Check Your Contract!

Wage Gains Won in '70 Due in Hawaii this Month

Local 3 members who work for Hawaiian employers signed the GCLA contract which included wage and subsistence allowances increased this month. Wages negotiated in 1970 with the General Contractors Labor Association will go up effective August 30, 1971, according to 3’s Business Manager Vic Swanson. Swanson said that in accordance with Article XII, Section (c), the 3% increase made in 1970 will be straight time/hourly wage rate.

Any questions about contract enforcement should immediately contact Vic Swanson.

ELECTION NOTICE

CONVENTION DELEGATES

ELECTION COMMITTEE

Recording-Corresponding Secretary T. H. Stapleton has announced that in accordance with Article XII, Section (c) and Article XIII, Section (b) of the Local Union By Laws, relative to the election of International Convention Delegates, Election Committee shall be nominated and elected at regularly scheduled district meetings during the months of September, October and November preceding the December 31 meetings (see "Meetings Schedule" on page 16).

There will be one Election Committee member from each district by secret ballot of those members present who have been known address 10 days prior to the first district meeting in September 1971 was within the area covered by the district.

Nominations shall be considered by the Election Committee and shall be 1st-3rd Vice President, 1st-6th Vice President, and Secretary. The Election Committee must be registered voters within their respective districts; must have been members of Operating Engineers Local Union No. 3 for one year preceding those nominations, and shall not be a candidate for Delegate to the 29th International Convention.

ELECTION COMMITTEE

Chairman:
Recording Secretary:
Secretary:
Treasurer:
1st Vice President:
2nd Vice President:
3rd Vice President:
4th Vice President:
5th Vice President:
6th Vice President:
Secretary/Assistant to the General Manager:
Security Guard:

Hawaii Gains New District Status As 50th State Moves Forward

MORE THAN A DECADE ago the above land at the southeastern tip of the island of Oahu in Hawaii was swamp and brush land with a few truck farms, piggeries and junk yards. Today Kaiser, Hawaii-Kal, the dream of Henry J. Kaiser, is home to over 15,000 people and represents just one more of the many contributions made by members of Local Union 3 using their skills to help build a better world.

The early days of Local 3 in Hawaii were when the minimum wage was just a dollar an hour and where construction work was at a minimum. Contractors were very much against unionization and the construction worker was an aware of the game he was able to obtain unionism, which is evidenced today. The organizing of non-union contractors and the skill of educating the working man towards unionism was a great challenge which involved endless hours of house to house organizing.

In the beginning, the membership records for the Operating Engineers Local Union No. 3, AFL-CIO in Hawaii was approximately 87 which filled but just one seventh of the wage was just a dollar an hour and where construction work was at a minimum. Contractors were very much against unionization and the construction worker was an aware of the game he was able to obtain unionism, which is evidenced today. The organizing of non-union contractors and the skill of educating the working man towards unionism was a great challenge which involved endless hours of house to house organizing.

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It seems as though the month of August was not too good a month for the membership of Operating Engineers, in many ways.

While we may consider ourselves rather fortunate in that we had the approval of the Construction Industry Stabilization Agreement, and the idea is strongly opposed by some, according to a Gallup Poll, the survey shows that 45 per cent of the country would like to make the switch from the present five-day, 40-hour work week to a four-day, 40-hour week.

Those favoring the change are largely married women who in the future will be able to service the members working a shorter work week would give a longer week; who would have more time together and the change would increase job efficiency.

About 100 small companies, mostly nonunion, are now on a four-day week; 49 per cent of them are less crowded.

Among men, the poll showed 45 per cent were for the four-day work week and 49 per cent against, with 6 per cent having no opinion.

UNIONS SPLIT

As to the freeze order, I might say to you that in the spirit of the agreement, we do not see any problem in the-opinion of the brothers and sisters in the construction industry.

The Gallup interviews show that Congluth's conviction that the change would increase job efficiency is widely shared.

It seems as though the month of August was not too good a month for the membership of Operating Engineers, in many ways.

We still have many agreements to negotiate outside the Master Construction Agreement, we do not see any problem in the negotiation of the agreements that have been negotiated by the employers. We are hopeful by this method. The Union will be able to service the members working under the various contracts.

The Executive Board of AFL-CIO and the Building Trades held their meeting at the Mark Hopkins in San Francisco this past month. General President Hunter P. Wharton and Newell J. Carman, General Secretary Treasurer were in attendance. They discussed the problems facing labor and industry, hopefully some benefits will come out of the meeting for all employees of organized labor.

We now are in the process of trying to put together a Truck Crane Owners Agreement in Northern California, inasmuch as the working conditions of the members in this industry differ somewhat from those who are working in the Master Construction Agreement. As the wages, classifications and fringe benefits have been frozen in the Master Construction Agreement, we do not see any problems, of course, the employer cannot lower wages and fringe benefits. If there are any economic gains these would go into effect after November 15, 1971.

I might say to you that it will be difficult to convince the present position for the membership of Local 3. As you well know, most of the country is in a state of economic recession and whether this order is good or bad I am unable to advise you.

My personal opinion is that the subject plan would have been more acceptable to the working men and women of America if they had also agreed to freeze profits. Also it is my personal opinion that this is extremely unfair to freeze the wages of working men and women without freezing prices and profits and we know from past experience that this is extremely unfair to freeze wages.

Whether this type of action is good or bad for America remains to be seen. We are very hopeful that it will be for the best.

We still have many agreements to negotiate outside the construction industry and of course this freeze order will have a considerable effect upon those agreements that expired after the order of the President, these will not be able to govern in for the benefit of the members of Operating Engineers.

A long Labor Day weekend is just around the corner and as you know, this can be a very hazardous time on the highways. So have a good holiday, but remember to drive safe and get home safe.

California will mark its 121st birthday on September 9th. There is no better time to be in the State of California than in 1971. It has always been one of this nation's great states beloved by native and adopted sons and daughters alike. We shall all take great pride in our State and in our Nation. We can do this by being active in those areas, social and political, that will serve to keep California in the mainstream of progress.

**Engineers News**

Published monthly by Local Union No. 3 of the International Union of Operating Engineers (No. California, No. Nevada, Utah), distributed to members in good standing.

August 1971

**Collectively Speaking with Al Clem**

**Gallup Poll Shows Sexes Divided on 4-Day Week**

The four-day, 40-hour work week has widespread appeal to America's male population, particularly younger men. But asked if they would switch to a five-day, 30-hour week they are less crowded.

As to the freeze order, I might say to you that in the spirit of the agreement, we do not see any problem in the negotiation of the agreements that have been negotiated by the employers. We are hopeful by this method. The Union will be able to service the members working under the various contracts.

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**Bad Times For Giant  $$$$ Men**

Salary rates for high corporate officials were raised during the past recession year, but many of them have pocketed both raises by exercising stock at bargain rates. Business Week reported.

The magazine said that many top executives received "extra, generous salary boosts," while others sustained "painful pay cuts" in order to "escape severance pay and other compensations," as profits of their companies slid down.

In a tabulation of executive compensation for the companies in its latest contracts as employees of organized labor, the magazine also reported on the stock options exercised by the officials during the past fiscal year.

**Negotiator's Notebook**

**Shop Contracts Improve; Win Unanimous Support**

By BILL RELERFORD

Well, brothers, another month has rolled around and our Contracts Department has been operating at a very fast pace for some time now.

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Managing Editor
Work Slows With Completion

Leggett, Cummings Drive Breeze on New Freeway

By: RUSSELL SWANSON and ROB WAGNON

VACATION TIME IN THE BROOKTRAILS - It's a wonder if you don't believe it—take a ride and find out for yourself. Actually, it seems as if this is the only time of the year when one can see shrubbery, trees, and buildings growing unchecked. Were there an abundance of trees and shrubbery, it would be a paradise for nature lovers. Many of the trees and bushes have grown to the point where they are almost unrecognizable.

Back to the picture, we find late planners have been very busy with the construction of the new freeway. The freeway is located just north of Willits since they have been under construction for some time. We also find that the construction has been delayed by the weather. In addition to being a contractor, Joe is also a farmer at home and it seems as though the weather has been fairly bad.

 Ally Panning has some work around the Ukiah area. We are not sure who has the “green thumb” in the Ukiah area, but we have been told over the radio that they have been taking care of their wines.

The freeway is scheduled to open by the beginning of the next year. The construction has been delayed by the weather, but it is expected to be completed by the end of the year.

SQUEEZE ON WORKERS TIGHTEST

America’s workers are caught in the triple-threat squeeze since the 1930s. AFL-CIO Exec. Dir. Lane Kirkland told the Annual Meeting in Los Angeles, “Workers are squeezed simultaneously by inflation and recession.” He said, “We do not want anyone to be caught in this squeeze on their way home. Many of the benefits and rights are being eroded at the bargaining table and in the legislative arena.”

SOUTHERN CALIFORNIA

Reed Reading Shows More New Starts Are Now Moving

By: KEN GREEN and WAYNE WATTS

With the possibility of a strike no longer a threat, the contractors (in Southern California) are now in a position to rev up with more work. Certainly Rollie Richardson, president of the Southern California Highway Builders Association, is very pleased. "We have had a very good year and we expect it to continue in the near future." Richardson said that the current work load is about as good as it can get. He added that the Operating Engineers were well represented.

The new Federal Highway Act of 1971 has provided many new opportunities for work. In addition, the highway work on Highway No. 1 near the Ukiah area has been completed and all of the various contracts have been moved on to the Ukiah area. About the only bottleneck now is the Merced River which has been removed. 

About 60 percent of the work has been completed and all of the various contracts have been moved on to the Ukiah area. About the only bottleneck now is the Merced River which has been removed. About 60 percent of the work has been completed and all of the various contracts have been moved on to the Ukiah area.
Highway Contracts Keep Things Moving Around Eureka District

By RAY COOPER and GENE LANE

TOKIN Construction Company is doing the grading for W. Jaxon Baker on the recently awarded Big Lagoon Highway 101 freeway project. Jaxon Baker is planning to put into equipment so the job should be flying by this time. They have a screening and washing plant set up on Redwood Creek at Orick. Date of completion for this project is October 1972.

DANTE CONSTRUCTION Company have overcome their compaction problems on the Glenn site at Crescent City, so the CMI auto grader will be going full bore. The CMI and Asphalt material will be coming from their Smith River plant.

THE SUMMIT VALLEY Forest Service road will be completed this year. Dante Construction Company is cleaning up the winter slides and making finish grade, Mercer Fraser have their crusher back in operation and will have their hot plant going also.

THE KLMATH LEVEE job has been completed and some cement is being used to clean up the old work. The Corps of Engineers will open bids on July 28 for riprap bank protection on the Klamath River at Klamath. Estimate for this project should be around two million dollars.

THE DIVISION of HIGHWAYS recently opened bids in the Klamath area, over Twenty-two miles of Highway 101 will be surfaced. Construction Co. was awarded a $186,732 contract to replace the units for future use. The job was bid by Carleton's Inc. of San Francisco.

UNIONS Plan Own Auto Insurance Company in Ohio

The Ohio AFL-CIO is going ahead with plans to begin the nation's first wholly-owned union automobile casualty insurance company.

The new company is scheduled to begin selling policies within a year. The Ohio AFL-CIO will sell stock to union members. The company will also include sale of life insurance directly through the mail.

BUSINESS MANAGER AL CLEM makes a point before one of the audience. He is asking a meaningful effort be made to replace the units for future need.

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Yuba Mall: $7 Million, Linda Gains Road Funds

By HAROLD HUSTON, District Representative and

Yuba Board Again Told Lot Owners: shopping center to start---Road Funds

We wish to express our appreciation to all those who attended the semi-Annual meeting held in the conference room of the Yuba board on Saturday, July 12th. We are pleased to report that an agreement was reached as to the establishment of a new shopping center located on the west side of Yuba City.

I. Construction of the center will be handled by The Law Company of Washington, Kansas. The company has already completed the first center in the Idaho Falls area, making it one of the leading developers in the country.

II. The project is expected to open in the fall, according to the announcement from J. R. Sperbeck, Vice President and Business Manager.

III. The total cost of the project is $53,000, that will be spent until a legal commitment is made. The contractor has been awarded the contract.

IV. The center will be equipped with the most modern facilities, including a roofed shopping court and a large parking area.

V. The shopping center will provide a wide variety of shopping opportunities, including many brand-name stores.

VI. The shopping center will be a one-of-a-kind facility that will attract shoppers from all over the region.

VII. The project is expected to create many jobs, both construction and retail.

VIII. The center will be a great addition to Yuba City, providing a new shopping destination for residents and visitors.

IX. We wish to express our appreciation to all those who have contributed to the success of this project.

X. The center is expected to open in the fall, creating many new jobs and providing a new shopping destination for Yuba City.

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XII. The center is expected to open in the fall, creating many new jobs and providing a new shopping destination for Yuba City.
New Gold Mine Ahead!

Copper Strike Hangs On Despite Efforts to Settle

By JERRY BENNETT, District Representative, and DAVE MURPHY, Business Representative, and LENNY FOGG, Business Representative

W. H. Epstein Corporation and 825 members of Local 80 of the SFBA, from San Jose, California, for the bid of the 850 members of Local 80 of the SFBA, for the bid of the 850 members of Local 80 of the San Francisco Bay Area.

Jerry Bennett, 21, went for the news that the company had a small amount of labor in the area. The company had been trying to keep up with the demand for labor and had been able to maintain a steady flow of work for the past several years.

By DANIEL M. KEMP

The majority of the work in the southern part of the county is being done by the San Francisco Bay Area Construction Council. This being the backbone of our work force, we are somewhat limited in the amount of work that we can produce. The majority of the work is being completed by the Carpenters and the Ironworkers.

The Docks were completed in the area, and there were six workers who would normally be working.

The work of the larger developers in this area, have (8) eight different developers. They range from single family homes to condominiums. Now they have a profus house that can be set on a 1000 square foot lot. This being the case, we have to plan out our job in a few months.

Carlos Gonzalez and Oberholtzer Engineering are doing a job in the area. The Willington project went for $1,000,000. The work is 30% over the place. Recently picked up a $1,200,000 job at Sleepy Hollow.

Moore Construction Co. is back on a one-off or special order basis. This will be a "off and on" job. They can get their men back on for a few weeks, then put out and do another.

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Apprentice Systems Notebook

By DANNY O. DEES, Administrator

This News Issue will bring into view the facts of the case, so that the Apprentice himself is required to do and must do. In this way he can find the applicable Rules and Regulations as well as the penalties for the Registered Apprentice in the program. Even though in one of the earlier issues we notified the Apprentice and the membership of Local 4L, that our related instruction classes had been transferred to Rancho Murieta, these same Rules and Regulations are applicable to the Registered Apprentice. They are administered by the Sub-Joint Apprenticeship Committee where such committees are established in the various districts in California, and are administered by the State Joint Apprenticeship Committee where there are no such committees.

The following requirements for a Registered Apprentice:

1. First, he must secure a Class 1 Driving License in the State of California, or its equivalent in Nevada, the State of Utah, and the State of Hawaii; second, he must acquire a First Aid Card during his first period of training.

These two are required before he can proceed to the next period of training.

One clarification in regard to the Rancho Murieta Training Center. It is an absolute must that an apprentice must finish 80 hours of on-the-job training and related classroom instruction at the Rancho Murieta Training Center for each 1,000 hours of off-the-job training before he can be advanced to the next period of his training.

The Rules and Regulations may appear rather harsh and severe to an Apprentice, but he, as well as other people, must bear in mind that it has been paid for a very, very good reason while he is in training to become an Operating Engineer. The academic student has a completely reverse situation. He not only has to pay for his tuition, but must defer and feed himself while attending college. He also has very strict Rules and Regulations to abide by while attending college.

In the case of apprenticeship training, there are a great number of people from management and labor groups serving on the various committees and special committees who work out the problems for apprentices. This in conjunction with the amount of money per hour paid under the Collective Bargaining Agreement made the apprenticeship field the finest in the world. The apprentice should certainly apply himself to the fullest extent and be thankful that this opportunity has been made available to him.

APPLICANT AND REGISTERED APPRENTICE RULES AND REGULATIONS

An Applicant or Registered Apprentice may fail to understand any of the above rules and procedures in his Coordinator for clarification.

1. Any cards and correspondence must include your Social Security number and be mailed to the Administrative Office, P.O. Box 778, San Francisco, California 94120.

2. All cards must be returned in school.

3. Must be in the Administrative Office before the 5th of each month.

4. Must be undated, not folded, not mutilated.

5. Must be totally accurate for job work hours.

6. Must be submitted each month (whether employed or unemployed) to the Admin Office.

7. The falsification of any records will be subject to discipline.

8. All reporting cards will be verified and evaluated.

9. The Applicant or Registered Apprentice must keep his correct address and phone number in his house area office, as well as in the Administrative Office (whether employed or unemployed).

10. The Registered Apprentice must attend sub-committee meetings, safety meetings and all other meetings as directed.

11. The Registered Apprentice will not be allowed to attend any meetings or courses of any kind to make up missed meetings in his area.

12. The Registered Apprentice must attend school regularly.

13. The Registered Apprentice must not quit a job.

14. The Applicant or Registered Apprentice must complete the required on-the-job training and related classroom instruction each period with passing grades.

15. The Registered Apprentice must acquire the Standard American Red Cross First Aid Card and Class 1 Driver’s License during his first period.

16. The Registered Apprentice who wishes to transfer from one home area to another must write a letter to the Administrative Office, P.O. Box 778, San Francisco, California 94120.

17. A transfer of Apprentice from one home area to another is subject to the approval of the Sub-Joint Apprenticeship Committee or sub-committee of the Administrative office of such area.

18. The Registered Apprentice of Absence must be made by letter to the Administrative Office within (45) days after induction.

19. Any Registered Apprentice drafted into the Military Service or joining the Military Service and approved for Military Leave of Absence will be reinstated in the period in which he left the Program upon applying within ninety (90) days after being discharged.

20. The Apprentice himself is required to do and must do. In this way he can find the applicable Rules and Regulations as well as the penalties for the Registered Apprentice in the program. Even though in one of the earlier issues we notified the Apprentice and the membership of Local 4L, that our related instruction classes had been transferred to Rancho Murieta, these same Rules and Regulations are applicable to the Registered Apprentice. They are administered by the Sub-Joint Apprenticeship Committee where such committees are established in the various districts in California, and are administered by the State Joint Apprenticeship Committee where there are no such committees.

This becomes more important after January 1, 1970. If the program will be reduced to 4,000 hours, the Apprentice then must obtain the required experience to make himself a qualified Journeyman in 4,000 hours instead of 6,000 hours under the present program.

By JOHN THORNTON

Coordinator

Utah and the State of Hawaii;...
Far Reaching Effect!

Examine Impact of New Contract on Apprentices

BY JACK MCNAIR

The current changes in the Collective Bargaining Agreement affect the apprentices in many places; however, the most significant change relates to the apprentice, from his point of view, is the paycheck.

The Joint Apprenticeship Committee for Operating Engineers Local Union No. 3, along with the Operating Engineers Joint Apprenticeship Council, has agreed to raise the apprenticeship rate from 70% to 95% effective January 1, 1972. Therefore, all apprentices, including those in the program for the first time, will receive a substantial sum of money that will enable them to join the ranks of the journeymen properly equipped in training and engineering firms who are engineers.

The wage rate for the Operating Engineer apprentice is $7.76 per hour, and is effective retroactive to January 1, 1972. Therefore, you will have six periods of apprenticeship in effect until January 1, 1973. At that time there will be four periods of apprenticeship and you will be inserted in the proper period of your training to comply with the apprenticeship periods of apprenticeship and you will be inserted in the proper period of your training to comply with the apprenticeship to January 1, 1972. Therefore, there will be four periods of apprenticeship and you will be inserted in the proper period of your training to comply with the apprenticeship.

We are pleased with the results of the new Collective Bargaining Agreement and this in itself is a large boost for the Operating Engineers. Without referring to history and to past practices, except to say the Operating Engineers Joint Apprenticeship Committee and the parties, the relative wage and the management organizations, have been first and foremost in innovating new agreements and new methods of recruiting and teaching.

One more huge step for training will be implemented on January 1, 1972 when this portion of the Collective Bargaining Agreement becomes effective. A fund has been established in which money will be placed in that fund to account for the hours worked, that up on the completion of your apprenticeship you will have a substantial sum of money that will enable you to join the ranks of the journeymen properly equipped in training and all other advantages instituted by the apprenticeship program.

We are including an increasing number of institutions as registered apprentices are approaching the end of their first year of the program at the end of the year. Therefore, you already have a second period of apprenticeship and you will be inserted in the proper period of your training to comply with the apprenticeship.

Another item of great interest to the apprentices as well as to the journeyman and journeyman tradesmen is the new training center at Rancho Murieta. You as the apprentice must have your first aid card current—this is one way in which you, the apprentice may read about an item or learn about an thing they had never done. Well, up here, that instructor because they talk a little 'way out: When they mean they want to 'rap' all they're saying is that they're hearing a 'bull ses-

...
APPRENTICE JOSEPH CARON (left) is taking his Journeyman Certification Test, Joe has been an outstanding apprentice and is going to be a top operator. He is working for Universal Demolition Co. from South San Francisco. They say he is going to keep him as an operator, so good luck, Joe. William T. Siler, (right), is also taking his Journeyman Certification Test. He is working for Skywalker Const. Co. He has been at the San Francisco Airport. He will have a job at the Airport. He is very safety minded. He had a bad accident at one time and doesn't want another. The work in the San Francisco and San Mateo areas has been very slow due to the shut down of jobs. The future promises very well for all our apprentices.

FAST THINKING FRESNO Apprentice Bob Bleylock put recently learned first aid training to use when a transit mix driver got his arm caught in a revolving mixer.

By Nick Carlson, Coordinator

Prep guide apprentice Bob Bleylock put his El Monte_APPS Training Center first aid training to use recently. Bob is employed by W. M. Lyle Co. of Fresno, "Bob" Clyde, the vice president of W. M. Lyle Co., serves as a member of the Fresno Sub JAC.

Bob had just returned to his job following his two week related training stint at R.M.T.C. While at the center, he received his first aid certificates. According to Bob, Ray, Bob, Hugh Turner and Roy Turner, both operating backhoes on the construction job, the excellent first aid training Bob had received, and was able to apply when needed, probably saved an instrument in saving a man's life.

A crew was preparing to make a concrete pour. The transit mix driver had climbed upon the back of the rig to make a final check before changing the drum of the mix and starting the pour. He lost his footing, and in trying to catch himself his right arm went into the revolving mixer. Crew members immediately stopped the mixer and got his body. His arm was badly mangled and was bleeding profusely.

Apprentice Bleylock promptly applied pressure at the proper point and stemmed the flow of blood until an ambulance arrived and removed the injured man to a hospital. Fifty-eight stitches were required to close the wounds.

It looks like the long awaited Buchanan Dam is about to become a reality. This huge structure, to be erected approximately twenty miles east of Madera, is scheduled to be advertised for bids sometime in early 1972. This earth filled dam on the Chowchilla river will be erected under the supervision of the Corps of Engineers George Magazine is the resident engineer on the project.

William Clay, Co-Owner of Crusader is presently engaged in the construction of a dam. 3.5 mi. of access road to the proposed damsite. Dr. G. P. apprentice Larry Goodrich is receiving some diversified training from the using of old plant employed on this project. Bres Loes McMalty is job agent. Paul McConnell is master mechanic, Larry Adams, Jim Kipple and Bob Noble are running operators. Willi Arnett on the blade, Bob Vanderpol on the D-11 Ripper. Terry Hales on the blade and Gene Brown setting grade.

The need for this dam has been apparent for many years. The old timers in the area report that as many as forty years ago local farmers banded together and attempted to construct a dam at this site. They employed heavy earth moving equipment and possibly other equipment available at that time. However these manpower and equipment seemed to be inadequate. The project was abandon. There still exist evidence of the dam that they attempted.

On a Merry Go Round!

Survey AA

(Apprentice Applications Up: Shortage of Jobs)

By CLIFF MARTIN

Co-ordinator

THE WORK PICTURE has been very bleak in the last couple of years and the number of our apprentices has diminished. Because a few apprentices have been promoted to journeyman status we are beginning to advertise for new applicants from time to time. There have been a few apprentices working as helpers in the Fresno and Soria Rose areas. Covering such classifications as core drilling, horizontal drilling and short term oiling on truck cranes. We have also sent apprentices out as boxmen and firemen until someone is available to fill these classifications.

Due to the unemployment situation we have had a greater number of people inquiring about our apprenticeship program. We have about 50 per cent more available applicants that we have had in the past. Bill Gussos has been advertising our Sub JAC meetings in order to keep the committee posted on the selection procedure and such legislation which pertains to our program.

TOMMY DAVIS, CHAIRMAN and regular member of the Redding Sub JAC representing management, indicated at our last meeting that he would be submitting his resignation. He has been a member of the Redding Sub JAC Committee for three years. We would like to extend our appreciation to him for his participation.

OUR REGULAR QUARTERLY SAFETY PROGRAM MEETINGS were held in Redding and Redding, Bro. Fran Walker conducted the Safety Meeting and he showed visual aids on accidents which would not have been possible if it was well stacked. At the conclusion of the Safety Meeting a bull session was held, discussing the job opportunities, the bargaining agreement and Ranella Murotta.

UNUSUAL SNAPSHOT of his cat was taken by Michael A. Rowe, at right, a 4th period apprentice employed by Bissell and Karn of San Leandro. Mike's hobby is photography. He used a Mamiya Sekor camera with an 80 to 205 M lens to take this picture.

Testees Testify to Tape Tests

By LOU JONES

Although it is well known that work opportunities in the construction field are very limited, the requests for applications into the Apprenticeship Program continues. In Oakland we are presently maintaining a list of one hundred and thirty-seven who have taken the qualifying tests. Instructions to the applicant during the test are given from tape recordings which have been issued on the Coordination and testing area. This method of administering the tests has been very well received by the applicants for it becomes immediately apparent to him that he is being tested in exactly the same way that all others are tested.

In testing large groups I find that from time to time some applicants who arrive at the testing location with a preconceived notion that he will not get a fair chance to quality, however, come the last night taken over. In the testing he quickly relaxes and I believe that this informal and relaxed procedure enables the applicants to do their best.

Once the tests are completed the apprentices are requested to offer a card to the envelope containing the completed tests before they are forwarded to San Francisco for scoring by an electronic machine. The applicant is informed before leaving that if for any reason he questions the score he attained, he may write to the main office of the Apprenticeship Program and someone will personally go over his test with him.

Information from the tape is given in such detail that about the only question asked of the Coordinator is, "How long before we will know the score?" which is usually less than two weeks.
Surveyor's Notes
Leadership, Honors, Top Tech Engineer Contract

By Mike Womack

The Tech! With better than one and a half years passing since the last time we heard from the Surveyor Not, it's time for the Surveyor Notes. I feel it's the right time to give back full time to the Surveyor Notes. In the group I served my apprenticeship, the time I was working with the public employees in the 2/3 units of Local No. 3. It was far from easy, but we made it. For me, we were fighting for what we thought was right. We were fighting for our rights. We were fighting for respect and support from each and every one of us.

If there are still any "Doubting Thomases" in the Surveyor Notes, we should refer to our contract's new grievance process. This contract is updated periodically, but it's always a good time to start. There has been a lot of progress made, and I think we can all be proud of it.

To set the record straight, to exceed 116 hours one way, readjustment allowance of $75 must be paid. Currently, The Joint Apprenticeship Committee is working on revising the rules and regulations, but it's always a good time to start.

We, the public employees, are working to improve our quality of life. The wages, rates of pay, hours of labor and other conditions of employment have been changed for experienced surveyors. These changes were made to better fit the purposes of the apprentice and a balanced economy.

In addition, better fit the purposes of the apprentice and a balanced economy. The wage scale has been revised to better fit the purposes of the apprentice and a balanced economy. The wage scale has been revised to better fit the purposes of the apprentice and a balanced economy.

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History of Hawaii's Success in Local Union 3

Cont. from Page 1

LOCL 3 MEMBERS in Hawaii boast many interesting hobbies and Brother Charles Reyes is shown with his prize shell collection that he spent over fifteen years collecting. Hawaii, a former sub-district of Local 3 was voted full district status recently.

of construction from the Island of Oahu to Kilauea in 1922. I organized the merger of this independent union with the Operating Engineers Local Union No. 3, AFL-CIO. On August 6, 1966 the Federal Hall of Hawaii Workers voted to affiliate with Local 3. Today there are approximately 400 member workers.

From Lerner Construction Company, Hi-Way Transportation and Contracting, and Pacific Cement Company, Piping 32 were among the first companies to enter into an agreement with Local 3. Today we have approximately 1000 employees in the Construction Industry, 9 employers in the Asphalt Paving Industry, 6 employers in the Hook Industry, 24 employers in the Piping Industry, 18 employers in the Trucking Industry, 3 employers in the Towing Industry, 1 Industrial Plants and 3 Shop.

In 1959, Hawaii became the 49th State in the Union and was a legislative focus in politics and in helping Hawaii become the 50th State. A new local was voted full district status.

It was in 1959 when the first Hawaii pioneer paved the highway and paving companies Hawaii Bituminous Paving Company, Ltd., Hawaiian Paving & Construction Company, Ltd., and Pacific Paving Company, Ltd., under contract. Later followed with Social Security and Disability Trust Fund for Operating Engineers which made approximately one hundred and twenty members in Hawaii. This included the Journeyman Training Program and are presently working in the industry.

In the sped of techniques and the ingenuity of the paving people in Hawaii, the PH and G & W Paving Co. was presented to Brother Alva R. Baker in 1960. We have approximately one hundred and twenty members in the Apprenticeship Program for the State of Hawaii. Twenty-two apprentices have graduated from the Program and are presently working in the industry.

The future success of Local 3 in Hawaii shall continue with assistance from the State of Hawaii in the overall cost. The future success of Local 3 in Hawaii shall continue with assistance from the State of Hawaii in the overall cost.

December 1, 1967 the Operating Engineers Joint Apprenticeship Committee for the State of Hawaii was inaugurated. Joe Ritter was Hawaii's first Apprenticeship Coordinator who placed the first mandated apprenticeship with Royal Contracting Company. March 10, 1970 the Operating Engineers Apprenticeship Program was extended to the Island of Hawaii. A policy was adopted to award the outstanding apprentices of the year beginning 1968 and each year thereafter based upon productivity, cooperation, initiative, dependability, personal cleanliness, good shop keeping, respect for authority, respect for property, good workmanship, and cordinating and appreciating for value.

Money Bags

(Continued from Page 2)

The past five years, here are some companies listed with the first figure in each note showing the prize paid and the figure in parentheses showing the total earned.

United Aircraft—Chairman, W. P. Givens, $1,393.360 ($3,657,000).

Frey-McCoy—President L. A. Isenhour, $2,072,400 ($6,217,000).

Ford Motor—President L. A. Isenhour, $2,072,400 ($6,217,000).

Reno Concrete Co.—President C. V. Hambroek, $3,815,500 ($5,815,500).

General Telephone & Electric—Chairman D. C. Fayer, $1,719,400 ($1,719,400).

Boise Cascade Corp.—President H. A. Shepard, $1,719,400 ($1,719,400).

Boise Cascade Corp.—President W. D. Ricker, $1,719,400 ($1,719,400).

Johns-Manville—Chairman C. G. Bluhm, $1,141,900 ($2,500,000).

Georgia Power Company—President L. H. S. Lee, $1,141,900 ($2,500,000).

Egan—President D. D. Oster, $1,141,900 ($2,500,000).

General Telephone & Electric—Chairman D. C. Fayer, $1,719,400 ($1,719,400).

Theodore—Chairman H. A. Shepard, $1,719,400 ($1,719,400).

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By: ROBERT E. MAYFIELD, District Representative; NICK KNIRK, Responsible Foreman and JACK BALLARD, Business Representatives

SOUTH OF HWY. IT'S TO THE NORTH! One of the most difficult projects is the project sumped and Bill Gates is going to do. The Caltrans District #90 Roadway Job on Hwy. 101, Gilroy. They are doing a great job and it is a very difficult project that is not going through the first week in July finds 100% completion. In this project 50% of the cut and fill scraper work is complete, the trash, the fabulous channeling channel in 75% complete and they expect to be at subgrade by the end of the month.

The following brother engine- foremen are credited with great progress in their specific areas: Norman Hannon is overseeing the project, Tom Hannah is responsible for the channel grading and truck forecast, John Hanna is responsible for the direct importation, and E. A. Hathaway is responsible for the direct street and all the street and approach work improvement.

Pioneer Paving has the neriivt savers and water lines on this project. Nick Pinero Jr. is overseeing the water lines and work and is working a great job. An old friend, Ray Ferral is responsible for the sewer work and work are doing a great job. Wayne Ballinger puts on his thinking cap when the above brothers are working on this project. Wayne devised the use of a 250 ft. long, 12 ft. depth backhoe to excavate some of the work and is set up for 390 working days. The road width will be 20 ft. of length of 34” under the 6th street crossing. Wayne devised the use of a telephone pole as a guide for placement of 100 ft. of the CMP casting.

Pionae Paving Co. was low bidder on the $200,000 project to widen Union Ave. and Nativel Ave. for $200,000. This project is not going to be bid out to six bidders, plus a contractor. A joint venture by the two other bidders is expected for a distance of 17 miles. Subcontractors on this job will be Jack Caffrey and Roll L. Co. Pipeline, Bill Maher & Son (frequently seen on the project) Wayne Dole, San Jose Steel and Loe in the area.

This project in the area of Hwy. 350 running from Hwy. 17 to 101 is being built by D o F. Brothers. This project was finished by fall of 1972. Over-pass structure is complete and for our friend, Mike Hannah is completing the final grading on approaches and grade lines. Our friend, Gary Avevedo is the estimator on this job.

Interim contracting rates on Hwy. 101, will be built to coincide with the 800 million contract. The project starts at M I haw 101 and continues to just north of the old rock Ave. and should be under way soon.

Two big hospital jobs are nearing completion. The second major addition has ground work being done and the odd hospital is to be widened to six lanes, plus a centerline. Information on this job will be given in the near future.

The post office building in San Jose has been completed by fall of 1972. Over-pass structure is complete and for our friend, Mike Hannah is completing the final grading on approaches and grade lines. Our friend, Gary Avevedo is the estimator on this job.

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**Southeast Utah Sheds Its Muscle As Spreads Move Ahead**

**By TOM BILS, WAYNE LAS-SITER, KAY LEISHMAN, J. L. HUMBER, and GEORGE MORRIS**

**SOUTHERN UTAH: Work in the southern Utah area is moving along, as the state is spending millions of dollars on the construction of roads, bridges, and other structures.**

We think the Guam Government picked a winner with the appointment of young William Arthur Flores as administering and Operating Engineer at the Guam Division. Bill, a highly decorated veteran of the Viet Nam conflict, has been named the Silver Star for his courage and self-sacrifice during the war. He is now working for the Guam Safety Unit, where his experience and knowledge are proving invaluable in maintaining safety standards and preventing accidents.

**Silver Star Winner Now Heads Guam Safety Unit**

By FRANK WALKER, Trustee

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**Money Bags**

(Continued from Col. 2) Austin: $1,240,600 ($4,505,200), in single year.

Burroughs Corp. (President W. T. H. Money, $250,055 ($2,850,000).)

Corning Glass Works—Chairman Amos Houghton, $1,150,500 ($892,000).

Caterpillar Tractor Co.—Chairman Joyce Stover, $4,245,313 ($4,245,313).


Johnson & Johnson—Chairman C. P. McCollough, $240,634 ($240,634).

Kennecott Corp.—Chairman J. K. Sweigert, $1,118,500 ($1,118,500).

Laidlaw—Chairman John E. Johnson, $2,990,000 ($2,990,000).

New York Times—Chairman C. P. McCollough, $1,050,000 ($1,050,000).

Time Inc.—Chairman Andrew Heiskell, $1,000,000 ($1,000,000).

Texas—Chairman George R. Mitchell, $1,544,750 ($1,544,750).

Trans World Airlines—Chairman J. L. Humber, $450,620 ($1,544,750).
OBITUARIES

International Vice President and Business Manager Al Clem and the Office of the Recorder of Los Angeles No. 3, after a symposium and condolences to the families and friends of the following deceased:

Blundall, Truman (Harley, Wife) 6-9-71
Olive, James (Sona, Wife) 6-16-71
Oliver, William (Dorothy, Wife) 6-23-71
Porter, William (Mary, Wife) 6-30-71
Ridgeway, Ernest (Helen, Wife) 6-8-71
Squires, Charles (Phoebe, Wife) 6-4-71

Blundall, Truman 6-9-71
Olive, James 6-16-71
Oliver, William 6-23-71
Porter, William 6-30-71
Ridgeway, Ernest 6-8-71
Squires, Charles 6-4-71

OLIVE, AVENUE SANDY
Mudban Construction Company has a small crew working in Portervillo. Approximately 100 miles west of Olive Avenue is the site of a project that workers have almost pur- chased many times a lot of excavation.

J. Claude Odom 7-10-71
is in hospital to receive Olive Avenue. Gene Richard Paving is making good progress on the bridge over E. H. Haskell job in Gown and Move and moved part of their batch plant back to the Haskell. Haskell finishes the shoulder along the 395 and pave the third lane. This will be by October in September.

850 Bennet Valley, Glen Ellen, Calif.

H. A. (Kitty) Page, Sister
234025 Lane, Redding, Calif.

Wendell 6-17-71
Daisey Deceased June 17, 1971

Jackson, Anthea Deceased June 25, 1971

earn glad to sign Marriott's noinina-

tion separately from the council is signed by 2,500 striking team-
rivers will be sometime in September.

Eachus, Theresa Deceased June 5, 1971

Eachus, Theresa 6-5-71

Pam 8-1-71
Asia, Guam

SOCIAL SECURITY NUMBER IS

WASHINGON, D.C. - Congressman Harold R. (Bizz) Witham of Oregon, who is in charge of the House Financial Services Committee, has dropped out of a Democratic effort to stop the bill that would have cut the Social Security benefits in half.

Bizz Witham has said that he supports the Administration's position on the Social Security bill. He has also said that he will vote against the bill in the House on October 1.

Witham announced that he would not support the Administration's position on the Social Security bill. He has also said that he will vote against the bill in the House on October 1.

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BUCYRUS -ERIE SHOVEL, air

Sure hope everything goes well with you, Ray.

Ray Turberville of Fort Bragg is on the disabled list with a very long injury and will be back to the Rodeo in short order. Get ties.

In recent years he's pretty much limited his activities to the fair quick, Bill—this comes from all of us.

Fairly low and all donations are greatly appreciated so when you have them please give them.

Also happy to report that Brother Tom Inman is home from the VA. Our deepest sympathy is extended to the family and many friends of Brothers: George Young and Edwin V. LaBare.

Congratulations are in order to Mr. and Mrs. Mike Mouser; they are the proud parents of a baby girl, born July 8 lbs., 8 oz (8 seems to be a lucky number.)

Also happy to report that Brother Jesse Fraser has a baby boy, born July 8 lbs., 8 oz (8 seems to be a lucky number.)

Our deepest sympathy to the family of Randall Hankins who passed away earlier.

Our thanks to Brother Duane Hope for his donation to our Street, San Francisco 3, California. who are on the "sick list," and all of us.


1971 MEETINGS SCHEDULE

SEMI-ANNUAL MEETINGS COMPLETED

DISTRICT & SUB-DISTRICT MEETINGS

AUGUST
1 San Francisco, Wed., 8 p.m.
2 Oakland, Thurs., 7:30 p.m.
10 Sacramento, Thurs., 8 p.m.
17 Oakland, Thurs., 8 p.m.
24 Sacramento, Thurs., 8 p.m.
31 Fresno, Thurs., 8 p.m.
SEPTEMBER
1 Ukiah, Thurs., 8 p.m.
8 Salt Lake City, Fri., 8 p.m.
15 Reno, Sat., 8 p.m.
OCTOBER
1 Eureka, Tues., 8 p.m.
6 Redding, Wed., 8 p.m.

DISTRICT AND SUB-DISTRICT MEETING PLACES

San Francisco, Engineers Bldg., 474 Valencia St.
Eureka, Engineers Bldg., 2496 Broadway.
Redding, Engineers Bldg., 140 Lake Blvd.
Oroville, Prospector Village, Oroville, Box 1001, Oroville, IBEW, 299 S. Beretania Street.
Rohn, Kajoolani School, 905 K love Ave.
San Jose, Labor Temple, 2102 Almaden Rd.
Stockton, Engineers Bldg., 2505 S. California.
Oakland, Labor Temple, Mill

'Rosy' 1980

Over 13 years the Labor Department makes projections of labor forces and other economic factors of the future, and this year has predicted a "rosy" business picture in the United States by 1980. Whether it's a question of retirement or wedding plans, or buying a house, it is more than likely will never be replaced. Now, why make a Share Loan? You want to save money in your account to meet your present needs, but, somebody suggests you make a Share Loan rather than withdrawing your money. Your first thought might very well be that you do not want to borrow money when you can use your own. But, there are several reasons why borrowing rather than withdrawing savings should be considered.

We all know what a struggle it is to save money in the first place. If you are fortunate enough to have some of your wages left after the bills are paid, there are a million attractive things to spend it for. Some are good, but in many instances if we reflect back later on, we will wish we have stored the money. These "wishes" however, do not in

This is where the Credit Union and the Share Loan come in. The Credit Union, the conversion option in the Vacations-Holiday Plans, and the Paycheck Savings available from Employers not under Construction Agreements, all of which have been provided through the foresight and wisdom of the Local Union Business Manager, Al Clem and the other Officers and Board Members of the Local Union, have made it possible for us all to save our Share Loans totaling over nine million dollars in their respective savings accounts.

Many of our Members, including some who have stated that they were never able to save a nickle before the Credit Union, and these various savings plans were provided, now have savings in their individual share accounts amounting to several thousand dollars.

It could be quite tempting to take this money out and go on a real spending spree. But these people realize that no matter what their intentions are, if this money is withdrawn it's likely never to be replaced. Now, we don't recommend or encourage anybody to go on a free spending spree. They may be quite improvable, but if they do have a good reason to spend some money, we strongly recommend that they consider making a Share Loan.

A Share Loan allows the Member to retain all of his savings intact and the Credit Union will gladly arrange a schedule of payments that will not be burdensome to the Member to meet.

The nominal interest rate the Credit Union charges on Share Loans is offset by the dividends paid on Member's Shares and by both Life Insurance and Loan Protection Insurance purchased by the Credit Union on our share accounts. With the Credit Union paying the Loan Protection Insurance Premium, the only thing to consider is which interest which is fully deductible from his taxable income, providing a further offset against the cost of the loan.

A phone call to a note to the Credit Union Office stating the amount you wish to borrow and how much per month you wish to repay is all it takes to get a Share Loan. The entire transaction can be handled over the phone. It may also apply for Share Loans as well as other Credit Union Loans through your Local No. 3 District Office.

Labor Day Greeting

GLORY OF LABOR

BY NELSON H. CUMMINS
President, National Council of Senior Citizens

For many years people have been having a "Labor Day" this cannot be an enjoyable last holiday of the year, a summer season of work, millions are unemployed. Millions more are forced to work in order to hold onto their hard won wages. Keep our wages worth their wages with spiraling costs of living. Other retired workers on fixed income are especially hard hit.

This Labor Day calls for a recollection that the glory of Labor in past years has been the willingness of men and women to stand together in adversity and face up to hardships if need be to secure the rights of working people. This year we must accept them as either an end or a permanent condition.

It is in this spirit that we salute our hardworking brothers and sisters this Labor Day.