OUTSTANDING APPRENTICESHIP AWARD from Operating Engineers Local Union No. 3 is presented to Donnie Arnold by union President Paul Edgecombe at the Semi-Annual Meeting in San Francisco. Brother Anderson is employed by Pizza in San Jose and resides at 600 Wald Road in Campbell, California.
Collectively Speaking with Al Clem

The month of January was not too eventful insofar as the activities of our Local Union were concerned. Most of the work was curtailed due to the excessive rain falls and snow in the mountains. In Nevada and Utah practically the same conditions prevailed. In the State of Hawaii the picture was somewhat brighter, however, the weather has been colder than usual for this segment of our jurisdiction.

The work picture in Georgia is looking up. The Dillingham Corporation recently was awarded a five-million ($5,000,000) job and there is talk of building two oil refineries, one in Georgia and one in Hawaii.

It was indeed gratifying that I was able to attend the January round of meetings and visit with all the Brothers in attendance. I was particularly impressed that all the various Grievance Committees in the five district meetings were elected without opposition; the meetings being held in San Francisco, Eureka, Redding, Onowale, and Hawaii. We think this speaks well for the work that the various Grievance Committees have performed on behalf of the Union.

In the State of Hawaii we presented the outstanding apprentices of the year, Alva Blake, with a savings bond. While there we also attended the meeting of the General Contractors of America where Brother Dan Dees addressed the group on the Operating Engineers Local #3

Program is progressing.

P.

If your schedule causes my attendance at the General Executive Board Meeting in Florida. There are several important issues to be resolved at this meeting due to the excessive rain falls and snow in the months of January and February in most of the western states.

The month of February is a very busy month in the local for the Janus contract will be resolved at this meeting. It will no doubt have some effect on the Local Union.

As I am sure you are aware, the membership are enthused with the way the Apprenticeship program is progressing. The training rooms are well utilized and the training room instructors are well informed on the methods of training required.

The Apprenticeship program has - been slated for 555 apprentice-ship training positions. The two-year contract will provide 20 weeks of on-the-job training for the apprenticeship program. The training room must be maintained, and the technical training is now being conducted in the classroom.

The two-year contract will provide 100; Ohio, 100; Wisconsin, 100; Arizona, 100; trainees; the right to apply for personal loans of up to $2 million plus the value of your unimpaired Credit Union shares; the right to apply for secured loans of up to $125,000 plus the value of your unimpaired Credit Union shares; and the Margolius column carefully. They will greatly assist our members employed under Construction Agreements in July, 1966. It is gratifying to note the constantly increasing number of members who are taking advantage of this plan to save part of their wages.

In this latest transfer 10,975 members had credits to their share accounts totaling $5,000,000. The credit to your individual account is noted on the enclosed statement. We expect greater participation as members become more acquainted with the benefits of the Credit Union. Benefits include dividends paid on your Credit Union savings comparable to the interest on Bank passbook savings accounts, PLUS life insurance that would in most instances equal the amount of your shares up to $2,000 (see brochure enclosed), the right to apply for personal loans of up to $1,000 of the value of your unimpaired Credit Union shares; the right to apply for secured loans of up to $125,000 plus the value of your unimpaired Credit Union shares; and the right to apply for personal loans of up to $2 million plus the value of your unimpaired Credit Union shares.

In addition to the above benefits and protection provided through your Local Union No. 3 Credit Union, you may now authorize payment of your annual union dues from your Credit Union share account. This is not only a convenient way of meeting your union commitments, but assures you of being a member in good standing at all times.

To all our members-

Mr. Al Clem
International Vice President, and Business Manager
Operating Engineers Local # 3
474 Valencia St.
San Francisco, California 94103

Dear Al,

I am writing to tell you, and all the Officers and Members of Local No. 3 Operating Engineers, how very much I appreciated all the words of comfort and expressions of sympathy in the loss of my husband, Ed Johnson.

Our local business agent Mr. Aaron Smith presented me with a beautiful flower arrangement.

This will always be a great comfort to me, and will serve to help sustain me in the lonely hours.

If you can ever do anything for me, please do not hesitate to let me know.

Thank you very much for all the thoughtful words and letters I have received from the bottom of my heart. I will always be eternally grateful for all past considerations extended to myself and my husband over the past years.

May God Bless you all, and again sincere thanks.

Yours truly,

Mrs. E. C. Johnson
3053 Magee St.
Vallejo, Calif. 94590

Engineer News

ENGINEERS NEWS

Collective Bargaining

The Bureau of Labor Statistics says settlements were concluded last month for 1,454 members of the 10,777 workers covered by major collective bargaining agreements. The bureau added all measures of changes in wages and benefit enjoyments resulting from these settlements were larger than in preceding years.
Semi-Annual Report

Continued from page 1

Number of Men Dispatched:
1963 - 22,960 32
1963 - 23,013
1963 - 25,589
1963 - 36,877

Number on Out-Of-Work List During 1968 7,120
Lowest Number on Out-Of-Work List During 1968 (October 2, 1968) 2,043

Automobiles:
1968: 80 Cars with Radios 1 Repeater 56
11 Base Stations 11 Car Radios
4 Repeaters 5 Base Stations
5 Common Carriers—Finco
2 Common Carriers—Enraska
1 Railway—Schenone—Beno

Credit Union 10,503 Members in Credit Union
Chartered January 28, 1964
Money in Credit Union—Cash on Hand $ 48,053.76
Time Deposits $1,000,000.00

Job Stewards 1968 1,140 268

Debtorly Report:
Amount Collected from Delinquent Employers $295,990.14
Open on Books as Debtorly Charges $2,170.00
Penalty Charges Put on Employers Who Were Delinquent
Based on 106 Debtorly Charge $ 17,000.00

REPORT FOR APPRENTICESHIP OFFICE
Total Number of Apprentices Presently in the Program: 696
In California 603
In Nevada 18
In Utah 19
In Hawaii 56
Total Number of Apprentices Presently Unemployed: 145
In California 138
In Nevada 4
In Utah 2
In Hawaii 0

Apprenticeship Standards Signed in California:
Apprenticeship Standards Signed in Nevada:
Total Number of Apprentices Certificated in Nevada 0
Total Number of Apprentices Applications Issued 0
Total Number of Apprentices Entering the Program 0

Apprenticeship Standards Signed in Utah:
Total Number of Apprentices Certificated in Utah 0
Total Number of Apprentices Applications Issued 0
Total Number of Apprentices Entering the Program 0

Apprenticeship Standards Signed in Hawaii:
Total Number of Apprentices Certificated in Hawaii 2
Total Number of Apprentices Applications Issued 91
Total Number of Apprentices Entering the Program 93

Journeyman Trainee Program Started 9/1/65:
No records available prior to October 1968
Total Journeyman Trainees Discharged in California 66 through 68 3553
Total Journeyman Trainees Discharged in Nevada 66 through 68 104
Total Journeyman Trainees Serviced in Nevada 68 through 66 104
Total Number of Journeyman Trainees 694

ENGINEERS FRINGE BENEFITS
1. Health & Welfare Benefits for Active Engineers became effective 1932, covering Steel Division, Rock Sand & Gravel and Equipment Division.
2. Health & Welfare Benefits for Construction Division became effective April 1, 1953.
3. AGC program came into effect on May 1, 1953. On both Construction and the AGC the original Death Benefit was $2,000. This benefit has remained at $2,000 since origin. Effective September 1, 1968, Engineers became entitled to an additional $1,000 of Death Benefit in accordance with the newly established Operating Engineers Burial Expense Program.
5. Health and Welfare Benefits became effective for Pensioners on January 1, 1963. Pensioners were provided with a Death Benefit of $250 effective January 1, 1966. This was increased

Indispensable
By MICHAEL BRADEN
College Park High

Semi-Annual Report

Continued from page 4

to $350 as of February 1, 1968. At September 1, 1968 this Benefit was dropped and the Pensioners became entitled to a $1,000 Death Benefit payable under the new Operating Engineers Burial Expense Program.
6. Prescription Drug Benefits became available to the Pensioners on March 1, 1966 and also effective March 1, 1968 for Active Engineers.

PENSION—ORIGINAL PENSION PLAN
Engineers first became eligible for pensions on November 1, 1952. The Maximum pension payable was at the rate of $8 per month for each year of service (a year of service was 1920 hours or more) with a maximum of 25 years giving a maximum pension of $50 per month.

PENSION—PRESENT PLAN
Contributions begin January 1, 1958 with pension awards first effective January 1, 1960. Pension amounts (based on top hourly contribution rates):

When you’re working with high- risiing equipment, show a lot of respect for power lines. Cables, booms, scaffolding, lifting rigs, hay derricks and irrigation pipe become dangerous electrical conductors when they touch overhead wires. So when it’s safe, operate your equipment with care. Never move rigs with the boom up, or lift pipe without first checking your clearance. Look up— and look out for power lines.

See SEMI-ANNUAL REPORT page 4
Retired Members Meet Big Success

One of the most unusual and well-attended specially called meetings ever held in the greater Oakland area by Operating Engineers Local Union No. 3 came at the end of last year. Some 100 Old Timers were on hand in the Oakland Union Hall to hear officers of their union and experts from the Local 3 Pension Trust Fund and the Social Security Administration bring them up to date on the many progressive changes affecting Retired Members.

International Vice President and Business Manager Al Clem keyed the event and interesting and informative presentations were made by C. W. Sweeney, Administrator of the C. W. Sweeney Co., which handles Local 3’s Health and Welfare and Pension Trust programs, and Joe Thomas, an outstanding expert and the Oakland area representative for the Social Security Administration.

Chief Executive Clem discussed the general progress made by the union in the areas of health and welfare and retirement during recent administration's stewardship pointing out that pensions for retired members had grown from a maximum of $62.50 per month in January 1961 to a maximum of $225.00 per month in 1968. He also singled out some new gains for the members as hearing aids, out of hospital drug prescription programs and a dental plan for members and their dependents.

Clem thanked the retired members for their support and cooperation over the years and said that “because of your hard work and strong faith in your union and your elected leadership we have made many gains that seemed impossible during your working years.” Today’s working members, young and old, owe you a debt of lasting gratitude.”

A question and answer session followed the panel’s presentation and the members participated actively during this period.

New Magazine

The Labor Department has announced publication of a new monthly magazine titled Men persever. It will cover development in recruitment, training and placement of people for jobs.

She’s No Grill

What used to be generally thought of as the office or shop "grill" is today a 40-year-old married woman, according to the U. S. Bureau of Labor Statistics. That’s the average woman worker. Of all U. S. women between the ages of 10 and 55, 40.4 percent were in the labor force in May 1968.

Raising Ed Level

Nonwhite women and men have made significant progress in raising their level of occupational attainment over the last several decades, according to the Women’s Bureau of the Department of Labor. The median number of school years completed by nonwhite women and men 25 years of age and over in April, 1940, were 0.1 and 5.4 years, respectively. In March, 1967, the comparable numbers had risen to 8.8 and 11.8.

TALKING THINGS over with some of the 100 Retirees who attended the special meeting in Oakland, California is International Vice President and Business Manager Al Clem. Chief Executive Clem keyed the meeting that was provided to bring area’s retired engineers up to date on the progress of the local’s Health and Welfare Program, Pension Plan and the extended services available to them through Medicare and the new Social Security Act.
Oakland Area Slump Looks to Summer

By NORRIS CASEY
District Representative and

Oakland Area

ENGINEERS NEWS

February 1969

Needless to say, work in this area is very slow. Most of the work we are doing is related to weather, however, we are feeling the effects of the finishing of the Niles Quarry. California Tractor Division had many of our local Brothers employed over there. They are all now laid off, but the work is still going on by leaps and bounds. In the meantime the work is fair and the weather is good.

The work outlook is fair for the next few months. If we get any highway work going, we will be pretty busy. We are almost at the lowest level of work and of course, what effect the new senate is going to have on us we don’t know. Nor do we know what Rusan’s administration will do to us.

We need the B.A.R.T. work also. We have been told that the current $1.2 billion for something to get it going and finally do the work for our people, but the area needs it for the transportation. Anyone who knows the area knows what has happened in the last twenty years. For and now the new six lane highway which we should support our representation in some form. We have come a long way since we sell, 30 years ago in the summer of 1935.

The great P.G.E. power plant to be built at Pittsburg, Cali­fornia will be a big off and running. The first project of this phase will be the piling and pilings and the piping of the huge water tower for this project to be built on the island. This project was awarded by the Government to the Pacific Gas & Electric Company.

The project will consist of mostly housing and will be built by the American Bridge Company of Pittsburgh, Pennsylvania.

The Peter Kiewit Sons’ Company will have the contract for the building of the facility at the west end of Lake Merritt.

The Independent Construction Company and the Peter Kiewit Sons’ Company now under construction which consists of mostly housing projects and one very large new trailer park in the Placentia Hill-Corona area. In talking to this Company’s Supervisor they have more work now under contract than any other company in recent years. The Steiner Company and the Winston Company have crews trying to work to build a new chemical plant in Martinez.

This year looks also like a good year for the construction of houses and related pipeline work.
IN CASE YOU FORGOT, or are too young to re-
member, the two pieces of construction equip-
ment above were the great granddaddies of today's big steam
pants. a day's pay by the seat of his
minds this month
an
as an oiler, Brother Myers worked
before he won his seat on a rig.
overseas.
was captured and imprisoned by
ment above were the great granddaddies of today's
member, the two pieces of construction
Farrar on the Yosemite road. Brother
Mickey Murphy operates a Bucyrus-Erie (Gas-
mind is Brother
was initiated in November of 1930 and
with many of the legendary
cluded are such old timers as Bill
Stevens, just to name a few.
Brother Myers has five brothers,
was his oiler. In the second photo Brother Bill
Goddard operates a 1/3 yard (43B) Bucyrus while
working for the same contractor on the American
Canyon road between Vallejo and Sacramento in 1894. The dipper guy in cap on the left was his oiler, Ivan. Myers

was his oiler. In the second photo Brother Bill
Goddard operates a 1/3 yard (43B) Bucyrus while
working for the same contractor on the American
Canyon road between Vallejo and Sacramento in 1894. The dipper guy in cap on the left was his oiler, Ivan. Myers

Ivan the Terrific!
Once Nip’s Prisoner

By RUSS SWANSON

Back to the days when men
were iron and most construction
equipment was still steam or gas-
air, a young man had to grab
a day's pay by the seat of his
pants.
Such a young man was Ivan
Myers who is applying for retire-
ment this month after 38 years as an
Operating Engineer.
Initiated into the union in 1930 as an
oiler, Brother Myers worked in
this capacity for some 10 years
before he won his seat on a rig.
Since then he has operated heavy
equipment all over the state and
overseas.
In May of 1941 while operating
a Northwest on Wake Island he
was captured and imprisoned by
the Japanese spending nearly four
years as a prisoner of war at Wons-
sung just out of Shanghai. His
weight dropped from 195 pounds
20 pounds.
Brother Myers has worked
with many of the legendary "hust-
chats" that built the West and in-
cuded are such old timers as Bill
Lake, Bill Goddard, Bill McDon-
ald, Ernie Boyle, Mickey Murphy,
Caingo Stevens, Bill McGuire and
Cliff Kratz, just to name a few.
Even has worked for Hein Bor-
thers (Rutland River Plants) operat-
ing a dragline with Garth Patte-
son for the past 10 years.
Brother Myers has five brothers,
all being. Brother Horshel Myers,
retired Operating Engineer, was
on the San Jose Greavement Com-
mittee. The other brothers worked
at different trades.
Hale and hearty, Ivan says he
is looking forward to many years
of easy living thanks to the for-
sight and excellent benefit and
pension planning of the officers of
Local 3.
We in the Santa Rosa area, and
I'm sure our Brother Engineers
throughout the jurisdiction wish
Brother Myers the best of every-
thing in his years of retirement.

LOOKING OUT the Santa Rosa office with visions of the easy life in
mind is Brother Ivan Myers, a veteran of 38-years as a member of
Operating Engineers, who was initiated in November of 1930 and
his Reg. No. is 197-66. One of the real great old timers.

Annual Inundation!
Flood Control Needed

By RUSS SWANSON and
BOB WAGNON

FLOODS ON THE RUSSIAN RIVER—Once again we report of a somewhat
mundane thing and that is the inundation of Guerne-
ville and the surrounding areas along the Russian River. At
this writing the worst appears to be over but, with the flood stage
at 32 feet and the water crossing at 39 feet there is no need to say
more. If, (and we sincerely mean it), you would all write to your
congressman (One Chance in this area) and in your own words ask
for the early construction of Warm Springs Dam and then the Con-
gressman's good office would poss-
ibly have the added information
and annoyance of convincing the
legislature to appropriate enough
money in order to finish this Warm
Springs Dam to be built. It is after
completion of the Warm Springs
Dams that we feel we can really
not be made to miss this annual flood
report, because the dam would
have been able to regulate the flow
of water.
State Highway jobs outlined
for Sonoma County—if the Fed-
eral and State monies allocated
for future highway work in So-
nona County actually comes through the following is an out-
line of scheduled work. After talk-
ing to the State Highway Dept.,
the jobs to be first on the agenda
are:
The Geyverville Freeway By-
pass job, connecting the Healds-
burg Freeway to the Alt Freeway.
This job is certainly badly needed
because there have been numerous
accidents on this stretch of Highway 101 that hasn't been
brought up to freeway standards.
Also, just a little bit further
north, another proposed highway
job is Clevedale by-pass free-
way. Each of these jobs will run
into a several million dollars. An-
other proposed highway project
is (7) connecting link of freeway
between Santa Rosa and Sebasto-
pol on Highway 12.
Also on Highway 12 between
Santa Rosa and Sonoma is a pro-
apased scenic freeway, but at the
current time it is being held up.
The residents of this area would
like to see the beautiful "Valley of the Moon" scenic look
not destroyed. Consequently, ap-
nproximately 20 miles of freeway
work is being held up. Anyone
traveling this route knows how badly this particular section needs
rebuilding.
Other proposed work in the
area outlined herein is the Fort
Bennet by-pass job on Highway 1, and relocation at Boonville on
Highway 128, which is just over
the line in Mendocino County.
Again we say if the Federal
and State monies become a reality,
1969 should be a good work year
for Sonoma County.
New highway work that has
been announced or awarded since our last newspaper in:
Huntington Beedle
were awarded the freeway job between Youmineville and
Napa which is a $1,380,000 job. This company was also a successful bid-
dee for the River Road at Guerne-
ville, which was a $175,000 job. Huntington Brothers should be
kept busy for a while anyway.
Vinney Corp. was the low bidee for the Highway 101 job coming,
next to next to the Guy F.
Aikman job. This job went for
just under $2,000,000. From the
proposed work and our work that is already under contract, we are
hoping to have quite a little road
work this year.

GOOD NEWS BUT—No dates available at this writing but a
highway job located on 101 near Petery and just south of the
Humboldt County line is to be
called to bid in February. The es-
imate is in the vicinity of 7 mil-
ion dollars, so we hope to be able
to give you a much more positive
report in the next issue.

Deficiency disabled Information—For those of you who have
worked for more than one em-
ployee and have had more than
rider for the area. Brothers and
families in the area have been asked to contact Congressman Don
Clausen in support of the
proposed Warm Springs Dam will provide the needed flood control for the area. Brothers and
their families in the area have been asked to contact Congressman Don Clausen in support of the

The Port of Oakland has awarded Port of Oakland permission to fill and dredge a portion of the Inner Harbor Channel at the Port of Oakland. The new permit will allow the Port of Oakland to dredge approximately 75,000 cubic yards of materials for a period of two months. The dredging work will be supervised by the California Coastal Commission. The Port of Oakland will be responsible for all costs associated with the dredging project. The permit was granted after a thorough review of the project by the California Coastal Commission. The project will help to maintain the depth of the Inner Harbor Channel and ensure the safe and efficient operation of the Port of Oakland.
Record Snow
Continued from page 7

By BUCK HOPE, District Rep. GEORGE BAKER and LUCKY SPRINKLE

SAN FRANCISCO, July 1st — 1968, has been scheduled as bid call target period for a new $133.5 million acre care research facility now being designed by Stone McMurtrie Engineers for Pacific Medical Center.

The new 311-bed Presbyterian Hospital will have one facility to serve an ultimate 500-500 patients. Of the $133.5 million original estimate, $85.5 million will come from state and federal Hill Harris funds and the remaining 47.5 million from a long-term combined with the hospital’s own resources.

According to Pacific Medical Center president Dr. Robert E. Burna it will be built facing Buchanan St. between the north side of Buchanan St. and the north side of Clay St., replacing the old Stanford Hospital building constructed in 1917. It will be used for officers and ancillary services now housed in the old Clay Medical Building before 1892, and in the old Lane Hospital, built in 1893-94; both these buildings will be torn down later.

Before ground-breaking for the new hospital, an onsite parking structure will be built to accommodate several hundred cars for visitors, doctors and employees.

The eight-story building will have two underground floors, three floors for offices and supporting services for patient care and three nursing floors with an alternate floor for a fourth nursing floor. Future expansion calls for additional nursing floors and horizontal growth of the building toward Webster St.

Lower floors are set back from the street line to create a spaccousness at the Buchanan St. level. The building’s main facade along the nursing floors is deeply inserted to create a feeling of the bay view character adjacent houses.

Another change in the neighborhood environment: Clay St. between Buchanan and Webster, will be closed to vehicle traffic and a landscaped mall will be developed with trees, benches and benches. The first floor level, too, will have a landscaped deck.

The building will be of steel with a poured concrete slab wall exterior in grey and will have three special features: (a) a very limited number of internal columns and an internal concrete wall which together will provide flexibility for future changes. (b) the use of steel deep trusses with space to house mechanical equipment, support floor and provide earthquake resistance; and (c) unusual nursing “nooks” or clusters of patient rooms encircling nursing stations.

With the deep steel trusses and few internal columns, an entire floor’s layout, environmental control and mechanical services can easily be reorganized, it was explained. The truss spaces will contain ductwork, piping, electrical conduits, computer cable and panels. They also set at sound barriers between floors, in some cases the trusses. are deepened to provide acoustical barriers for locations, viewing galleries or storage. In the true type of structure it is possible to add services, mechanical conveyors and specialized distribution systems such as pneumatic tubes.

The Embarcadero Center in San Francisco July 1st of 1968, was the scene of a single ground breaking ceremony marking the start of construction at the first office tower of the $150,000,000 Embarcadero Center Project.

Present at the ceremony were developers David Rockefeller, and Trammell Crow. From the city side San Francisco was Mayor Joseph Alioto, Justin Herman, Executive Director of San Francisco Back­ vockeyng Agency. The first building at the center will rise 45 stories on 3.5 acres and cost about $28,000,000. Completion on the first phase of the four phase center is scheduled in late 1970.

Work is being done by joint venture company of Joans-A llen Dillingham.

It is estimated that the whole project, to be built over the next 6 to 8 years will provide approximately 9,000 man-years in construction labor, with an anticipated total construction payroll of $80,000,000, or about $2,000,000 per month. When completed, the center will employ around 15,000 people for an estimated annual employment payroll of $80,000,000. The initial structure above will require 1,000,000 construction man-hours and will employ an average of 400 men, with an estimated construction pay roll from $8,000,000 to $10,000,000.

PRE-JOBS HELD DISTRICT #1 — There were Pre-Jobs held One with Maurice General, at the A.G.C. office. Their job is just over 1,500,000 and is called the 6th St. Sewer Project.

The second job held was for the Bunting Trades and the A.G.C. The amount of the contract is $20,000,000 and is called Union Street Plaza. There will be five buildings involved, one is the main structure and its floors of offices, shops, restaurants, etc. Excavation is underway now, with Flava Crane doing the dirt, and #5 & 7 Zilling Co. using the tie-back system.

Blood Bank .. District # 1

Our Blood Bank is down to an all time low, due to many members and their families using it. So if you would like to give to the Blood Bank contact the Dispatch Office, for time and place.
Seasonal Shutdown
Shackles Stockton

By WALTER TALBOT, AL McNAMARA and JIM GENTZEL

Every winter season's report becomes the most difficult to write. It is the poorest month for employment in the state of California. The latest available figures for the Bay Area are for the month of January. The number of people employed in the construction industry was 20% below the January figures for the previous year. The unemployment rate for the Bay Area is now 8%. This is the highest rate of unemployment since the beginning of the year.

The construction industry is facing a severe problem in that the demand for labor is far exceeding the supply. This is due to the fact that the construction industry is a seasonal one and the workers who are employed in the winter months are those who are most likely to be unemployed in the summer months. The construction industry is also facing a problem in that the cost of living is increasing and the wages paid to the workers are not keeping pace with the increase in the cost of living.

Underground Construction

The underground construction industry is also facing a severe problem in that the demand for labor is far exceeding the supply. This is due to the fact that the underground construction industry is a seasonal one and the workers who are employed in the winter months are those who are most likely to be unemployed in the summer months. The underground construction industry is also facing a problem in that the cost of living is increasing and the wages paid to the workers are not keeping pace with the increase in the cost of living.

The underground construction industry is facing a severe problem in that the demand for labor is far exceeding the supply. This is due to the fact that the underground construction industry is a seasonal one and the workers who are employed in the winter months are those who are most likely to be unemployed in the summer months. The underground construction industry is also facing a problem in that the cost of living is increasing and the wages paid to the workers are not keeping pace with the increase in the cost of living.

The underground construction industry is facing a severe problem in that the demand for labor is far exceeding the supply. This is due to the fact that the underground construction industry is a seasonal one and the workers who are employed in the winter months are those who are most likely to be unemployed in the summer months. The underground construction industry is also facing a problem in that the cost of living is increasing and the wages paid to the workers are not keeping pace with the increase in the cost of living.

The underground construction industry is facing a severe problem in that the demand for labor is far exceeding the supply. This is due to the fact that the underground construction industry is a seasonal one and the workers who are employed in the winter months are those who are most likely to be unemployed in the summer months. The underground construction industry is also facing a problem in that the cost of living is increasing and the wages paid to the workers are not keeping pace with the increase in the cost of living.

The underground construction industry is facing a severe problem in that the demand for labor is far exceeding the supply. This is due to the fact that the underground construction industry is a seasonal one and the workers who are employed in the winter months are those who are most likely to be unemployed in the summer months. The underground construction industry is also facing a problem in that the cost of living is increasing and the wages paid to the workers are not keeping pace with the increase in the cost of living.

The underground construction industry is facing a severe problem in that the demand for labor is far exceeding the supply. This is due to the fact that the underground construction industry is a seasonal one and the workers who are employed in the winter months are those who are most likely to be unemployed in the summer months. The underground construction industry is also facing a problem in that the cost of living is increasing and the wages paid to the workers are not keeping pace with the increase in the cost of living.

The underground construction industry is facing a severe problem in that the demand for labor is far exceeding the supply. This is due to the fact that the underground construction industry is a seasonal one and the workers who are employed in the winter months are those who are most likely to be unemployed in the summer months. The underground construction industry is also facing a problem in that the cost of living is increasing and the wages paid to the workers are not keeping pace with the increase in the cost of living.

The underground construction industry is facing a severe problem in that the demand for labor is far exceeding the supply. This is due to the fact that the underground construction industry is a seasonal one and the workers who are employed in the winter months are those who are most likely to be unemployed in the summer months. The underground construction industry is also facing a problem in that the cost of living is increasing and the wages paid to the workers are not keeping pace with the increase in the cost of living.

The underground construction industry is facing a severe problem in that the demand for labor is far exceeding the supply. This is due to the fact that the underground construction industry is a seasonal one and the workers who are employed in the winter months are those who are most likely to be unemployed in the summer months. The underground construction industry is also facing a problem in that the cost of living is increasing and the wages paid to the workers are not keeping pace with the increase in the cost of living.

The underground construction industry is facing a severe problem in that the demand for labor is far exceeding the supply. This is due to the fact that the underground construction industry is a seasonal one and the workers who are employed in the winter months are those who are most likely to be unemployed in the summer months. The underground construction industry is also facing a problem in that the cost of living is increasing and the wages paid to the workers are not keeping pace with the increase in the cost of living.

The underground construction industry is facing a severe problem in that the demand for labor is far exceeding the supply. This is due to the fact that the underground construction industry is a seasonal one and the workers who are employed in the winter months are those who are most likely to be unemployed in the summer months. The underground construction industry is also facing a problem in that the cost of living is increasing and the wages paid to the workers are not keeping pace with the increase in the cost of living.

The underground construction industry is facing a severe problem in that the demand for labor is far exceeding the supply. This is due to the fact that the underground construction industry is a seasonal one and the workers who are employed in the winter months are those who are most likely to be unemployed in the summer months. The underground construction industry is also facing a problem in that the cost of living is increasing and the wages paid to the workers are not keeping pace with the increase in the cost of living.

The underground construction industry is facing a severe problem in that the demand for labor is far exceeding the supply. This is due to the fact that the underground construction industry is a seasonal one and the workers who are employed in the winter months are those who are most likely to be unemployed in the summer months. The underground construction industry is also facing a problem in that the cost of living is increasing and the wages paid to the workers are not keeping pace with the increase in the cost of living.

The underground construction industry is facing a severe problem in that the demand for labor is far exceeding the supply. This is due to the fact that the underground construction industry is a seasonal one and the workers who are employed in the winter months are those who are most likely to be unemployed in the summer months. The underground construction industry is also facing a problem in that the cost of living is increasing and the wages paid to the workers are not keeping pace with the increase in the cost of living.
By DOUG EMANS

With the welcome sound of money rattling in the pockets of the Civil Service Employees, 1969 was brought in to a proper start. For the Civil Service, organized labor had an equal voice in the evolution of the wage survey. The battle ground and guidelines were established by the Udall Act of 1967. From there the wheels of organized labor began to turn.

In August of 1969 your Local Union participated in the wage survey hearings. Again Labor fought to get employers on the list of areas to be surveyed. It was the intent of Labor to add as many premium classifications and premium Industries as possible.

After the industries were established, a list of employers to be surveyed was submitted. Again Labor argued in person, the wage survey was seen as a tool to help establish the equality of pay for those employees.

Out-of-state wages may also be counted toward the $3,800 limitation if the employee is transferred to unemployment insurance purposes was made possible by the addition of Operating Engineers, represented by the Operating Engineers Local Union No. 3. As the Union has continually argued in person the wage survey was seen as a tool to help establish the equality of pay for those employees.

Unemployment Insurance Appeals Board has been kept busy working with the National Labor Relations Board with the Udall Act of 1967. From the collective bargaining agreements, represented by the Operating Engineers, were added to the list to be surveyed. There added at the local level, and one added in Washington, D.C. In addition we were able to include the Scope Yards and Rock, Sand and Gravel Industries to the list of areas to be surveyed. It was the intent of Labor to add as many premium classifications and premium Industries as possible.

As many as you know, new job descriptions will be written. One of the primary reasons is again the responsibility of organized labor. We will see an end to the days of the bosses merely following the pattern set of the large corporations.

The collected data was then evaluated, both at an Agency level and, in the evolvement of the wage survey. The collected data was then evaluated, both at an Agency level and, in the evolvement of the wage survey. The collected data was then evaluated, both at an Agency level and, in the evolvement of the wage survey.

The $3.7 million Sutter County project, for which $700,000 will be budgeted in its fiscal year 1970-71 will extend the Highway 99 extension for some 5.6 miles between Highway 29 in Yuba City and the Marysville area to the bordering highway 99 at Lomo Coots. This project involves constructing interchange on Quesen Avenue and Eager Road. The State Director of Business and Transportation said in Sacramento that bidding will be set by July 1 for the record number of projects.

Unemployment Insurance Appeals Board has been kept busy working with the National Labor Relations Board with the Udall Act of 1967. From the collective bargaining agreements, represented by the Operating Engineers, were added to the list to be surveyed. There added at the local level, and one added in Washington, D.C. In addition we were able to include the Scope Yards and Rock, Sand and Gravel Industries to the list of areas to be surveyed. It was the intent of Labor to add as many premium classifications and premium Industries as possible.

The collected data was then evaluated, both at an Agency level and, at the Washington level.

During the month of December, the rumors began to fly. Anticipations began to show, as the Civil Service employee awaited the long overdue results. In late December the announcement was made. The highest pay increase for the Civil Service employee in the area, obtained on the basis of the collective bargaining negotiations proved successful, and many new areas for future surveys were opened.

In San Francisco, the employer representative had a considerable discussion as to who the eligible employees were in the bargaining unit finally agreed to have the N.L.R.B. conduct the secret ballot election. Several weeks later the N.L.R.B. had handed down its decision as to which employees would be eligible to vote and on what date the election would be held. On election day the representatives feel real good to see the majority of the employees vote for Operating Engineers Local Union No. 3.

This employer specializes in grading and paving jobs throughout the Redding and Marysville areas and has a crash plant, hot plant, both which are portable together with miscellaneous other paving equipment. Hughes and Ladd, Highway 32 Job — Hughes and Ladd, Inc. of Redding was recently awarded the low bid of the Highway job on Highway 32, east of Chico, California. This job consists of road widening and repairs over several miles of road which has needed widening for many years. The low bid of the job was $1,099,283.00. There was a total of 18 bidders who placed their bids on this job.

One section of road consists mostly of lava rock formation which will take the highly skilled high back operation and a brief tour of the maternity ward for Matt. Kelleher, Brother James and Lorna McGhee also were awarded the low bid of the job.

The $3,800 Limitation Change

Effective January 1, 1969, California employers paying wages to an ineligible employee subject to the unemployment insurance laws of another state can use those wages in determining the $3,800 limitation if the employee is transferred to California. Such wages, however, cannot be of the type described in Sections 3011 through 3017 of the California Unemployment Insurance Code and may not be used in any case for purposes of determining the $3,800 disability insurance limitation.

Out-of-state wages may also be counted toward the $3,800 limitation if the employee is transferred to California. Such wages, however, cannot be of the type described in Sections 3011 through 3017 of the California Unemployment Insurance Code and may not be used in any case for purposes of determining the $3,800 disability insurance limitation.

The California Unemployment Insurance Appeals Board has announced adoption of a new procedure, whereby appeals to the board from refusals to be listed with the California Employment Development Department shall be heard by the board.

The board will also hear appeals to the board from refusals to be listed with the California Employment Development Department shall be heard by the board.

We will see an end to the days of the bosses merely following the pattern set of the large corporations.

The collected data was then evaluated, both at an Agency level and, at the Washington level.

Global News

The collected data was then evaluated, both at an Agency level and, at the Washington level.

Global News

The collected data was then evaluated, both at an Agency level and, at the Washington level.

Global News
Lost Work's New High

Strike illnesses in California during the first six months of 1968 amounted to 1,000,000 man days, more than double the average for comparable periods in the preceding ten years, Albert C. Beeson, Director of Industrial Relations, reported today. The January-June illness total was higher than in any of the last 10 years with the exception of 1952.

The number of man days lost because of labor disputes was up in the Nation as well as in California, the U. S. Bureau of Labor Statistics recently reported that national first-half strike illnesses was highest since 1952.

According to preliminary estimates, about 65,000 workers were involved in the 1967 work stoppages that began in California during January-June of 1968.

About one-fifth of working time lost because of labor disputes in the first six months of 1968 in the State was caused by the 18-day nationwide telephone strike. Two other significant disputes together accounted for another fifth of the illnesses—the Glass Bottle Blowers' dispute, which was also a nationwide stoppage, and the Machinists' strike in the San Francisco Bay Area.

New Yager Creek—Carlotta Bridge

Humboldt County was recently dedicated. Carlotta is one of California's oldest sawmills town and the bridge is located where highway #36 crosses Yager Creek.
The California Division of Highways will start the longest concrete paving project in its history in winter of 1969-70 due to the weather. This record-breaking job will provide 30 miles of four-lane Interstate 5, the so-called West Side Freeway, from State Route 33 east to Interstate 5, to the general satisfaction of residents of Kern County. R. D. Watson was low bidder at $1,039,000 on the section to be completed by early fall. Construction will commence within 30 days from the date of award.

The job is estimated to take 18 months to complete and 1.6 million cubic yards of concrete will be used.

The operation will be the first of its kind exclusively for concrete paving. The equipment used will be two 100-ton Gantry Bridges, the biggest of their kind in the world. Each will have a 900-foot span and move on an air cushion.

The project is expected to begin in early January.

The proposed project in center in downtown Fresno may be developed as a joint venture of two construction companies, with the city of Fresno providing the land. The location will be on the north side of the city between the river and the buildings.

The Fresno City Council has approved the location for the bridge. The bridge will be on the new route through the city and will be constructed by the city and the state of California.

The bridge will be a unique project for the city of Fresno and will provide a direct link to the downtown area. The bridge will be a major addition to the city's transportation network and will provide a major route for the movement of people and goods in the area.

The bridge will be a major addition to the city's transportation network and will provide a major route for the movement of people and goods in the area. The bridge will be a unique project for the city of Fresno and will provide a direct link to the downtown area. The bridge will be on the new route through the city and will be constructed by the city and the state of California.

The bridge will be a unique project for the city of Fresno and will provide a direct link to the downtown area. The bridge will be on the new route through the city and will be constructed by the city and the state of California.

The bridge will be a unique project for the city of Fresno and will provide a direct link to the downtown area. The bridge will be on the new route through the city and will be constructed by the city and the state of California.
By SIDNEY MARQUIS.
Consumer Expert for ENGINEERS NEWS.

BEFORE your borrowing and installment-buying this winter if you want to avoid paying a high rate of interest on your expensive financing charges. Lenders again have raised these rates so that families in many ways this year.

The high rate of installment buying has raised finance rates. The banks and credit unions have raised finance rates. This is squeezing working families in many ways. By the end of World War II it was that per cent of the cost of buying a car or other items was approximately 50 per cent.

The credit unions are now the lowest cost lenders. Fred Gardner, installment-department manager of the American Bankers Association, estimates that bank car loans now average $600, and personal loans, closer to $1,000. The average rate of true annual interest rates of close to 12 and 14 per cent. All other loan sources generally have to pay more than for a new car. Credit unions are generally close to 12 and 14 per cent.

The new higher finance charges can increase the cost of installment purchase tremendously. Generally, you are not careful. Even on one of the relatively lower-cost new car loans, a charge of 7.5 per cent for a $1,000 loan on a $10 per month installment payment is greater than a $500 charge to 36 per cent.

It is interesting to note that the Amalgamated Clothing Workers Union, not only has the lowest bank rate in the nation but sells this system like it is going to hold the line as long as it can despite the consecutive increases by other lenders. This bank charges only 6.75 per $100 for personal and car loans, including life insurance. Here are tips on other February buying needs.

FURNITURE, BEDDING
SALES: The annual midwinter furniture sales are especially big this year. Among other reasons, Christmas businessmen were not as good as merchants hoped for. In February it is a good month to find sales of rugs, curtains and drapes, and other upholstery.

COAT CLEARANCE: This also is a good month to get a coat as stores clear out women's, children's and men's coats at the lowest prices of the year. So check on sales of men's suits and coats have been especially disastrous this year because the higher retail markups have held down expected profits.

FOOD BUYING CALENDAR: With pork cheaper this winter, but food goods of the month include hams, smoked hocks (shoulder), and pork loin and bacon. In beef, loins are using check steaks at their slow price-rise level. Broiler chickens also are good value.

A number of processed chicken hares are cheaper this year, with canned tomato products and canned corn especially good value.

By SIDNEY MARQUIS.

Carpenters

The National Association of Carpenters was organized in 1901 on the job-training contract with the Labor Department to train, 1,100 carpenters in 3 states, California will train 60.

Silver State Report

Carroll

DISTRICT REPRESENTATIVE

THE New Year finds the weather better which was predicted because of this both Rogers Concretes Company's road job, one north of Reno and one south, are continuing on a second shift basis.

This is good news to all Brothet. Pay checks for our members have been made free time for the contractor.

We are working with the various legislative committees to get improvements in the Labor Conditions Act and also to get favorable consideration on unsanctioned legislations. Our State Legislation goes into session on January 20, 1969.

The Silver State was well represented at the National Board of Directors, Annual Meeting in San Francisco, January 4, 1969. This meeting was well attended from all areas and present were among the many Nevada Brothers present were two from Reno, Brother Neal Star, Brother Pete Billie and Brother Phil Wash. This show of strength and solidarity has the same solid interest in their union as their older members.

BUD JACOBSON--Carpenter's

SAFETY MEETING--April

13, 1969, at 8:00 A.M. at Carpenter's Hall, there was a meeting attended by the Apprentices, Journeyman and in attendance.

Then there were numerous items about the Apprenticeship Program and we anticipate a large group of applicants when the program opens March 1, 1969.

JOE JAMMERICK

Business Representative

MONT PARKER

Business Representative

LAKE TAHOE, Calif. -- The agreement was signed by the Lake Tahoe Commission and the local Sierra Club. This agreement is to be $13,000,000.00. So quite a few of the good good Brothers will get some of this money to support their families next summer.

Glencoe Construction Co. of South Lake Tahoe, Calif. on February 17, 1969 said it received a $927,064,940 contract to build sewage treatment plant at Tahoe City. This job also includes 3 miles of export line to the plant. The sewage plant and the export line will be finished late this year and the first water will be in the next five years there will be a complete sewage system at the Lake.

MONT PARKER

Business Representative

Lake Tahoe, this project will cost $13,000,000.00. So quite a few of the good good Brothers will get some of this money to support their families next summer.

Glencoe Construction Co. of South Lake Tahoe, Calif. was awarded a $927,064,940 contract to build sewage treatment plant at Tahoe City. This job also includes 3 miles of export line to the plant. The sewage plant and the export line will be finished late this year and the first water will be finished late this year and the first water will be this year. Among other reasons, Christmas business was not as good as merchants hoped for.

Helm Construction Co. of Reno was low bidder on the Apron Extension at the Reno Airport with a bid of $785,000.00.

H. M. Byars Co. of Reno was the low bidder on the pipe line job at Reno Airport with a bid of $1,300,000.00. So quite a few of the good good Brothers will get some of this money to support their families next summer.

Like Father--like son Executive Board Member D. R. "Bob" Ellis (right) from District 11 in Nevada is shown administering the Local Number 3 to his son, Joe, during a Grievance Committee Meeting last month. New Brother Joe is a 3E member and works for Murray-McCormick at North Lake Tahoe. At left is District Representative Gail Bishop.

Carpenters

The Zone Nine Mill is now in operation. The bar turned mill over last Thursday. They feel that this mill will be open in the line in approximately 60 days. This mill will not put quite a few new Brothers to work.

Devo Carpenter negotiates a new contract Monday, January 20, 1969. Ray Rathburn, Mickey Yachcon, Don Nelson, and Pete Gunn, Stewards at the Devo Carpenter, have done a good job on contract proposals.

The Ansonia Meeting was well attended by the Brothers throughout the month.

Two safety meetings were conducted at Standard Slag. Jim Coglin, Safety Committee, attended the Safety Meeting held in Reno. He found the meeting both interesting and informative and wanted to thank the Brothers for their invitation.

First Building Block

Factory In East Bay

RICHMOND - First factory to actually produce elements of a new unitized building system which has been set up here by Builders Factory Modules Inc., yesterday. The company, president of the Oakland-based concern, in Chicago, 112. 18th, Richmond has been leased at 912 Magnolia Ave. in Richmond and that production should begin within weeks.

The factory will produce twelve rectangular concrete modules, twelve feet long, twelve feet wide and six feet high, which are joined and stacked to make apartment units. The first prefabricated module produced in the plant will be used to construct the 100-unit housing complex on land acquired from the Richmond Redevelopment Agency.

Final approval on the purchase of the Richmond site was given in a public hearing last week. The factory walls are 18 feet high and get this project underway and should be ready to start construction early in April. With the BIM system, we will be able to prefabricate the 120 modules. Three Dollars less per square foot than comparable structures is hoped for.

The Richmond apartments will be the first factory-equipped BIM, the East Bay is on the way. At six-story apartment building at Fourteenth and Chestnut Streets is Oakland it is nearing completion. The steel of the building was completed in three working days and finishing of the interiors and land-
Scholarship Rules

By T. J. "TOM" STAPLETON

General Rules and Instructions for Applicants for the College Scholarship Awards 1968-1969 School Year

Two college scholarships of $500.00 each will be awarded, one to a son and one to a daughter of Members of Op- eners' Engineers Local 3 for study at any accredited college or university.

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

To be Eligible:

Some of the duties of Members of Local No. 3 may apply for the scholarships. The parent of the applicant must have been a Member of Local No. 3 for at least one (1) year immediately preceding the time of application.

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

either: (1) The Fall Semester (beginning in September 1969), or (2) The Spring Semester (beginning in January 1970), in public, private or parochial schools who are planning to attend a college or university anywhere in the United States during the academic year and who are to meet the academic requirements for entrance into the university or college of their choice. Students selected for scholarships must have achieved not less than "B" average in their high school work.

Applications will be accepted between December 1, 1968 and March 1, 1969.

AWARDING SCHOLARSHIPS:

One of the persons selected from Local No. 3 will verify the membership of the parent. The application will then be submitted for judging to a University Scholarship Selection Committee, an independent, outside group composed entirely of professional educators.

Apart from verifying the eligibility of the applicant, Local No. 3 will not exercise any control over the various applicants or indicate to any one applicant should be favored over another. All selections will be made by the University Scholarship Selection Committee on the basis of factors normally used in awarding such scholarships.

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

INSTRUCTIONS:

All of the following items must be received by the Recording- Corresponding Secretary, Openers' Engineers Local No. 3, 413 Ventura Street, San Francisco, California 94103

BEFORE MARCH 1, 1969:

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

2. Report on Applicant and Transcript—to be filled out by the high school principal or person he designates and returned directly to Local No. 3 by the officer completing it in the postpaid envelope which is supplied with the form.

3. Letters of Recommendation—each applicant should submit one (1) letter of recommendation which shows his character and ability. These may be from teachers, community leaders, family friends or others who know the applicant. These letters shall be addressed to the application with the application, or sent directly by the writer to Local No. 3.

4. Photographs—A recent photograph, 2 inches by 3 inches, with the applicant's name written on the back of the application. (Photos should be clear enough for reproduction.)

It is the responsibility of the applicant to see that all the above items are received on time and that they are sent to the Recording- Corresponding Secretary or to College Scholarships at the address shown above.

Vallejo, California 94590

2449 Tonne 5th St.
January 26, 1969

Mr. Stapleton:

Thank you for the nice letter, and I am very grateful for the checks. I have already taken the one to The Abbey of China, to pay for my daughter's fee. The additional check for $250.12 came in time for me to keep the pledges on the roof for a couple of more months. My sincere thanks for such rapid attention to this matter. We have yours always the highest esteem for our Union, its Officers and Officials. Everyone in our group is greatly pleased with the expression of sympathy from all who have been greatly appreciated.

Even though I feel empty and lost, I still feel a comfort in the thought that the scholarship will be given to a deserving young lady who through the years will be a pleasant and competent thing in the news and who may help to lift my spirits.

Again may I extend my sincere thanks for your nice letter and for the very speedy payment of the death benefit.

Yours truly,

Vallejo, California 94590
FOR SALE
1967 17' Ford truck with Lincoln welder and equipment, completely equipped, ready to use in these lines. The Federal Government has assumed operations in Tiburon, after being shut down recently, due to the fires. We have a good crew of Operators who are free to start this job.

Brown-Ely Company is still working at Terra Linda subdivision, also with a capable crew of engineers.

M.P.S. Inc. of San Jose are keeping a few men busy helping those on their spread at Hamilton Air Force Base, on the "Marlo-Vel" Mobile Park site.

Soiland Company of Novato were busy laying the seed for the satellite line in the Corte Madera Flood Control Project at $17,807.

Work will begin on the Experimental Drilling Co. of Los Angeles set up heavy drilling equipment to conduct soil tests on 300 acres in Wolf Creek Ridge property to determine if the southern Marin site will be suitable for the installation of a Sentinel antishell missile base. This is partially on Marin County land. Drilling has already begun, with testing to be completed by the end of January. The soil tests are being made to determine the suitability of the soil conditions for the construction of the missile base, which will be underground with only radar equipment and launching windows for the missiles above ground. The soil must be soft enough to be excavated with a minimum amount of effort, with very compact soils unsuited to house the facilities. Test borings will be conducted to determine the physical condition of the soil, ten/site to 20 feet (6 feet) will be dug to reveal the type of soil encountered. The test bored and trench will not be refilled. The hillside area, west of Highway 101 and adjacent to the Saugus city limits, has apparently won out over other proposed Bay Area sites—Angola Island and the San Pablo Ridge in Contra Costa County.

Women's Place
Although women worked in all occupations in 1969, the largest number (9.3 million) were employed in clerical jobs. About 4.3 million women were in service occupations (excluding private household), 4.1 million were in sales and related occupations, and 2.5 million were in professional and technical occupations.

Student Help
College students are being brought to the front lines of the war on poverty through a Department of Labor program called SAGA (Starting a Generation Alert). During the next year, volunteer students will help locate and enroll disadvantaged job-seekers in eight U.S. cities.

EMPLOYMENT SECURITY ADMINISTRATION
The Labor Department reports that State employment security agencies handling the unemployment program issue an average of more than a million jobless benefit checks each week, charging an employer's account for each of them.
ELECTION COMMITTEE NOTICE OF ELECTION

T. J. "Tom" Stapleton, Recording-Corresponding Secretary of Operating Engineers Local Union No. 3, announces that in conformity with Article XII (C) Elections, Section 3, of the By-Laws of Operating Engineers Local Union No. 3, elections will be held at the first regular district meeting in each district, beginning in March, for Members of the Election Committee which will conduct the election of Officers, Executive Board Members and Sub-District Advisor to the Executive Board in the District of each March. Members of the Election Committee will conduct the election of Officers, Executive Board Members and Sub-District Advisor to the Executive Board in the District of each March.

IMPROTANT

Membership in Operating Engineers Local Union No. 3, announces that in conformity with Article XII (C) Elections, Section 3, of the By-Laws of Operating Engineers Local Union No. 3, elections will be held at the first regular district meeting in each district, beginning in March, for Members of the Election Committee which will conduct the election of Officers, Executive Board Members and Sub-District Advisor to the Executive Board in the District of each March. Members of the Election Committee will conduct the election of Officers, Executive Board Members and Sub-District Advisor to the Executive Board in the District of each March.

SENIOR NEWS

FEBRUARY

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS

DRAFT COMMENTS