ross, San Anselmo and Fairfax. The regional board's action, aimed at curbing pollution, resulted in a partial ban on new construction in the districts. The districts are now upgrading treatment facilities.

Bids for a project widening Shoreline Highway at the entrance to the road off Highway 101 in Tamalpais Valley will be opened on March 12. The project, for which \$101,000 has been budgeted, will provide a 300-foot merging lane for westbound vehicles entering the two-lane highway from Highway 101.