Governor Ronald Reagan has signed a far-reaching “Affirmative Agreement” that will open the door for elimination of discrimination in union membership and employment in the building and construction industry.

The agreement is the first of its kind in the nation through which labor and management, voluntarily in cooperation with the state government, have formulated a plan for recruiting and training minorities in the building and construction industry.

Governor Reagan hailed the program as “an outstanding example of how labor and management can join hands in a spirit of cooperation and provide opportunities for other citizens, who have too often been excluded from the right to dignity and employment.”

The agreement is significant in that the state government is a cooperative partner in this plan — not an overseer. This program is the result of an effort by management and labor to do something about problems that face society. They did it Damascus, Oregon, 1965.

The objective of the agreement is to increase minority employment in the phases of the construction and building industry; to encourage the admission of minorities into membership of unions representing the building industry.

The plan will be implemented by a nine-member California Affirmative Action Committee, headed by the chairman of the Fair Employment Practice Commission, Mr. John R. James. The committee will include two PACE commissioners, the appointee of the governor for Community Relations, the chair of the Division of Apprenticeship Licensing, the director of the Department of Public Works, the Superintendent of Public Instruction, the director of the Department of Industrial Relations, and the chair of the State Architect.

The committee will also coordinate the activities of state agencies participating in the plan and supervise the training program in cooperation with the Labor and Management Executive.

Enforcement of the agreement will be handled by the California Affirmative Action Concerned Committee which will handle the Labor and Management Executive.

Groundwork for the action plan was broken last July at a meeting of labor and management leaders in Governor Reagan’s office.

Present at the signing of the Affirmative Action Agreement were:

Labor and Management: Al Chen, Operating Engineers Local No. 3; Robert M. Dabney, President of the AFL-CIO; J. L. Scavone, State Coordinator; Francis J. Russell, State Coordinator; Robert E. Freeman, State Coordinator; and James J. Brown, State Coordinator.

The Governor signed a proclamation giving recognition to the Agreement and the CAPE.


committee.

Building Trades Of California, AFL-CIO, which has trained 2,590 jobless or underemployed persons under two Labor Department contracts in four years, is training another 810 persons under a new contract.

Assistant Secretary of Labor Malcolm L. Lovell, Jr., has reviewed the efforts of the labor organization in aiding the jobless find work through federally-assisted training programs.

The Manpower Development and Training Act (MDTA) contracts were signed November 1968 and December 1969. Each ran two years, and together authorized about 2,448 persons at a cost of about $3.50 per person.

A total of 2,700 persons were recruited over the four-year period; 1,320 completed their training — 1,668 in skills improvement and 643 in apprenticeship, and another 281 in preapprenticeship programs.

In the skill-improvement group, 1,443 completed training as operating engineers, 146 as heavy-duty mechanics, and 15 as technical engineers.

In the apprenticeship-entry group, 1,289 completed training as operating engineers, 146 as heavy-duty mechanics, and 15 as technical engineers.

In the preapprenticeship training classification, 281 young men completed their preparatory training as operating engineers.

A third contract between the Operating Engineers and the Labor Departments of Labor and Health, Education, and Welfare has authorized the training of 810 more jobless or underemployed persons. The 18-month $1,675,609 contract will run through June 1, 1972.

Local unions and joint apprenticeship committees are developing opportunities to train 215 entry-level operating engineers and to upgrade the skills of 300 operating engineers and 40 heavy-duty mechanics who have some trade experience.

Training periods of a maximum 26 weeks include 18 to 20 weeks of on-the-job training and 6 to 8 weeks of classroom and "vestibule" instruction.

All subscontracts are negotiated, training will take place in cities yet to be selected in five States and in 10 presented as follows: Las Vegas (50 trains), Lincoln (50), Montgomery (60), Northeast Texas (25), Oklahoma (50), Atlanta (100), Cleveland (30), Denver (150), Detroit (100), Denver (150), Kansas City, Mo. (50), Milwaukee (40), Mobile (30), and Washington, D.C. (25).

Of the nearly $1.7 million in MDTA funds allocated for the project, $161,510 will be applied to training costs, $438,744 to supplemental instruction, and $548,355 for training allowances.

MDTA on-the-job training is administered by the Labor Department’s Manpower Administration. Training is carried out by private firms, labor organizations, and other groups. Basic education and other classroom instruction is provided through the Office of Education (Vol. 30, No. 5, May 1971).
During the past 30 days we have been extremely busy and as far as accomplishments are concerned, they were rather disappointing.

We have held four (4) negotiating sessions with representatives of the G.C and E.G.C.A. It seems as though we are dealing with a so-called new breed who think it is smart to take a hard line in negotiations. We are wondering if the individual contractors who are members of the association will be there when the chips are down.

When reviewing the history of Local 3's collective bargaining record over the year, we are sure that the majority of the employers will agree that while we have endeavored to secure all the gains that rightfully belong to the members of this organization, we have been fair and just in our approach.

I need not tell the members of Local 3 that all this ballyhoo in the press about the high wages has had some effect upon a certain amount of employers in the construction industry, but to those employers who may be interested, we would only like to pass this word along, that the record shows that the productivity of the Operating Engineers has increased immeasurably during the past ten (10) years due to the faster and more sophisticated machinery which we operate. The cost in wages for performing work has not even kept pace with the increased productivity not to mention the increased cost of living.

The record shows that the average hours worked by the members of our union in the construction industry has increased and we deal for those people who are working, while the out-of-work list has continued to increase. In this state of affairs, we must deal with the members of this union who they protect their job opportunities by reporting the various violations that they see on the job to the Business Agent.

I really do not think that in all sincerity that the owners of the various construction companies are desirous for a strike, but this at times is the price that labor has to pay in order to protect their jobs which they have made over the years.

In talking to the other crafts, we find that they are faced with the same problem. In this state of affairs we see that the whole system is inconceivable to me that in this day of so many changes and our method of living that any group of people or individuals in a group in a state of survival. It is inconceivable to me that such a local as Local 3 would relinquish any of the gains that have been negotiated in a collective bargaining agreement over the years with not having to resort to economic action.

During the past month we met with representatives of Martin-Close-Massart in Washington, D.C. to discuss our grievances with their firm over their work in Guam.

The National Legislative Conference was held in Washington, D.C. during the week of April 15. This was an extremely well attended conference. We contacted the congressmen and senators from the states where Local 12 and Local 3 have jurisdiction and with the representatives from employer groups apprising them of the need for the release of funds to carry out the construction programs which have been blueprinted to make this country of ours great in the future and also to provide jobs for the members of our union. They were very sympathetic to our appeal but told us the constriction branch of the government, namely the President, controlled the funds for construction work. We hope they carry the message to the constriction branch and that these funds are released in order that many hundreds of building tradesmen will be able to return to their work in Guam.

While in Washington, there was a meeting of the Jurisdictional Committee of the Teamsters and Operating Engineers where we endeavored to resolve some of the problems that have arisen in the United States and Canada, in the field of jurisdiction. As you know when job opportunities are available, the jurisdictional disputes increase. We have prided ourselves on being able to resolve these jurisdictional disputes in an amicable manner.

There was also a meeting of the Teamsters of the Pipeline Health and Welfare Fund whereby we authorized the Martin Segal Company to secure bids for health and welfare insurance for Operating Engineers employed in the Pipeline industry, as well as those local unions who want to participate in this plan upon being approved by the Trustees.

The Western Conference of Operating Engineers comprising of eleven (11) states held their annual conference at Corona, California during the past month. This is the 67th annual conference of this conference and is very informative and educational. As you know, it is here that we meet with representatives of different engineers locals and exchange ideas.

Governor Reagan's signing of the State Affirmative Action Program (see story page 1.) represented a milestone in the construction industry in this country. It is the first major step in establishing a true fair chance for all citizens. There was a lot of campaigning and petitioning involved in making this program a reality. The States of California and Arizona are the last two states to sign this program which is the first major step in establishing a true fair chance for all citizens.

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Vote Helps Keep Hayward Freeway Alive

By DON KINCHLOE

SOUTHERN ALAMEDA COUNTY

By HERMAN EPPLE

Our V.O.T.E. Committee in the Hayward area got a little action this past month. The Union Local (No. 3) was the beneficiary of the Union's Freeway Fund (Foothill Freeway) at one mile section through the city of Hayward for $1,258,624.92 million.

At the city council meeting April 4 the proposed freeway was on the agenda and was opposed by a few citizens of Hayward. At that session our V.O.T.E. Committee was referred to as Hard- haled and of the committee will now add to the number of members working in the southern part of the county.

The work in Southern Alameda has begun to pick up now. The quarry is in production and have about 500 members working in the southern part of the county.

Most of the shops have cut down on work and a few have shut off, we work to see if the shops that lay off will be back to work shortly.

TECH NOTES

Here it is May and we can tell it's almost summer by the way the brother engineers are acting and the weather we've been having. This time of year some fields are starting to materialize after a slow start at the beginning of the season. As our brother engineers, the cementers, grade checkers, etc., our work picture is still rather dull with only a few exceptions. We are sure that as the good weather comes on, there will be more work and the few shops that lay off will be back to work shortly.

NEW BART STATION in Concord, California recently as Local Union No. 3 surveyors began preparing the way for the big earthmoving machines. In the top photo Brother Dennis Velt, Duff Survey, sets up a site, while in the lower photo, Brother Glenn Carsten, Murray & McCormick, takes the way for the construction crews.

Survey Notes

By MARY COOPERDINE

We had expected to have all the surveys of the first batch but it has failed to happen. It is still expected to be a better year than last and will be as late as starting as last year. However, most firms have their old crew back working and do anticipate putting on more guys. There seems to be a desire to get on new projects, but are holding back, maybe figuring there will be more rain. Summer still hasn't arrived in the hills and around the Lake. When that happens there should be plenty of work to keep everyone busy.

A few construction companies have hired a surveyor or two lately, which will help keep their crews busy until the job is finished. In essence, the legislation is designed to protect consumers from being forced to pay for a vehicle that's been taken away from them even though they have already paid the money they paid on the car before defaulting on the payment and no longer possess the car.

All votes against AB 629 were won by Republicans. A legislation to abolish deficiency judgments on auto sales contracts won Senate approval on a 41-0 to 22 vote last week and was sent to the Senate.

The surveyor, AB 629, introduced by Assemblyman Henry Waxman (D-Los Angeles) and supported by the California Labor Federation, AFL-CIO, would project consumers who default on their car payments and suffer repossession of their cars from then being sued for any amount resulting from resale of the repossessed car to a third party.

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PaperHeads
Slow Mail
For Redding
BY KEN GREEN

Redding's application for an
enlarged, air-conditioned mail facility was
dumped from Washington.

After sitting on the propos.
al in Washington since
December 23, H.U.D. today announced
its refusal to build in San Francisco
at the Department of
Homeland and Urban
Redding's application was sent to
the San Francisco
dept. for “decision and action.”

That means that the San Francisco
office of H.U.D., which originally held
Redding's application from
December 23, before sending it
on to Washington for approval, now
requests it back. And there's no telling how long
it will be before a decision is
made. One spokesman in the San Francisco
office said that Redding's
application for additional funds was "Through-
outly justified."

"The original $25 million mail application, approved
for HUD, did not include air
conditioning. The amended
application, now before HUD, asks
for $6,684,841, an increase of
$2,179,904 to provide for
conditioning and air-conditioning the mail.

Actual construction of the
facilities is scheduled to begin
about nine months. Meanwhile,
the Senate Appropriations Committee,
headed by Sen. Fred
Marier, Redding, which
would allow a levy of 2c per
indicator, would increase the farm,
owners in the mail
project, is to come before the Sen-
ate this month.

In the immediate
area, the State of Nevada
may be off and running. The new
road would be a part of the
interstate highway system.

The 136 miles is part of the
transcontinental highway for
American Telephone and Tele-
graph Company. When it is
completed it will connect Oreg-
on, California to New York City.

The decision from the State of Nevada is
scheduled for bidding in the near future.

The Defense Department has
requested more than $15 million
for construction at the Ogden
area's two military installations.

The largest portion of the
request, $15,892,000, is earmarked
for Hill Air Force Base.

In the near future, Hill Air
Force Base is trying hard to get started.

The Water Hollow control
job should be completed by the
time this is printed in the En-
gineers News. However,
Healy's new tunnel job should
be off and running.

The new tunnel job will provide water
needed work in this area and
clear the tunnel is started, it
should keep going until com-
pleted. Burgos Construction at
Sedalia, Colorado, will probably
last for two more working
seasons after the new tunnel job
is completed. The job is
coming from Salt Lake City
and the rock and sand has two
separate jobs working in this
area with a large amount of
Operating Engineers getting regular checks.

Both jobs should be a full season's work.

The Rock, sand and gravel
plants are starting to stockpile
material in anticipation of a
good work load for this season
and one of the plants is planning
a two-shift operation in the
very near future.

There are a number of small jobs going in the immediate
Provo area but none of them
time long enough to get many of
the jobs up and running.

In the southeasterm part of
the state where dirt spreads are
going well and many of the jobs are
up and running. Nevada Rock and Sand has two
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Exploitation Starts!

Drilling Programs Sprout
As Spring Opens Nevada

By JERRY BENNETT, District Representative; RUSSELL TAYLOR, Business Representative; RAY COOPER, Business Representative;
Dale Beach, Business Representative; and LENNY FAY, Business Representative.

Spring weather has created a chain reaction of drilling programs throughout Northern Nevada. Cortez Gold Mines has put together an exploration program this summer that will be second to none in this area. Union Pacific, which has trucored their exploration drilling to Butte Exploration in the lower Russell area, south of Battle Mountain, is maintaining a steady drilling program. Del- vat Exploration is also planning on doing more exploration work in the Copper Canyon area.

Deepval employees at the Battle Mountain property have already moved back into the mine shafts for their new contract. The planned contract expiration was February 1, 1972. They feel it is necessary to get an early start in order to cover all areas of their contract.

Due to the fact that Deepval has changed from a 44 hour week to a 40 hour week, there is a substantial loss of income to employees, we expect a high rate of turnover and loss of income to employees. We May, weather permitting, start so they can be sure to finish paving around the first of June. The dirt spread has already disappeared at our recent district meeting. To be the next to go, Duval employees at the Battle Mountain project. The development work in the Copper Range area should be completed their exploration drill- ing in the near future.

The Nevada Department of Highways has awarded Sub-Terra, Inc. the 395 North job along Kingsbury Grade. They have nine Engineers and two Apprentices working on this job. They have the same crew as last year.

The RUSSELL LAKE project is coming along at a virtual pace. As Weather permitting, the crusher is crushing now and will keep going until approximately the end of June. On this job they are running two shifts with 80 Engineers on the payroll. Hellos Construction Co., on the Elko East job, will start paving around the first of May, weather permitting. The crusher is running now and will keep going until approximately the end of June. On this job they are running two shifts with 14 Brothers Engineering

Hellos Construction Co., on the Elko West job is finishing the east bound lane and north side. It will be starting on the north bound lane as soon as they can get the west bound lane paved and switch the traffic, which should be around the end of May. The crusher is running 8 shifts with 71 Engineers on the project. The new north bound lane has a mad-number day for the start on Carlin. This project is part of construction of a portion of frontage road, excavation for tunnel per- sons and construction bridges and approaches. After this is completed, the tunnels should be in the air.

The Ada- cova Copper Corporation has successfully completed the proposals for their new contract. The old contract expired on March 1, 1972. We anticipate and eagerly hope the Anaconda Copper Corporation's proposal is acceptable to those proposals. The last negotiations between the company and the employees resulted in a seven percent raise.

Ray Cooper

I think it was obvious from the questions and comments re- garding the value of your presentation at our San Diego Conference on the subject of "Management and Organized Labor." We recognize that preparation and presentation of this paper took much of your valuable time and your efforts are very much appreciated by our Association. We received many commendations regarding the value of your presentation, including several that the effect of the work on the workforce as a whole and in the interest of a subject.

I wish it had been possible to have a larger audience. I personally appreciated your presentation and would be happy to have been able to talk about the influence of organized labor on our industry. It is a question of the role of organized labor in our industry. Keep the checks rolling on!!!

By RAY COOPER

HUMBOLDT RAY improvement proeyect by Unquepa River Navigation Co. on the South Jatty is still moving at Operating Engineers keep dolo pouring busy between rains. In the above picture Ken Kemmer, Owner and Brother Otto Usella stand in front of the bridge, with 3700 Manilow, while in the background, Brothers Fred Adams and Rex Nichols hold the concrete buckets with a 150 ton American.

NORTH COUNTY STARTS ARE FEW
As Weather is Fickle Force

By RAY COOPER

On the Nevada-California border the rain con- tinues to keep the construction industry at a virtual standstill. No new projects of any size have been advertised for or awarded in the past month.

When the representatives of the Glen Bronze Construction Co. of Winnemucca, has started to work on four lane section of 935 South. They have 38 Engineers on the project. M. Morris & Son, on the project, have around 5 structures to complete their plan.

Granite Construction Co., who landed the 395 North job about 6 weeks ago, is well underway. They have moved back into the Crystal Tennis Club project. They are moving at a virtual pace and have a virtual interest in a subject.

C. Norman Peterson, on a contract slightly east of the Simms-Canyon, is building a water purification plant for the City of Reno. Ray Cooper, who has two new contracts, has moved back into the concrete business. We are very busy this year due to the war.

Granite Construction Co., who is building the new Nevada-Paving, at 20000 E. Reno St. in Elko County is up for rebel on April 22. They have been building the canyon project and have a virtual interest in the subject.

The Nevada Department of Highways has awarded Parsons Construction Co., the Sub-Terra, Inc. job on Kingsbury Grade. It consists of construe-

The Nevada Department of Highways has awarded Sub-Terra, Inc. the 395 North project. For this project they will need approximately 3 more weeks of work to complete their end of the project.

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COLLECTORS PAR EXCELLENCE are Brother and Mrs. Robert C. Workman, shown with Brother Robert, a fine bottle collection. Tenaco Tractor in Marysville and now retired, is also joined by his wife in collecting buttons, furniture, pictures, stones and Chinese artifacts.

We want to express our appreciation to all the brothers who attended our last district meeting in Marysville on April 8th. The Union is every member and all must contribute in some part to keep the strong, healthy organization we now have and enjoy.

Many times members call us or come in to us and ask us what happened to this or that brother-engineer who has returned beautiful old collections. We publish a close-up article from time to time about one of our good brothers who has retired and is enjoying the many benefits of retirement. Our Regional Business Manager and International Vice President, Mr. 01 Al 01 St. B. Smith, sends us the news of the rest of the officers.

"A CLOSE-UP OF A RETIRED ENGINEER".

We are pleased to present our first article along this line. Brother Robert C. Workman, a former employee of Marysville Tractor, is a well-known private collector. He has many hobbies to keep him busy and happy, one of which is the collecting of antique bottles. His collection includes many rare and valuable bottles, and is well known to collectors in the area.

The collection begins in the kitchen, which is the door most visitors enter to see Bob's collection. The kitchen area is located in Pleasant Grove, Bob has many shelves and cabinets to house his lovely wife, Lottie, busy since his retirement. We'll bet that the majority of the time that we're in this area, that of antique collecting, tends to be his and Lottie's favorite pastime.

Bob and Lottie's home on Hile Avenue in Linda is literally filled with their various collections. They've turned every part of the house into a "square dance room" into a bottle collector to house his extensive collection.

There is a cabinet for the bottles, a shelf for the antique bottles, and a closet for the glassware. They have a large collection of antique bottles and are well known for their extensive collection.

The collection is housed in the kitchen, which is the door most visitors enter to see Bob's collection. The kitchen area is located in Pleasant Grove, Bob has many shelves and cabinets to house his lovely wife, Lottie, busy since his retirement. We'll bet that the majority of the time that we're in this area, that of antique collecting, tends to be his and Lottie's favorite pastime.

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NEW DRIVER TRAINING & TESTING Range co-sponsored by the State Department of Motor Vehicles and the Rancho Murieta Training Center at Sloughhouse, California, is shown in the page picture and schematic layout and is expected to go into operation in the very near future.

Highway Training Program Now In Effect in Some State Areas

By BILL GAINES
Director Affirmative Action Program

In recent months, the new Highway Department Training Program (17-2) has been operative in a number of areas and the number of jobs that directly affect the apprenticeship programs.

Under this Federal Training Program, the State Highway Department determines in concert with the contractors involved, the number of "trainees" to be assigned to a particular road building job.

Contractors involved in the special job are reimbursed $500 for each trainee or $1 per hour for each trainee. At this stage of the Federal Highway Program, the Department is not required to pay all of the required trainees on a particular job.

With this new Federal program, the Department has and truly intends to continue to supply all required trainees as defined by the Federal Highway Program. From the State Highway Department's viewpoint, the Department is prepared to do so.

The compliance aspects of this Project should probably be the subject of yet another article.

A Little History:
Apprenticeship Trades Played Vital Union Role

By LOY JONES Coordinator

The name apprenticeship originated from the French language. Apprentis— to learn. Few of us realize that apprenticeship is recognized in that distant yesteryear. So far as it can be seen in that middle ages and formed an integral part of the system of trade guilds and unions by which skilled laborers of all kinds sought protection against feudal lords and the maintenance of those exclusive fields, in which the interests of the public were favored.

This system can be recognized by anyone who is a member of any union as the beginning of Unionism as we know it today. In those times it was believed that neither arts nor sciences could flourish unless only such were allowed to practice as they had given proof of reasonable competency. Refusal, were it only a matter of common sense, to enter into the programs for every type of union. The Operating Engineers' Union has had experience now with some 10 or 10 road jobs that come under this Federal Highway Program and have been able to deliver an average of about 8 trainees to each one of these Federal Highway Contractors.

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Special Election
Set June 22 for Key Senate Seat

A special primary election has been set by Governor Ronald Reagan for Tuesday, June 22, to fill the 27th District State Senate seat vacated by George N. Danielson, currently representing the 27th District.

Danielson resigned after his election to Congress as the representative of the 27th Congressional District in Los Angeles.

If no candidate wins a clear majority in the primary election, a runoff election will be held Tuesday, July 28.

Two Democratic Assemblies, Alex P. Garcia and Daniel A. Rutherford, have already indicated their desire for the nomination.

The Senate is now divided among 20 Democrats and 19 Republicans. If a Republican should win the seat, the GOP would recapture control of the State Senate since the upper house would then be divided 20 to 20 and Republicans Lt. Governor Ed Reinecke, as presiding officer of the Senate, would have to vote in the event of a tie.

The Operating Engineers Apprenticeship Council for the 1971-72 term, Fred V. Adams of Gardens, Chairman, is to seek an apprenticeship program that would be the subject of yet another article.

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We Get Letters!

Mr. Harley Davidson
Joint Apprenticeship Committee
Operating Engineers Local Union No. 3

Dear Sir:

The Operating Engineers apprenticeship training programs are truly something that every member of the union can be proud of. This program refers to qualified young men the opportunity to learn their chosen trade without making any demands upon the established public training institutions.

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**Apprenticeship Notes**

**By DANNY O. DEES,**

*Administrative, Joint Apprenticeship System*

The familiar initials J. A. C. did not appear at the heading of our Apprenticeship Section in the last issue—there appeared instead the initials J. A. S. That made it a new Joint Apprenticeship System. We are going to give you a brief history of the program, which will probably make you smile.

In 1958, the Business Manager of Operating Engineers Local No. 3, Al Clem, realized the need for a training program. So he formed the locals and the operating engineers, in the construction industry, was able to establish through negotiations with the principals to the Operating Engineers

The system was to be administered by Management and the union, with the State and Federal acts, and the 66 counties of the State of California on September 10, 1961, in the 13 counties of the State of Nevada on August 25, 1965, in the 15 counties of the State of Oregon in 1966, and the State of Washington on October 26, 1967, a yet of Standards for each one of these States was developed under the Joint Apprenticeship System. This allowed for a uniform administration and qualified work training in each branch, and each Joint Apprenticeship Committee. The states have set up rules and regulations for the operation of the committee.

The Business Manager in mind in establishing a Joint Apprenticeship System under the various Collective Bargaining Agreements in each one of those states, in order to administer the system, and will assume the responsibility of carrying out the purpose of the Standards; also to see that the apprentices are trained properly, he will be recommended for suspension or other steps taken which are deemed appropriate.

In the State of California where there are 10 districts plus 4 job placement centers, it became necessary for the California Labor Commissioner to establish Local Sub-Joint Apprenticeship Committees. As of yet, it has not been necessary to establish sub-committees in Northern Nevada as of yet.

Duties of the Sub-Joint Apprenticeship Committees are as follows:

- To hold regular meetings at least once a month, keep minutes of the actions of the committee, and forward copies of the Minutes and correspondence to the administrative office.
- Each apprentice should have a very uniform an unification of the Sub-Committee to work under throughout the entire jurisdiction of Local No. 3.
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CONSTRUCTION STARTS being what they are not all of Local Union No. 3’s future builders are making it, however, these apprentices that are on the jobs are giving it their all. Shown above are a number of photos sent in by Coordinator Cliff Merion of young Operating Engineers at work. Top left: Brother Bob Williams gives some pointers to young Larry Strum on the use of the backhoe in pipeline excavation. Company is Valley Engineers. Top right: Gary Strum, PEO apprentice and Brother Louis Franchetti, Plant Foreman for J. F. Shea Rock, San & Gravel Plant pause for Martin’s camera. Second photo left: Brother Ernest VanDyke, PIP Operator; PEO Apprentice Tom Brazil, and Brother Jim Wood, Loader Operator. All are with Umpqua River Navigation Co. on the Humboldt Jetty Job. Lower right photo shows Ron Laphoe, shop foreman, and Apprentice David Dibble at Clark Equipment Company.

State AC Approves VICA Plans

The implementation of recent changes made in the Federal Regulations pertaining to Apprenticeship (29 CFR, Part 30) was the prime consideration of the California Apprenticeship Council at their recent quarterly meeting held in Sacramento. The revised regulations materially affect selection procedures of the various Joint Apprenticeship Committees. Public hearings by the council were scheduled for Los Angeles and San Francisco on June 30th and 1st. At that time the council will hear testimony relative to proposed changes in the State Administrative Code necessary to implement the new Federal Regulations. Time and place of the hearings will be announced later. It is anticipated that the council will then take final action at their next quarterly meeting to be held in Long Beach July 29-31.

The revised Federal Regulations were adopted by the Secretary of Labor on April 8, 1971. The state has six months to adopt, plus six months to implement, the revisions.

Richard M. Lane, an employer representative from Los Angeles was elected to serve as chairman of the California App

MORE APPRENTICESHIP NOTES

More activities under the Standards to the principals of the Collective Bargaining Agreement and to the State Apprenticeship & Training. The job and responsibility to implement and carry out the Federal and State Laws dealing with any portion of the apprenticeship and training fields, as well as carrying out any executive orders issued by State or Federal Agencies.

Reading the large areas you can rest assured that, as always, your union-managed leadership is more than meeting, not just its responsibilities, it is providing the bold and imaginative direction that is admired and copied by labor and management throughout the nation.

Today I’m An Apprentice

Today I became an apprentice. Today I set my feet on a road that begins at the ramparts and steers beyond the stars to the outer reaches of man’s knowledge.

Today I walked with men whose credentials are craftsmanship and whose identity is rooted in merit. Their day was endless, and the tools in my hand were unknown. The tools that you might own to chisel, chisel, and batten. The part that was made to fit refused to conform. My fingers were stung, and my thumbs were swollen. My eye was filled with frustration, but my eyes were filled with knowledge.

Then the columns from today’s factory tool will become a career. Then hand, eye, and brain will soon together with the precision God endowed his husbandman with. Then I will be an Operating Engineer. Then I will take my place in a challenging world, ready and willing to build, to grow, and to create a better tomorrow. Today I became an apprentice, and I am content. (End.)

Getting to Know You!

Diversified Job Offers

Real Learning Process

By NICK CARLSON,

Graduating and passing apprentices, 6th period Jim Myers, is getting some training on a job that offers a diversified amount of equipment. His employer is the Grace C. Holmes Corp. and Conk. Co., of Middle Park, Calif. They have the contract to raise the banks of the Calii. Aqueduct for a sketch of approximately 3,000 yards. This job is located about 14 miles east of Coalinga, Calif. The banks are being raised 3 ft. in height with a continued two-tone slope. This has been a very exciting operation due to the limited space. It is being done on the edge of the road and one slip by an operator means a bath for both machine and nim.

After the completed fill is in place it must be graded to a specific tolerance before the paving can be applied. Oscar Holmes has come up with a uniquely designed trimmer for this operation. Mounted on a John Deere, the trimmer travels 7 ft. a minute. The depth and slope of cut are regulated automatically by a series of mercury switches. After graded material is excavated it is placed on a conveyor belt and then deposited in a window 30 ft. away from the machine.

Following this machine is a modified Guneri and Zinman cement mixer, too, it is a specially designed self-contained generation unit laying down a slot of concrete 4 in. thick and 7 ft. wide.

Bill Costa in the superinten
dent. The foreman is Bro. Ken McLean, Bro. Mike Ramkin—donated for the belt buckles and Sirio Air Terminal Taxes.

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VICA VIPS: VISITED Rancho Murietta recently and were very impressed with the unique heavy construction training center. The young leaders of the Vocational Industrial Clubs of America (VICA), which is patterned along the same lines as the famed 4-H clubs, were in Sacramento for a meeting of the California Apprenticeship meeting and were joined on tour of the giant labor-management facility by Hugh Murphy, Administrator. Apprenticeship & Training for the U.S. Department of Labor. Posing in front of the RMTC Administration Building are (1. to r.) Jim Allison, Bureau Industrial Administrator, RMTC Division; Ed Rice, VICA Secondary School Division; Drew McCall, RMTC Division; Richard M. Lane, VICA Secondary School Division; Alice Reis, VICA Secondary School Division; Hugh Murphy and Danny O. Dees.

Hard Way Okay

To Miss Meeting

By CLEM HOOVER

Coordinator

Some meetings give some worry to those attending them, but apprentice John Virtue has a good con- fident because his wife Sophia picked the same night as the safety meeting to present him with a baby girl. They will be added in a few days. This will be a great bunch of guys.
The cost in human life and suffering is nearly incealible when we reaize that we have been going along somewhere like this for quite a long time--how many thousands or millions of job accidents and seeing another quarter million or so becoming victims of disabling injuries. This is the biggest single drain on the industry, and one of those of which there is no end.

The above remarks were part of the public, opening statement made by our General President Hunter P. Wharton at the first Engineering News-Record conference held during the annual AICL-Construction Building and Construction Trades Department, and the first in Washington. Brother Wharton, who is chairman of the Standing Committee on Safety for the Building Trades Department, went on to point out:

"As the years have gone by, in spite of many efforts, none of us, either labor or management, seems to be able to reduce this enormous burden on our industry. Last year I urged the Congress to pass meaningful legislation that would set standards that could be enforced through authority of the federal government.

"We estimate there is a shortage of 4,000 to 5,000 qualified occupational safety engineers in our industry. And there will be actually no hope to train people in these critical professional categories through two and three-year college programs and even parts, and by many industries and organized labor...."

"The Department of Labor, the Department of Health, Education and Welfare, the AFL-CIO Building and Construction Trades Department, went on to point out that we have bills before them that would make state and safety regulations commensurate with those under the new federal law. "This is a time to insist upon that approach to safety," he said, "to get the states to follow in this safety movement," he asserted, since they have nine months between them and the implementation of the new law to make the final guidelines for them to come into compliance with the federal regulations. Otherwise, there will be a federal preemption of the states and the means for forcing the juggernauts into compliance have now been given us, and I have hope to train people in these critical professional categories through two and three-year college programs and even parts, and by many industries and organized labor...."

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**Dredging**

By GUY JONES

Pacific Coast Shipbuilding and Ship Repair firms were busily engaged during the last eight months in a pick up in repair work which, according to several young, ecology acti-

vists, "we can't afford to lose."

Cal. Robert's is a large and diversified company, performing work for the Army Corps of Engineers, the Navy, and the Coast Guard. McGinty is a large and diversified company, performing work for the Army Corps of Engineers, the Navy, and the Coast Guard.

During these years McGinty has been able to maintain a steady flow of business by working on several large projects for the Army Corps of Engineers, including the construction of a new ship channel at Suisun Bay and the deepening of the existing channel at Suisun Bay.

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Work Picture Brightens a Bit in San Jose

By ROBERT MAFFEI, Operating Engineers District 1.

Generally speaking, the scope of work is looking up in the San Jose District, partially due to springtime warm-weather conditions and perhaps fortuitously due to area booms. However, this area does have its problems, which include work at one project that is proceeding slowly.

Bob Mayfield

In the past month, we held three pre-job conferences for different sections of major freeways in the area and another to be held soon at San Gun Ball was held this week at the Highway 101-Gilroy bypass to the tune of $6 million. Another good sign is that many surveyors are being dispatched at this time instead of being assigned to underground work and finally the bonus. However, at this writing there are still approximately 330 men on this out-of-work condition and if anything more work is badly needed if we are to hope for a good year in 1972.

At a recent retirees meeting, approximately 100 engineers and their wives attended. At this meeting a very active group was addressed by W. Sweeney of Local No. 3 Health and Welfare Trust Fund, as well as James H. and Robert P. Rep and, now, Financial Secretary A. J. Hope and several other representatives of Local No. 3. During this five minute meeting questions were answered regarding pensioners.

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Some Plans Dropped!
Fund Shortages Delay Expected Stockton Work

By Walter Talbot, Al Mcnamara and Bob Sheffey

The cost of the project for work are not developing as fast as we had anticipated.

Although no new projects were scheduled for the district in 1971, we did expect the state, county and city to put in on this job. The initial construction will involve two lane widening projects and will be made for the addition of two lane widening projects and will be made for the addition of two lanes at a later date.

A. Triecht & Son secured a $291,000 contract for widening the 440-foot entrance to the Ence and East Stockton and in the Merced area. This work is expected to begin on March 15th and to be completed before July 1, 1971, and take 12 working days.

San Joaquin County hopes to call for bids on May 15th on its $4 million Jeffrey Ave. widening project. Road Fish Pl. A fluctuation of bids is now in progress for the construction of the project. Over a large barge will provide traffic from the proposed communities of the Anderson Hill and San Diego.

Contracts totaling $371,805 were let Monday to Delucia Way, Louie Avenue, French Camp, Stark and Ryder Kirkland. R. L. Thibodeau Co. of Van Grove, submitted the lowest bid of $369,615 to the City of Stockton for the extension of the same location through the recently annexed McKinley Heights area. However, as of this report, that contract has not yet been awarded.

A. Triecht & Son has commenced construction on the earth collection at 450. A Mather Creek in San Joaquin County. This work is expected to begin in May. The bid of $270,296.

The footing was low bidder on the grading of the alignment of Airport Road in Antelope Valley. Cal. Boro and Markleve, Boro Bros. bid $220,666.

Huntington Boro has resumed operations on their road job to 1112 South Valley Road due to inclement weather during the winter. 4. Boro Parkia, an open-shopper employer, has 25 engineers employed on his Nevada County A and B job. Steward and Robert 1000s Co. is the project superintendent with Rollin Boro, the foreman of the Narrow Job.

W. M. Lyles Co. was low bidder on the Pacific Gardens Pump Station in Stockton. Lyle Co. also has several pipe lines under contract in Stockton, in addition to the placement of underground utilities at the future site of the proposed urban growth area in Contra Costa County.

The 49ers on Interstate 5 (West Side Freeway) A Triecht & Son, Murphy Pitt and Company, the last Grand Slant and Gordon H. Ball will continue to employ engineers on the road projects. However, these are mostly repairs. Some of the equipment is repaired which is available at the jobs immediately. The development reconstruction at the Don Pedro Dam site that was awarded to George Reed Co. continues to provide employment for the Reed Co. operators in numerous sub-contractors.

The work on the $100,000 project, which provides $280,668 for sewer enlargement contracts for engineers working long and on schedule at this time.

As of this writing work in progress at the Auburn Dam area. This has been a hard area job, but is needed. The work to continue pushing this job, they have made good progress and should finish by December 1st.

A. Triecht & Son has completed work on the Highway 56 job near the Auburn Dam area. This has been a hard area job, but is needed. The work to continue pushing this job, they have made good progress and should finish by December 1st.

By BILL PARKER, Business Rep.

As of this writing work in the South Valley area is going quite well. What Little Paving has picked up some work of widening work in the South Valley area. All 538 Crane has received a $20,000 contract for street improvements. O. C. C. of Berkley got a contract for engineering and Cambridge of Napa. The calibration of the project, has been completed. Lange Bros. Const. was the low bidder on the access road in the Warm Springs Dam Project, which is I'm going to be in this project should be completed by March 15th, 1971.

By BILL PARKER, Business Rep.

Recently, work has been started on the 100 freeway, which will provide employment for the contractors around for some time.

As of this writing work in progress at the Auburn Dam area. This has been a hard area job, but is needed. The work to continue pushing this job, they have made good progress and should finish by December 1st.
OBITUARIES

International Vice President and Business Manager Al Glom and the Officers of Local Union No. 3 offer their sympathy and condolences to the families and friends of the following deceased:

Andrews, Glen Rose (Wife) 
Albany, California

Bohlin, Noah (Grace, Wife) 
2300 Avenue O, Oakland, California

Brown, Charles (Margaret, Wife) 
425 Wilbur Street, Yuba City, California

Close, Harvey (Don and Daughter) 
320 Channel, Sacramento, California

Costas, D. P. (Ethel, Wife) 
392 E. Tulare, Visalia, California

Dawson, John A. (Annie, Wife) 
3601 Paradise Road, Youngstown, Ohio

Hofmann, Jacob A. (Annie, Wife) 
920 Tauber Avenue, Yuba City, California

James, R. B. (Violet, Wife) 
1616 Creek Rd., Sandy, Utah

Joy, James (Clara, Wife) 
1900 Valentine Street, Santa Rosa, California

Kempty, Will (Ethel, Wife) 
3201 Lynnhaven Drive, San Jose, California

Lefever, Hoben (Ruby) 
450 Devon Street, Sacramento, California

Menden, Elizabeth (Lucie, Wife) 
3504 Santa Fe, Boulder, Colorado

Rodriguez, William (Maxine, Wife) 
3505 Amaha, Reno, Nevada

Stoddard, James (Sadie, Wife) 
325 Fuller Avenue, San Jose, California

Stoddard, Ray (Sadie, Wife) 
2416 State Street, Mont Pleasant, Utah

Stolle, John (Dorothy, Wife) 
720 4th Street, Los Angeles, California

Wyatt, Alton (Mildred, Wife) 
220 Monroe Street, Modesto, California

DECREASED DEPENDENTS

Brower, Delores (Deceased Daughter of Merle Bruner) 
Salinas, California

Cox, Marie (Deceased April 17, 1971) 
Deceased Wife of Delores Brower

Dooley, Mildred (Deceased April 13, 1971) 
Deceased Wife of Earl Dooley

Hawkins, Mary (Deceased May 4, 1971) 
Deceased Daughter of Glenn Hawkins

Hendry, Evelyn (Deceased April 11, 1971) 
Deceased Wife of Claude Hendry

Hofherr, M. Isobel (Deceased January 21, 1971) 
Deceased Wife of Ray Hofherr

Stockland, Nancy (Deceased April 14, 1971) 
Deceased Wife of Ray Stockland

Honoring ABRUCATO, HOWER

Hawaii Will Seek District Status At July Semi-Annual Meeting

The dogmas of the quiet past are inadequate to the stormy present. As our case is now, so must we think anew and act anew. We must disenthrall ourselves. (To Congress, 1852—Abraham Lincoln)

The dogmas are here and construction work should be rolling in high gear.

The arrogant relationship between Mayor Frank F. Pai and many developers in the State of Hawaii has seriously affected the building industry. Many developers' plans have been curtailed by the Mayor and his Administration. There is no work for our brother members. This time there has come for us to seriously re-evaluate Mayor Frank F. Pai and his Administration before the next election in 1972.

Pacific Rim Constructors—Joint Ventures comprised of Associated Engineers & Contractors, Inc., Egan, Pecan Valley Co., Inc., Pacific Constructors and Pacific Constructors Co., has low bidder on the Kondy Pilot Tunnel at $26,992,997. This test tunnel will be 4,000 feet long, 14 feet wide and 12 feet high and is slated to become the upper portion of one tunnel in the 36 mile $66 million H.F. Highway System.

Del E. Webb Corporation was low bidder on the Tri-Serve Facility Housing which will consist of 1,350 family units at five different locations on the Island of Oahu. The low bid was $24,977,000.

Urban Construction Co. was low bidder on the Dor. Co. airport authority in the course of the airport. Low bid submitted at 2.5 million dollars with eight months to completion.

Two large projects are scheduled for the H-1 Freeway during the months of May, This will be the last remaining portions of the H-1 Freeway System. They are the Halama Interchange change from Kamakai Street to Honolulu Road estimated at $1.4 million dollars and the Pacific Interchange at an estimated price of $7.0 million dollars. The Pacific Interchange will be completed by the legislative session ended. $76 million dollars have been authorized for highway construction in 1971 and 1972. Looking back at the past years, it has almost become traditional in the State of Hawaii that only about half of what is approved actually becomes a reality.

ISLAND OF OAHU

Highway Construction Co. has started work on the Honolulu Independent Refinery Oil Line project. The work consists of 14,690 ft. of 30" and 300" pipe, which amounts to 19,000 feet will be thru the surf and out to sea. These oils lines are designed to off load crude oil tankers 200,000 barrels of crude oil per month, from 10,900 feet from shore, 8 mooring buoys will be installed and the 30" oil lines to be anchored 18 miles from shore. 200,000 tons were poured at the rate of 400 cubic yards per hour. The site of the pier was the site of the construction of thirty story office tower in its Pacific Trade Center of King and Aloha Streets.

ISLAND OF HAWAI'I

Another example of how the Urban Construction Co. has made the largest single concrete pour in the history of the State of Hawaii. From day break until after dark, 3,500 concrete trucks lined up in the month of April. Suburban Hawaiian Venture purchased 13,000 square feet C. Brewe office building which was dedicated in August in the presence of guests from major islands in the 48 states and on the Hawaiian Islands.

We have the money you need. We can arrange a, credit union would like to help you with all your summer loan needs. The interest is lower than your normal rate and financial counseling is added at no charge.

The dogmas of the quiet past are inadequate to the stormy present. As our case is now, so must we think anew and act anew. We must disenthrall ourselves. (To Congress, 1852—Abraham Lincoln)

Before you use that charge card, stop in at the Bank supplies for locals affiliated with the Council, will be held on Saturday, June 12, at the San Mateo County Fairgrounds, between 9:00 A.M. and 1:00 P.M.

Or of particular significance, B-DAY will honor the memory of the one man who gave himself to serve the American people, President Sam Abruseato, who was a member of Local 467, and Hower as manager of Plumbers and Steamfitters Local 467, and Hower as manager of Plumbers and Steamfitters Local 467, has completed their 34,000 months, 9.4 million dollars and the Puu-
MARYSVILLE
We always do our best to try and help the family when a brother engineer passes away. We appreciate the kind letters we receive from members of the family expressing their appreciation to us. The following letter was sent to us from Mrs. Lawrence T. Tregoning, wife of deceased brother, Lawrence R. Tregoning.

"Thank you for your kind sympathy in our time of need. We wish to extend our deepest appreciation to all who have been kind enough to give us comfort in our time of grief."

We wish to extend our deepest sympathy to the family of Brother C. W. Criswell, who passed away recently. Our sympathy goes to Brother C. W. Criswell, P.O. 11051, Tahoe Ponderosa, 2nd Ave., Placerville, Ca. 95667.

LUKE 

"I was very sorry to hear of the death of Brother C. W. Criswell. I have known him for many years and always held him in high regard. He was a true friend and will be missed by all who knew him."

We wish to extend our deepest sympathy to the family of Brother C. W. Criswell, P.O. 11051, Tahoe Ponderosa, 2nd Ave., Placerville, Ca. 95667.

SANTA ROSA

Our sincere condolences are extended to Brother Ray Stoddard on the recent death of his wife, Nancy.

SACRAMENTO

Our deepest sympathy is extended to Brother William A. Brinkman on the recent death of his wife, Genevieve. We wish Brother William A. Brinkman to have a peaceful rest. Our sympathy goes to Brother William A. Brinkman, 15091 Cooper Ave., San Jose, Ca. 95125.

SAN JOSE

"Our thoughts and prayers are with the family of Brother C. W. Criswell, who passed away recently. We wish Brother C. W. Criswell to have a peaceful rest. Our sympathy goes to Brother C. W. Criswell, P.O. 11051, Tahoe Ponderosa, 2nd Ave., Placerville, Ca. 95667."

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Utah

Our deepest sympathy is extended to Brother D. E. McAllister, who passed away recently. We wish Brother D. E. McAllister to have a peaceful rest. Our sympathy goes to Brother D. E. McAllister, 1075473, 5-1.

FRESNO

"We wish to extend our deepest sympathy to the family of Brother W. E. Hammond, who passed away recently. Our sympathy goes to Brother W. E. Hammond, 1075473, 5-1."

SAN RAFAEL

"Our deepest condolences are extended to the family of Brother J. E. Haas, who passed away recently. We wish Brother J. E. Haas to have a peaceful rest. Our sympathy goes to Brother J. E. Haas, 1075473, 5-1."
May 1971

CREDIT UNION NOTES

CU Best Source Or Vacation Purchasing

By James \"Red\" Ivy, Credit Union Treasurer

With hundreds of campers on the market from tiny to gigantic trailers to $40000 motor homes with air conditioning and stereo, the choice you make, depends on your family needs, your vacation plans and your budget. Camper vehicles come in five major types. The simplest, and least expensive is the camping trailer, costing $400 to $3000 depending on options. They're easy, too, to tow by smaller cars, and easy to set up, take down and store. However, what you save in cost and simplicity you trade off against lack of amenities.

The second is the travel trailer, a step above the camping trailer in construction, comfort and price. They range from 12 to 60 feet in length. They have full facilities for cooking and eating, plus beds and baths. They also offer the widest variety.

Then there's the pickup camper that fits into the bed of a truck. With their reasonably low cost and being easy to couple with the vehicle in motion, they promise another purchase -- the truck to carry them. In some cases, trucks lack adequate braking systems -- a safety point to watch.

Camper or converted vans can be purchased "bargains" and then equipped, or can be bought ready for the road. They cost from $1000 to $6000. The van is nice for occasional use if you have a family you might want an optional side kit or separate unit.

Motor homes are yachts of camping, starting at prices with prices from $7000 to $25000. They are usually self contained and have all the comforts of a compact apartment. Motor homes ride more smoothly and have more of the gimmicks of civilization. However, if you want high utilization to justify the high cost.

The type of vacation you take and the number of people along are also important. If you do a lot of stop-and-go driving or overloading, then it is up to you to buy the most for you'll have. And if the kids are with you, or the trip is long, you'll need more available room.

Whichever type of camping equipment you use you can get a better deal on the purchase by financing it at your Local Union No. 3 credit union.

So examine your needs, make your choice, and see your Local Union's credit union for the best source on your credit union notes.

What You Don't Know-Hurts!

Not only do most retailers charge 15 per cent interest a year on the unpaid balance of their credit card accounts, the Wall Street Journal says, but also the stores even charge interest on money shoppers already have paid back. That's because the banks use the "previous balance" system of figuring interest charges, the Journal says. Suppose your unpaid balance at a department store on March 1 was $100, and during the month you paid $40. Your statement for April 1 would show a balance due of $10, but an interest charge based on the full $100 balance which at 5 per cent a month would be $1.50. Applying that charge to the $10 balance actually due works out to an annual interest rate of 180 per cent, the Journal says.

The Fair Credit Billing Act of 1971, signed into law by Sen. William Proxmire (D-Wis.) would prohibit the previous balance system and require the use of the "adjusted balance" method that does take partial payments into account when assessing interest.

That's just another reason it's better to decide what you need, borrow from your credit union and pay cash. For one thing, your credit union is here for you'll need more available room.

Whatever type of camping equipment you use you can get a better deal on the purchase by financing it at your Local Union No.3 credit union.

So examine your needs, make your choice, and see your Local Union's credit union for the best source on your credit union notes.

California Unemployment Soars to 13 Year Record

Unemployment in California jumped to 7.4 per cent in April, the highest level in 13 years, State officials reported. It is 21 per cent higher than the nationwide average of 5.1 per cent.

More than 885000 Californians who wanted to work could not find jobs in April.

The State Department of Human Resources and Development reported that unemployment in California has increased 35 per cent since April 1968 when the jobless rate was 5.5 per cent.

In the Bay Area 62000 were out of work in April this April compared to 63000 a year ago. Nationally, 470000 were jobless.

Unemployment in California was climbing to those heights, 12 Republican members of the California congressional delegation voted to dump a $2 billion public works program to create more jobs and facilities in communities with high unemployment.

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