The start of Sometime New—Newly elected officers of Operating Engineers Local Union No. 3 are installed by James Twombly, Regional Director for Region 10, in San Francisco on Dec. 15, 1973. Twombly is seen at podium in the center of the photo.

Marr Implements Reorganization Program

Officers, Staff Get Specific Job Description

An integral part of Business Manager Dale Marr's reorganization of Local 3's staff is a job description for all officers and staff personnel. According to Marr, job descriptions are crucial because they clearly delineate each employee's duties and responsibilities.

"Again, better service to the membership is the goal," Marr said. "With job descriptions there will be no doubt as to a given person's duties. This will put an end to back-peddling and greatly increase the efficiency of our union as a whole."

Marr also said that the job descriptions were not created solely for the information of Local 3 members and officers.

"Equally as important as increasing efficiency is the fact that these job descriptions will allow any member to come into the dispatch hall and, at a moment's glance, determine who is responsible for a given function," he said. "I promised the brotherhood greater communication and this is what I intend to deliver."

Marr said that this information will be invaluable to rank and file members in deciding who should be appointed about a specific problem.

At the recent staff meeting the job descriptions for district representatives, business representative and dispatchers were reviewed. According to the description for district representatives, that position is a key union job.

"It (the position of district representative) demands an excellent ability to coordinate the work, that needs to be done and the people available to do it in order to make the districts respond as a unit for the good of this union and its membership," the description reads.

Under duties and responsibilities the description says that the district representative must have a thorough knowledge of the jobs within his jurisdiction in order to assist the dispatcher, office personnel and business representatives who report to him. It also says that he must be in

See More Job Descriptions, Page 3

Reorganization Announced At Staff Meeting

An extensive reorganization of Local 3's staff was announced by Business Manager Dale Marr in the first staff meeting of the new administration, held in San Francisco on January 11.

In addition to Marr and other Local 3 officers, the over 100 staff members who assembled heard short addresses by Frank Hanley, assistant to the general president and Jay Turner, general secretary treasurer.

In his opening remarks Marr repeated several times that the main thrust of the new administration would be "service to the members." In conjunction with this he said that he was not a "one-man gang" and that each of the elected officers would have specific and clearly delineated responsibilities.

In addition to the powers and duties outlined in the constitution, Marr announced the following additional assignments: President Harold Hutton will handle contract violations, management, jurisdictional disputes, and business representative training; Vice-President Bob Mayfield will cover private organizing, contract negotiations, delinquent employers and business representative training; Recording- Corresponding Secretary James "Bud" Ivy will be in charge of the credit union, the files department, the contracts department, the IBEW department.

See More Reorganization, Page 4

Better Service To Members

Business Rep training courses started

One of the most important parts of the reorganization Business Manager Dale Marr began implementing this month is a training program for business representatives.

"The time has come when labor-management relations are so complex that we can't afford to take a man out of the field and make him an agent the next day," Marr said. "If a man is really going to serve the members he must be familiar with the tools of the trade."

The two-week program, which will be taken by all business representatives, covers 21 important aspects of union function.

According to Marr the course will be both a training and retraining program. Experienced representatives as well as new ones will be trained, the more experienced ones adding their knowledge to the curriculum while they are being informed of new innovations.

All topics in the program will be covered in 30-hour. The basic format: is a seminar style in which a staff member or Local 3 officer will act as the leader and present the topic. The trainers will be encouraged to enter the discussion and ask questions.

On a typical day from one to four topics might be covered. A test will often be given after the session is over.

"The tests won't be used to grade the agents, though," said Marr. "They will be corrected and returned for an open discussion on all the questions. In that way everyone can learn why his answers were incorrect."

Many additional materials will be used in the course, including visual aids, outside speakers and textbook materials.


See More REORGANIZATION, Page 5

Business Manager and Editor Dale Marr announced that, as a service to the rank and file membership, a column answering members' questions will appear in Engineer News. All questions of interest to the general membership will be welcomed. Personal questions will be answered on a personal basis and should be addressed to the department in question. Send questions to QUESTIONS, Dale Marr, Editor, 474 Valencia St., San Francisco, Calif., 94101.
LOOKING AT LABOR

By DALE MARR, Business Manager

This is my first opportunity to report to the general membership on the progress of your Union since my installation as your new Business Manager on December 15, 1973. First, let me say to each of you, your wives and all members of our great Local Union 3 family—I am honored to have been elected chief executive officer of our great organization and I shall always work for all of the members of this union with integrity and dedication.

What we have in labor today what with wage controls on the working man and no controls on the price of the goods he must purchase in the market place. There is, of course, no control on profits and this deck against the nation's work force has resulted in an economic evil of the magnitude which can only be corrected by working together with our brother labor unions in the political arena.

We are busy then in our efforts to bring Local Union 3 back into the mainstream of the labor movement and to this end have appointed your elected officers and delegates to all the labor organizations that represent our common goals. We will fight hard for economic justice.

As you well know, our negotiated wage package has been in the hands of the CISC for some time, however, we have every reason to believe that we will have an official ruling in hand within the next week. Though we are pretty sure we won't get the full package, we are hopeful of at least getting in the ballpark on this one and finally putting it behind us. In order to go through with the negotiations that are contemplated, we will be bringing the package to you in the field just as soon as we have it officially.

With the advice and consent of the rank-and-file Executive Board we have put several new departments in our promised reorganization structure. I have had the opportunity to work with the reorganization committee in another part of your Engineers News so I will only point out to you here that the total effort now underway is to provide better service for and communications with all the rank-and-file membership at every level of the operation of our Union.

You will also read a more detailed story on the new Business Agents Training Program in another section of IBEW ENGINEERS NEWS so I will only speak here of the membership of the important and vital assistance the 30 percent.

I am also proud of the progress we have made in such a short period of time. The PAL system is like a computerized registered mail system, except that you pay only a small fee for it. The PAL system is a state, county and city-wide system. If you like, I will explain this in more detail to you if you have any interest in such matters.

I hope I can continue the success I had as credit union manager. There are so many challenges and, with the help of my new officers, we are receiving every one head-on. I am also proud of the progress we have made in such a short span of time.

Again, I am proud to be your new Business Manager and I sincerely hope you will always be proud of the record of
On Warm Springs Dam
An Open Letter To Gov. Ronald Reagan

Dear Gov. Reagan,

On Dec. 30, 1973, State Senator Peter Behr of Marin County sent you a letter requesting that you withdraw state support for the Warm Springs Dam project. He urged you not to be induced by the San Francisco Chronicle.

We have read Sen. Behr's letter and would like to give you our views of the matter. We disagree with the Chronicle's approach as unpromising that he would step outside of his district to ask that you halt a Sonoma County project.

In addition, the San Francisco Chronicle has implied that Sen. Behr does not know much about the Russian River Project. It was first envisioned shortly after World War, II. All of the material in our files show that the plan always included construction of Coyote Valley Dam as the first phase and then a dam on Dry Creek (the Warm Springs Dam) as the second phase and enlarging the capacity at Coyote Valley as needed.

This is the plan which was presented to Sonoma County voters in May of 1969 which was approved by a 3-1 margin.

Sen. Behr, in his rather lengthy letter, fails to mention that the Russian River. We do believe he mentions a more recent vote of the people of Sonoma County in June, 1972, when voters again approved the concept of the Russian River Water Project by defeating an initiative to repeal the Sonoma County Water Agency authority to borrow funds for the project. The people behind the initiative are the same people opposing Warm Springs Dam now, and their efforts resulted in the need to seek approval of the Warm Springs project.

Now Sen. Behr and his supporters would have Sonoma County spend more money on another election. It seems to us that two favorable votes are enough.

Sen. Behr also displays his ignorance about rivers in flood. He notes that "only" 4,000 acres would not be inundated by a major flood including the lower Russian River if the Warm Springs Dam were constructed.

He should travel to Gaerneville and other Russian Rivers communities and ask the people who are flooded out how important the top 12 inches of a flood crest are in terms of total damage and threat to lives.

We also try to make the point that flood control offered by Warm Springs Dam would actually result in more flood damage because it would encourage more development. The Chronicle's disservice to the Sonoma County Planning Commission and its flood plain building controls with that statement.

We could point out other fallacies in Sen. Behr's letter to you, but let us conclude with this: The Warm Springs Dam has been through the orderly and legal planning and construction stages since 1955. It is needed for flood control, recreation, and water supply. More than $30 million has already been spent on land acquisition and initial construction.

The Chronicle's assertions are based on rhetoric and political expediency. The project is needed. Sen. Behr does not represent Sonoma County.

We strongly urge that you reject Sen. Behr’s request out of hand.

Sincerely,

The Press Democrat

Report From Washington

Nine Signs the U.S. Will Laid Off Labor

By CONGRESSIONAL "DIZZ" JOHNSON,
2nd Congressional District, California

Special to the Engineers News

The House of Representatives recently adopted the Conference Report on the Appropriations bill for the Departments of Labor and Health, Education & Welfare for fiscal year 1974. The President signed the measure on Jan. 10, 1974. While it was a welcome change from past practice of vetoing Labor-HEW appropriations bills.

The 1974 Labor-HEW appropriations bill will fund the nation's social and welfare programs and its efforts to help the underprivileged. Congress twice last year passed bills appropriating funds to maintain and expand three programs and President Nixon vetoed them. The 1974 bill provides $329.5 billion—$1.4 billion more than requested for Labor, HEW and other agencies for fiscal 1974. The total is $85.4 billion more than the President requested. All of the $329.5 billion of the 1974 bill is for statutory items, like public assistance. Aside from this, the 1974 total of $329.5 billion will be automatically appropriated for fiscal 1974 for federal social security, other trust funds, and other permanent appropriations.

ITEMS OF SPECIAL INTEREST

MENTAL HEALTH: The bill contains $2.5 billion for the Community Mental Health Centers Act but denies an Administration request for $362.2 million to liquidate the program between 1975 and 1980. The bill adds $141.9 million, including $65 million related to the recent extension of the act through fiscal 1974.

REGIONAL MEDICAL PROGRAM: $82 million included; budget asked nothing.

HILL-BURTON: $197 million for hospital construction; budget asked nothing.

NATIONAL INSTITUTES OF HEALTH: $2.5 billion, $380 million more than requested. Increases include $51 million for cancer and $20 million for the National Heart and Lung Institute.

IMPACTED AIDS: $503 million; ($500 million more than requested), is included to provide school districts with the same percent of en- rollment of poverty children.

ELEMENTARY AND SECONDARY EDUCATION, TITLE I: $1.8 billion, same as in 1973 but $252 million more than the Administration asked for.

HIGHER EDUCATION, STUDENT AID: $1.6 billion, as requested; however, the distribution is changed to include student loan funds and supplementary opportunity grants which the budget did not propose to fund.

LIBRARY ASSISTANCE: $172 million, to restore all library programs that had been cut earlier this year.

OFFICE OF ECONOMIC OPPORTUNITY: $346 million to continue Community Action Agencies, legal services and community development under OEO. The budget proposed the abolishment of OEO and its Community Action Agencies with all other functions to be transferred to other agencies.
This article is the first one I have written since the recent election and, therefore, the first one in my new capacity as vice-president. The holidays are now past, and, even though this winter is at its worst right now, I am deeply committed to our work and our organization, and the quality of service we offer to our members and other labor organizations. We are making progress, and this is not going to be easy, but we are making progress.

Last year, overall, was a better work year than it has been for a number of years. However, looking at the present and the future, we have a good reason to feel optimistic about the future, and our organization is well positioned to take advantage of the opportunities that lie ahead.

Everyone of us is affected by the energy shortage. As we are experiencing more than a 50% increase in fuel costs, we must be careful about the way we use our resources, and we must be prepared to adjust our priorities as necessary. Despite the uncertainties, we are taking a proactive approach to addressing the issues and challenges that lie ahead.

My main point is that if we are going to have our share of the work, all of us are going to have to participate more than now in the past. For us to sit back and think that the union will take care of all by itself is a mistake. We cannot keep sitting around at lunch-time seminars and complain while doing nothing else. You as members must meet with your Congressman on key issues and attend public hearings on dams, highways, and other construction projects. Your hands are filled with hard hats and not hard hats can you assign which way such boards are going to cast their votes. We will be advising you on matters through C.A.T.E.T.

I had the privilege of attending such a meeting in the San Francisco Board of Supervisors’ chambers regarding a $300 million dollar bond issue. We are seeing a large group of hard hats the expansion was passed by a narrow margin.

In the continuing search for energy and oil sources vast amounts of oil shale have been found in Utah, Colorado and Wyoming. We are, of course, aware of their potential, and whether this source of oil is developed or not will hinge upon feasibility studies and environmental impact studies. The development would ultimately have returned from a stay in Guatemala.

One of the main points of expansion on the San Francisco airport and by the effort of the San Francisco Board of Supervisors’ chamber is a $300 million dollar bond issue. The only thing they can’t do is supply Guatemala City with water, was originally undertaken by Columbia, an Italian construction firm. But the Italian company ran into a problem that they could not solve—a section of material would not function under tremendous pressure—and they turned it over to the U.S. State for the equipment needed to finish the project.

The Italians finally found the device they needed with Baumbach’s company and he was sent along to instruct the Italians and Guatemalans on their operations.

From the beginning, Baumbach found that working conditions there were far different than those he had been used to.

"In Antigua, a city of 30,000 people," he said. "There wasn’t one grocery store in the entire city and there was only one house with hot water and one washing machine.

Baumbach was lucky enough to be roomed in the city’s sole structure with these conveniences. The Italians finally found the device they needed with Baumbach’s company and he was sent along to instruct the Italians and Guatemalans on their operations.

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"In Antigua, a city of 30,000 people," he said. "There wasn’t one grocery store in the entire city and there was only one house with hot water and one washing machine.

Baumbach also discovered that living conditions were vastly different than those he had been used to.

"The only thing they have is a small pension plan, taken out of their paychecks by the government," he said.

It is said that 90% of the men working for Baumbach on the job site were practically non-existent.

"The way they feel down there is that if two or three men get killed they will just hire two or three more," Baumbach said. "The big shots have all the money and power and the working men have none—and there’s no way for them to get any. The big shots just don’t give a damn about the men.

Fringe benefits, of course, do not exist either.

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Finally, after digging 1200 feet of tunnel, Baumbach ran into the same problem—the Italians had had a lot of pressure behind it and 1000 feet of the tunnel filled with material in seven minutes," he said.

Baumbach said that as soon as he was told he could leave he got on a plane and headed for the United States. The tunnel is now being dug by hand, with bulldozers being cut from the surface to relieve the pressure.

"By the time I got back, to the States I could have even kissed Nixon," he said. "At least we have enough to eat here."
With an energy crisis upon us which threatens to allow 15 per cent of construction in the United States, labor and management are backing a program for conservation of fuel. The program is designed to make machines and equipment more fuel-efficient. It is expected to reduce fuel consumption by 20 per cent. The following list of tips is for fuel conservation:

1. Don't increase the fuel setting to try to obtain more power. The machine is made with a power-to-weight balance.
2. Set the track limit so there is no black smoke on acceleration.
3. Don't set the idle speed on the governor any higher than necessary.
4. Don't idle the machine's engine unless it's absolutely necessary. Shut it off.
5. Make sure the turbocharger is turning freely and the proper air-fuel mixture is used for the most efficient fuel utilization.
6. Don't operate with the brakes or retarder applied or drilled.
7. Don't fill the fuel tank to the overflow. This saves the fuel that is lost, expands when it gets warm. A full tank parked in the sun will heat up and the fuel will expand and overflow. Don't stall the converter or operate the hydraulic system over the engine's full speed because the machine will be lost in heat.
8. Make sure the air boxes and screens are cleaned. Keep the compressor working and waste energy.
9. Make sure the battery cells are functioning. One bad cell will make the generator work harder than normal to make up for the current loss.
10. Keep the fuel cleaners clean.
11. Operate with the proper tension to prevent track stretch. This allows the operator to seat one and a half to two inches between the front carrier roller and idler.
12. Operate with a thermostat all year round.
13. Install the fluid to the proper pressure to get minimum ground pressure.
14. Be careful not to spill the tracks or tires when working a hot job. It reduces the production. It does increase track/tire wear as well as increase engine p.m.
15. Size the machine to the job. A machine too small uses extra fuel in additional trips back and forth. A machine that is too large, extra fuel is used carrying unused machine weight.
16. Don't under or overlod the machine. A machine loaded beyond the designated load allows the capacity is most efficient.
17. Don't set the idle speed on the governor any higher than necessary.
18. Look for ways to let nut and bolts be made so they can be reused. Don't downsize. Use the job lay-out to conserve both energy and dollars.
19. Stop push-loading when a normal load is obtained. The operator should not set the load and move the machine to get one or two more yards in use on fuel efficiency.
20. Use motor graders to keep up the sidewalk.

According to the company which compiled the list, the following tips would mean a reduction of at least three per cent of fuel consumption in a machine that uses 51 gallons of fluid per hour over a 2,000-hour work cycle. Fuel conservation would amount to $1,800 over this period. This extra 90 gallons per hour would allow 70 extra production for the machine per year.

**Appeals Court Upholds Ruling on Yerba Center**

A California Court of Appeals upheld a Superior Court ruling late last month against an environment and his attorney who had attempted to block construction of San Francisco's Yerba Buena Center.

Attorney William Brinton and his associates, who had argued that an architectural contract for the huge center, an $87 million project, was illegal because an environmental impact report was not prepared before the contract was signed in 1971.

The court ruled, however, that while environmental impact reports are now required, state law was not violated in the case of San Francisco to prepare such reports at the time the contract was negotiated.

While the Court of Appeals reversed the order of the decision Superior Court Judge I. A. Brown continued to hear arguments from lawyers for the City of San Francisco and Brinton on other sections of the lawsuit.

Max Weaver

Max L. Weaver Sr., a 12-year member from San Jose, is the newly elected Executive Board member District 8, Weaver won the position on the first ballot over incumbent Bid Dic Miller.

Prior to being elected to the Executive Board, he had been a job steward since 1966.

A heavy duty repairman and welder, Weaver works for Paving Company of San Jose. His previous jobs include field mechanic for Ribbons and Reed Company of Salt Lake City, as well as work on San Francisco's BART system and the Bidsheet Grousl Company.

Weaver also designed and built the original curb and gutter after a letter from the City of San Francisco in 1967.

"I ran for elected office in 1972 in my union and the membership with the best of my ability," Weaver said. "I want to see Local 3 not only set a pattern for other Operating Engineers locals, but for other crafts as well. We are the largest and still growing."

Weaver is active in the first year: the fifth year on the board, and is one of the many journeymen who have worked through the apprenticeship program at Rincon Muirita to upgrade their skills.

Active in community affairs, he is a member of the Optimist Club and is a candidate for the San Jose City Council.

Weaver has eight children and six grandchildren.

Marr also announced a new training program for business representatives, which started on January 1st.

"We've cleared out the past time we can call a man off the site of a piece of equipment, give him a set of keys and some cards and tell him he's an agent," Marr said. "We've developed a training program to help new agents give more effective service to the members."

The training session, taught by Marr and his associates, was made up of 21 important aspects of the job, including: job description, job relationships, job training, job personnel placement regulations, delinquent employers, credit union, health and welfare payments and other topics.

Marr also announced the creation of seven new departments.

There will be a separate safety department under Jerry Martin, a public service department under Bob Tilton, a member of the Engineers Union, under Mike Womack, a steward program under Lee Dorrance, an organizing department under Bill Hailey, and welfare-payment department under Mary Davis.

Hanley and Turner, of the West Coast to help develop an underground mining agreement, spoke briefly to the meeting.

Hanley said that pressure was being applied to the federal administration to put an end to the string of decisions unfavorable to labor which were handed down last year.

"We've made it clear to the Court of Labor that 1979 is not going to be any better," he said.

Turner spoke more specifically about labor mining which he said is the subject of the agreement with Hanley and Turner.

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Hanley said that pressure was being applied to the federal administration to put an end to the string of decisions unfavorable to labor which were handed down last year. The biggest part of this, 60 to 65 per cent, is going to be handled by direct salesmen. "We control a large amount of the market," he said.

Three months ago, Turner said, Operating Engineers are going to be more heavily involved in this operation.

"We're going to control strip mining, wherever it takes it, we're going to control it," he said.

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Hawaii Master Pact OK’d by Committee

The Construction Industry Stabilization Committee (CISC) last month approved wage and fringe increases totaling 51 cents for both the Hawaii Master Agreement and the Hawaii Dredging Agreement.

Both contracts were ratified in 1972 and became effective in September of that year. The CISC refused, however, to approve substantial provisions in the master agreement. They were double time after 10 hours, pay for seven hour payments, and an increase in the premium for underground work and eight hour pay for seven hour underground work. On the dredging high seas, the CISC agreed to 10 hours was not approved.

These provisions had previously been reduced in 1973 and this decision, dated Dec. 10, 1973, suggested that the provisions be eliminated. Local 3 has the opportunity of appealing the CISC decision, however.

In addition to wage increases of 15 or 20 cents, depending on the classification, fringe increases approved were 5 cents for health and welfare, 1 cent for pensioned health and welfare, 10 cents for pensions and 5 cents for vacation and holiday pay.

The CISC did not approve increases scheduled for September, 1974 but retained jurisdiction over them. This means that the agreements must again be submitted this year in order to gain approval of the September increases.

Further action will depend upon the election of new representatives for each classification and the decision of the CISC.

BUSINESS MANAGER DAVE MARR welcomes General Secretary Treasurer Jay Turner to the podium at the Local 3 business representatives’ and staff meeting held on Jan. 11.

A ROUND OF APPLAUSE is acknowledged by Business Manager Dale Marr after his and other officers’ installation on Dec. 15.

1974 Good Year for Utah Construction

BY TOM BILLS, District Representative and WAYNE LASSITER, LAKE AUSTIN and REX DAUGHERTY, Business Manager

We are happy to report that the 1973 construction season has been one of the best in the history of the State of Utah. As we reach into the month of December, most of the projects are near completion and the supplies from the dam are being turned into the winter storage andthere are more men on the job.

Central Utah recently received good news when Secretary of the Interior Rogers Morton announced approval of the go-ahead with construction on the Currant Creek Dam and the Vat Tunnel. The Currant Creek Dam will be open for bids for early 1974 and the Vat Tunnel in the fall of 1974. These projects are partial of the Central Utah Water Project and are needed to supply water for the growing population of Utah. With highway funds being reduced, the workers will be available for work for the brother engineers in Utah.

The area has been hit with some snow and the jobs are not at the higher elevations are shut down. However, there are a few jobs at the lower levels that are still working.

L. A. Young Construction of Richfield has a crew working at Salina Canyon and they hope to be able to work most of the winter. We understand that L. A. Young plans to move some additional equipment to this job.

Several have been reduced at the Huntington Power Plant but not as much as expected. The work seems to be holding constant and it is hoped that some major repair work will be done on the bigger projects. Many of the brothers who have worked on the first phases of the Huntington Power Plant will be available for the proposed plant to be started next year.

Work on the precipitator at the Castle Gate Power Plant is expected to start early this spring. The job should be completed in just one season if everything goes smoothly. W. W. Clyde Company has a small crew working on the excavation and also a small road job in the area. However, they do not intend to start moving dirt until next season.

Geneva Rock Products plans to erect a new crusher at the Point of the Mountain pit. The present crusher is not large enough to satisfy the demand. Some plans are also being made to erect a new pit in Salt Lake County. It is possible that Geneva Rock Products will be able to keep quite a few men working through the winter.

Heckert Engineering is still working a two-shift operation and hopes to continue if they can get enough fuel. Next season looks good for the members at this plant.
Apprentice Systems Notebook

By JACK H. McMANUS
Administrator

The winter season is once again upon us and work is quite slow in many parts of the country. Because of the environmental requirements, lack of contracts being issued or just plain bad weather, the action is rather slow. Now that the bad weather is here, the time becomes idle and idle hands are bad for any apprenticeship training center. Hence, an apprenticeship training center needs an effective course of action to avoid another year of the usual complaint that our programs are not putting out any apprentices that extend for a maximum of six years. We intend to do our best towards putting apprentices out this year.

Engines and equipment

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Many Changes Made In Apprenticeship Program

By CLIFF MARTIN
Coordinator

After an absence of two years and 10 months Cliff Martin returned to the Marysville area on Dec. 20. If the card is not seen he will be working on one of San Francisco to be put on your print out. That way the mistakes can be corrected before they get to San Francisco. A few of you constantly forget to have the boss sign the card or don't get a grade put on it. Then you wonder why your hours don't change. Hopefully by letting the coordinator check for errors we can have more accurate hours. Again, your coordinator must have the pink copy as soon after the last of the month as possible.

The work in our area is beginning to take shape for the coming year. One of the bigger jobs is Melones Dam, which is to be built on the Stanislaus River. Bids will be once again opened on January 25, 1974, approximately 10 days after you put in your time cards. Don Pedro job. We worked on this $100 million job. We can remember the Don Pedro job. They worked around the clock, three shifts, and a lot of apprentices started and finished the job. We kept up the good work, and we see you at our next safety meeting.

The winter season is once again upon us and work is quite slow in many parts of the country. Because of the environmental requirements, lack of contracts being issued or just plain bad weather, the action is rather slow. Now that the bad weather is here, the time becomes idle and idle hands are bad for any apprenticeship training center. Hence, an apprenticeship training center needs an effective course of action to avoid another year of the usual complaint that our programs are not putting out any apprentices that extend for a maximum of six years. We intend to do our best towards putting apprentices out this year.

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Apprenticeship Training And Dedication Bring Success To San Mateo Engineer

Plombo's shop just off the Bayshore Freeway is a good example of what apprenticeship training can do for a man. Of course it takes more than just training—it takes a man willing to learn and apply himself to his chosen craft.

Each man is his own foreman, Pete Favre (kneeling at left) explains a detail of a repair job to three apprentices as part of their on-the-job training. Favre joined Local 3 in 1960 as an apprentice.

Apprenticeships Now Available for 11 Additional Occupations

Apprenticeship firemen are now working in California—and firefighting is only one of eleven occupations to take on apprentices for the first time during 1973.

According to the State Division of Apprenticeship Standards, the other crafts to become apprenticeable are breaster, computer, diamond tool maker, pastry cook, and retail hardware clerk. The remaining five are specialists in the electronics field: electronics assembler, technical programmer, s.e.m.- conductor technician, systems tester, and research mechanic. These new programs are in addition to the 432 crafts and skills approved for apprentice training under the Division of Apprenticeship Standards, State Department of Industrial Relations.

"While some of the traditional crafts—carpentry and plumbing, for example—are crowded, we are finding good opportunities for apprentices in industries that have never before had them," said James E. Stratton, Chief of the Division of Apprenticeship Standards.

"We are looking to expand the apprenticeship training concept into many new fields during the coming year," said Stratton. "We want to provide entry into more of the skilled occupations for our youth and for our veterans."

The three apprentice firemen in the state are working for the Big Bear Lake Fire Prevention District in San Bernardino. The program for the California firemen apprentices follows guidelines developed by the International Association of Firefighters, AFL-CIO.

BY HUGH BODAM, Coordinator

Local 3 has come a long way since it became a local union, and especially in the last 12 years under the guidance of past officers who had the foresight and knowledge in planning to lead this organization by negotiation. Their ideals have managed to get the membership involved in the activities of the union, such as stewards, safety men, etc. Their re-writing of the by-laws and environmental impact meetings have helped the membership in many areas.

Too often an organization suffers from inactivity and inadequacy due to the fact that the membership leaves everything to the officers or someone else rather than do it themselves. The officers of this union can only do so much without the help of the membership. Everyone must realize how much blood, sweat and tears have gone into building an organization such as Local 3. The effort and hard work of negotiating and after-hour meetings have been without conditions and fringe benefits the membership now enjoys. We would get more help from all members in all ways if this were clearly understood.

The future for industrial and construction workers lies in the education of our members and especially now with a new group of officers in charge. We want to see it continue, to grow more strong and efficient and good a name it has earned from the International, the State and the firms it does business with.

So we encourage all members to work for your best interest in order to have a better understanding of your local union, its structure, purpose, goals, its obligation to you and its obligation for you to it. By becoming better acquainted with its by-laws and constitution you will have a better understanding of how they are administered, and be able to support your new officers for a better organization.
Many San Jose Apprentices Advanced

By DON INCARDONA

Work has slowed down in the San Jose area because of the rain. The apprentice training hours for the past two weeks have been over and R.M.T.C. is open again. We have a lot of men going through the Apprentice Program in San Jose.

This week we would like to thank both the contractors and the apprentices for the fine job they have been doing. I'm sure the conditions they have been working in have not been easy. The rain has been coming down in buckets.

We had our safety meeting December 26, 1973 and the attendance was poor. There were 27 absences. We know it was the holiday season, but it is every apprentices' obligation to attend these meetings. Again we must ask all of you to read your Rule Book Regularly. Take six and seven to safety meetings. We would like to send our congratulations to Albert and Gail Uhde on the arrival of their new son Albert John, who was born October 7, 1973 and weighed in at 8 lbs. 10 oz.

We would also like to send our congratulations to Bill and Ellen Uhde on the arrival of their new son Michael Scott who was born November 1, 1973 and weighed in at 7 lbs. 10 oz. Welcome to the world young man and welcome aboard boys.

Apprentices are making good in the field. I would like to mention young William Vincent who played Santa Claus for a little extra loot during the holiday season. We all made our outfit and Bill was in business. Bill also donated his time to all the children at Noble School.

Robert Shanks also has a profitable hobby that's paying off for him. He is not only a good mechanic when it comes to repairing cars and said he is keeping real busy.

Harry Weiler, who has been a communications apprentice for the past seven years, decided that he was going to learn how to cook. His mother-in-law has been teaching him. His first venture was an omelette and he made his first batch. He didn't look like he hurt him, other than the fact he looked a little green and some of his hair was falling out.

Are Things More Complex Now?

By PAUL SCHISSLER

Technical engineer apprentices who are involved with the surveyors Apprenticeship Program have undoubtedly used, or been plain, thence following a line in a different direction to a certain marked yellow oak tree on the off side of a knoll with a flat stone laid against it, thence after turning around in another direction to a certain marked yellow oak tree and a straight line to a certain heap of stone which is by pacing just about nine rods and about 1 1/8 rods more from the stump of the big hemlock tree where Phil Blake killed the bear, thence at the corner begun at by two straight lines of about equal length which are to be run in by some skill and competence in your degree. We can expect to tighten our belts a little.

Looking ahead to 1974, we all expect to tighten our belts a little, contractors and workers alike. Some of us have been having some fuel allotment system our dear government wants us to live with.

Seeing that the holiday season is over, we can start right off on rigs at 10% oz Congratulations.

While at R.M.T.C. training, most apprentices are exposed to some of the latest and most sophisticated surveying certain marked yellow oak tree with no value, the same being part of the Great Swamp so called, to a certain marked white birch tree about two or three times as far from a jog in the fence going a Marking, the other on Utah Highway 95 near Blanding, towards the Lake Powell area. These two jobs have been going on for some time and both are expected to be completed soon.

Are Things More Complex Now?

By JOHN THORNTON, Coordinator

As much as we dislike to write a weather report in place of a monthly news article, it sometimes sounds like it. On the brighter side, we would like to talk about some of the few jobs going on where the Utah apprentices are employed.

Morrison-Knudsen Company's District No. 8 permanent shop seems to have more repair work in the winter than during the regular work season and this means that there are more HDD apprentices employed at present but during the summer there will only be one or two.

Shurtleff & Andrews Crane Service has kept one UEO apprentice so far and, hopefully, he will stay on through the rest of the cold weather working around the yard and on custom work in the Salt Lake City area.

The Huntington Canyon Power Plant is nearing completion on the first unit and the Jelco-Jacobs Company is still keeping two apprentices busy there. Construction on the second unit should start sometime after March, which will probably increase the number of training opportunities.

Strong Company is starting back on two of their road jobs in southern Utah, one of which is on I-70 at Thompson and the other on Utah Highway 95 near Blanding, towards the Lake Powell area. These two jobs have kept four apprentices busy thus far.

A few changes occurred in the Apprenticeship Program. Several apprentices received advanced standing and even journeyman status through the Standing Committee at Rancho Murieta Training Center.

For money, 1973 was a slow start but a fairly active season. For some 1973 was just like 1972, no start at all. For those with little or no motivation, 1974 will be no better.

For those same few, 1973 was the year to learn about rules and regulations of the Apprenticeship Program. Not many, but a great deal of information was given counseling on the allowed and unlimited violations of the rules and regulations. Let's hope that we won't have to repeat that lesson.

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By RAY COOPER
District Representative and
G E N E L A K E
Business Representative

The North Coast (Humboldt County) is experiencing the wettest winter in the memory of many locals. Rainfall for the month of November 1973 was the heaviest on record for that month in the last 40 years. 24. 08 inches have fallen on Eureka and surrounding areas, the total for the period is 9.23 inches.

No single day was particularly heavy. Looking back at the past is the best construction season on record here in the four decades of Eureka both, the larger part of December. Interstate Highway 80 Job through Reno is having problems getting the large direction. The project has been delayed and it may have also opened a portion of Highway 395 from Glenbord to Oracland.

McKenzie's job at Sparks High School at approximately $7 million will be in place. Work is proceeding with approximately 300 working days. Barlow and Peak are working on the project. The housing project at Spanish Desert, is underway and the new date for the project is approximately January 15. Western Crane & Rigging have been working on the project. They have welcomed over 200 employees for the winter and are working here and there.

Nevada Paving and Sierra Paving have to come to a stop due to the weather conditions. Jim Thornbird of Nevada Paving has not been able to get the project working due to the large amount of snow. At this time it is important to look at the weather conditions.

The project will consist of construction of a half-interchange at 14th Street and an interchange at Sunset Avenue. It is also important to note that the project will be constructed for the State Highway Department. The project will be included in the budget for fiscal year 1975-76.

However, it was explained that monies could not be specifically budgeted for that purpose until the project cleared the requirements of 1970. An environmental impact statement must now be approved before the project can begin.

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Some Marysville Projects Still Moving

By ALEX CELLINI
District Representative and DARWIN SMITH, Business Representatives

The rain is here to stay, but some work continues regardless of the bad weather.

H. Earl Parker has a small contract awarded him for a distance of 3.5 miles north of the Sacramento River levee. Kaufman and Reynolds will be responsible for work on the levee near Johnsville in Willow Creek. On the same project Mills Construction will be responsible for the footings and floor work.

Another project involves work on the Tamalpais College campus where a small concrete crew working and installing a pump concrete for bridges and overpasses for the farmers and ranchmen across the way. One of the projects involves the construction of the concrete for the following completion of this work, existing Route 101 from last south of Novato Creek Bridge to just south of Atherton Avenue interchange. the cost of this project is $500,000. Peter Kiworn Co. will construct the interchange. Work is one quarter complete September, by Temoa Construction Co. on their contract with the State with the project that the 101 interchange. For a distance along County Route 792, from 3 mile 1971 this route was improved to reduce the San Quentin Prison West Gate, the contractor improved a left-turn lane that will lead to the prison. The City 1975 and it was improved to improve safety and install a flashing beacon to alert motorists to the new 18,950,000 for the year 1974 and the City the balance. The City will be responsible for maintaining portions of the newly authorized plantings.

Work is now about two-thirds complete on the bypass project on Route 101. Free-

Baldwin Contracting Co. is working almost complete in Hamilton City with just a little more stripping of trees and some work must be done. Butte Creek Rock has the contract to approach to finish and tie in of the old highway up.

Work on the east side of the Marysville District will be slow at the present time due to the rain and weather conditions.

They have a $940,000 job awarded to Crooks Construction on the Westside Road from Highway 49 to Calpine Road in Sierra County. They had just begun work on the weather shut them down. This job will start along September of 1974.

Pacific Western Construction Co. still has about $10,000,000 worth of work to do on their job on Highway 89 between Grazagale and Calpine.

The existing climbing lanes to improve sight distance and modify the ram connections from the overcrossing to accommodate the increased traffic. The City of Petaluma plans to widen East Washington Street to four lanes, and the Department of Transportation will widen and rock slope protection on the Port Way between Highway 120 and Roth Road, resurfacing of the Alamo Creek Bridge to just south of Atherton Avenue in the area of Cleveland Dam when rain is still starting their job at Thermata Dam near Healdsburg. The $100,000 report was filed with the Corps the massive report, available adverse decision is not expected.

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In San Jose

Most Brothers Getting Work Each Week

By MIKE KRAYNICK, District Representative

BERNARD BULLARD, ROB FLECK-STEIN, TOM CARTER and A JACK HUBER, Local 19, Representatives

Old man winter has brought a slow down in the area, but the local contractors have been starting up again with several new projects. We hope that a fairly large percentage of the brothers have been getting in at least some days each week.

Some of the larger jobs in the area that had been going strong for the winter, however, so here's hoping it is a short winter.

Recently bids have been opened on a number of medium-sized jobs in the area which should provide a good deal of work in the area again in 1974 just as soon as the rains stop and the ground dries off.

By the time you read this, the holidays will be a thing of the past and things should get a very happy time through the holidays and everyone in the San Jose area should have a good brother and their families a most prosperous 1974.

The Fitchburg job development was settled by December 12. Approximately 30 brothers are in the Fitchburg area, which is located off to the east near the Combined Kaiser Industries, of which there are three, Kaiser Landing, Kaiser Natividad, and Kaiser Permanente - We must make a mention of the Kaiser construction in the beautiful Salinas Valley. Mr. Harry Lee Plumbing, Inc., is using to make a living, and it appears to be getting good and working the 40 hour week.

With the exception of the Snow Plow brothers, they have been working right along this past season. steward and safety committee members, with the help of four engineers who make their homes in the district were forced to seek work elsewhere in San Jose and other locals last year in order to make a living, and it appears that it will not change too drastically this season.

We have approximately $25,000,000 in construction in San Jose in the second quarter of this year, and it looks like things are really going to get going in the second quarter of this year. Stewart Construction Company has been hit pretty hard this winter with heavier than normal rains and generally wet weather.

Hughes & Ladd, Inc., and C. R. McConnell J.V. (I-5 job at Home Depot) have expedited work in the second part of January or early in February.

Barstow Construction Company, on the other hand, has been able to keep right on plugging along because their job (Montague-Grenada Road) is located in what is known as the banana well of Riverside County.

Robert Moore Construction has a bigger job at Burney, California, that requires the Service Treatment Facility (lots of laval and very little dirt).

Harry Lee Plumbing, Inc., has been working right along this winter trying to get the pipe work in on the projects that are in trenches at least fifteen feet under the ground. We have approximately 19,000 square feet of underground work going on at this time with the snow in the mountains. The first week of January should have no less than seven feet of snow at Mineral while Yreka has a amount of snow and very little snow.

H. P. Edwards, a local contractor, is going to begin his process of building a trailer park just off Interstate 5, in Redding. The brothers working on this are Don Moler, Bill Mendenhall, Joe Mendenhall, Bob DeBolder and Norm Guertner. The dirt at this project site is of the consistency that they will be able to work hopefully through the winter.

The Underground Construction Company which has been in the process of putting up the Colfax Gate for the Virginia company is all but finished in the Hedding area. Underground Construction Company, taking the other major phase of the construction in early 73 and has kept as many as 40 engineers working all winter.

This project started near Susanville the previous year and was connected diagonally to Red Bluff, which is approximately 130 miles, and from there up to the border of about 150 miles to the Bay Area. The cable crossed over some of the rougher areas but we have some fairly nice consistence of steep bluffs, lava flows and masonry areas. Even with all these hazards the work proceeded quite well under the leadership of Jim Silver, the superintendent, and the engineer.

With the energy crunch as it is throughout the nation, it is beginning to take its toll in this area. Helms Construction Company, who has been building the 296 project from Interstate 5 to the Shasta College, has been trying to find a fuel source to finish their project in 1974.

Joe Solei, superintendent on this project, is finding it very difficult to find a fuel source where he would get fuel to finish the project. The better portion of the project was completed on the project with mainly the structures and finish work, but the longer the job is taking, the more money is needed to start the project, and it is already well past the last of the money that was expected.

A variety of small jobs such as the Hawn Mall and Mercy Hospital are coming in on the back of the market. We look for them to finish up this year.

Some of the larger jobs in the area have felt the labor crunch as it is throughout the nation, and it looks like we are going to have to take a hard look at our finances and our ability to work during the winter.

We hope in this fashion to avoid the contractual break in the contract expiration date in June, 1974. Ivy Duncan was selected by the Board as the Chairman of the 1974 negotiations for the unions, and Jack Huber was unanimously as secretary for the 1974 negotiations.

Here in mid-December, rock sand and gravel and readymixes are still working at or near full capacity and are already being heard for fuel shortage problems here. Let's hope that Watson's and Robinson Chisholm shares and first of the year bill paying duties! We are sure to see that construction work that was in progress or just about to be started will get hold up or slowed down until the dry season arrives, but rain, as we well know, is necessary. Let's just hope it is not a very long winter.

We still have some building going on throughout the area with a few small jobs going on every day. We are also working a lot of underground work going on that is keeping a lot of brothers busy.

The ships in the area are moving good and working their 40 hour week. (Chapman Hospital of doing ships, Morgan Equipment has moved into their new shop in Santa Clara areas, and Morgan is really a nice building with all the modern facilities. The only problem is when we look at the dry season, they must have had an inside track on the energy crisis because they didn't put any heaters in the building.

At the present time it's warmer outside than inside the place, but from talking to them they plan on correcting that in the near future.

The truck crane companies are staying real busy around the area withならない brothers and Riggen having their rigs working in the San Jose area, one of them in La Mirada, the other is on North Pier Street and Gish and two on a new building for the City.

There are going to be many changes in the San Jose office lately, that we would like to report to you, brothers. Fred Fleckstein is no longer in charge of the Salinas office, but the Salinas office is going to be disappearing as usual, every Monday and Tuesday from 3 to 5 p.m. and every Thursday from 4 p.m. to 7 p.m.

Brothers Jack Curtis and Jack Bellard will alternate turns in opening the office. If you have any questions, don't hesitate to come.

Most of the ships and rock, sand and gravel plants are still in operation, and as the weather we have been experiencing the last two months, The regulation work for Hilldale Rock Company in San Jose, Coyote, San Juan and Holtier have been going. We have some winter except for those days when they had to shut down because of the snow.

Up to this time the heavy duty repairmen working in the contractors and the Ready Mixers in the area have been pretty busy and the only quiet is good throughout January.

The grade work on the new freeway in the area has been very spotty this winter also due to the weather but the three contractors working on the bridge structure have been making good progress with very little lost time.

The County office building at First and Hedding streets here in San Jose is on schedule. At the present time, Crane and Rigging is erecting the iron; this will be a 15-story building and they are now erecting the iron for the sixth floor. The building is scheduled for completion in early 75.

As we reported in our last issue, most of the jobs in the southern portion of the area are on hold until the win-
With Safety In Mind
Hazard of Winter Driving

By JERRY MARTIN, Director of Safety and Training

Driving hazards are increased by the adverse conditions of the winter. Take care of your vehicle to prevent accidents and keep yourself safe from injury. Here are some tips on how to prepare your vehicle for winter driving.

1. Check the tires: Tires should be in good condition and have enough tread. If your tires have bald spots or are nearly bald, they need to be replaced.
2. Check the brakes: Your brakes should be checked regularly. If the vehicle doesn't stop smoothly, there may be a problem with the brakes. It's important to have them checked by a professional.
3. Check the wipers: Wiper blades should be in good condition. If they are worn or cracked, they won't be effective in clearing snow or ice from the windshield.
4. Check the coolant: Your vehicle's coolant should be checked regularly. If it's low, it can affect engine performance and cause overheating.
5. Check the oil and filters: Your vehicle's oil and filters should be checked regularly. If they are dirty or old, they may not be able to properly lubricate the engine.

Remember, driving in winter conditions requires extra care and attention. Always be aware of your surroundings and take extra precautions to ensure your safety and the safety of others on the road.
Weather Closes Down Work in Alameda
By DECK BELL
District Representative and
Branch Manager, Sybil's \* Supermarket

We can write our legislators about gas allotments, impounded funds for highways, water projects and the weather. We can write and urge the legislature to do something. It is no fun to work in the rain. We also like to remind our members about the weather when we are writing to them about other items.
SAFETY STANDARD REQUIREMENTS

**FOR SALE: TRUCK, TRUCK**

For Sale: Large semi trailer truck with air brakes, 1937 model, 20 ft. long, and all the equipment. Moving out of the area.

**FOR SALE: HOUSE**

For Sale: Large two-story house on a corner lot, fully furnished with all modern amenities. Located in a quiet neighborhood.

**FOR SALE: CAR**

For Sale: 1990 Ford Mustang, excellent condition, low mileage. Perfect for a daily driver or weekend excursions.

**FOR SALE: HOME**

For Sale: Beautifully renovated house in a desirable neighborhood. Features modern appliances and a spacious layout.

**FOR SALE: EQUIPMENT**

For Sale: Various types of industrial equipment. Ideal for expansion or replacement.

**FOR SALE: REPAIR SHOP**

For Sale: Established repair shop with a loyal customer base. Owner retiring.

**FOR SALE: LAND**

For Sale: Prime commercial land in a high-traffic area. Perfect for a new business or residential development.

**FOR SALE: FARM EQUIPMENT**

For Sale: Farm machinery and equipment for sale or trade. Ideal for farmers and contractors.

**FOR SALE: PERSONAL ITEMS**

For Sale: Various personal items including furniture, appliances, and electronics. All in good condition.

**FOR SALE: BUSINESS OPPORTUNITY**

For Sale: Established business with steady income. Ready for a new owner to take it to the next level.

**FOR SALE: RESIDENTIAL PROPERTY**


**FOR SALE: COMMERCIAL PROPERTY**

For Sale: Commercial space available for lease or purchase. Ideal for a variety of uses.

**FOR SALE: INDUSTRIAL SPACE**

For Sale: Spacious industrial space in a prime location. Ideal for manufacturing or storage operations.

**FOR SALE: RESIDENTIAL LAND**

For Sale: Prime residential land ready for development. Ideal for high-end housing projects.

**FOR SALE: COMMERCIAL BUILDING**

For Sale: Commercial building with multiple units available for lease or purchase. Ideal for investors or developers.

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**FOR SALE: PERSONAL ITEMS**

For Sale: Various personal items including furniture, appliances, and electronics. All in good condition.

**FOR SALE: BUSINESS OPPORTUNITY**

For Sale: Established business with steady income. Ready for a new owner to take it to the next level.

**FOR SALE: RESIDENTIAL PROPERTY**


**FOR SALE: COMMERCIAL PROPERTY**

For Sale: Commercial space available for lease or purchase. Ideal for a variety of uses.

**FOR SALE: INDUSTRIAL SPACE**

For Sale: Spacious industrial space in a prime location. Ideal for manufacturing or storage operations.

**FOR SALE: RESIDENTIAL LAND**

For Sale: Prime residential land ready for development. Ideal for high-end housing projects.

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1974 MEETINGS SCHEDULE

1974 SCHEDULE OF SEMI-ANNUAL DISTRICT & SUB-DISTRICT MEETINGS

SEMIAENNIAL MEETINGS

Saturday, July 13, 1 p.m., Masonic Auditorium, 1111 California Street, between Taylor and Jones Streets, San Francisco

DISTRICT & SUB-DISTRICT MEETINGS

JANUARY
15 Eureka, Tues., 8 p.m.
18 Redding, Wed., 8 p.m.
18 Orlando, Thurs., 8 p.m.
21 Honolulu, Wed., 7 p.m.
24 Sacramento, Thurs., 8 p.m.
29 San Francisco, Wed., 8 p.m.

FEBRUARY
5 Sacramento, Thurs., 8 p.m.
14 Oakland, Thurs., 8 p.m.
19 Fresno, Thurs., 8 p.m.
24 Sacramento, Thurs., 8 p.m.

MARCH
15 Salt Lake City, Fri., 8 p.m.
18 Reno, Sat., 8 p.m.
21 Ukiah, Thurs., 8 p.m.
28 San Jose, Thurs., 8 p.m.

APRIL
3 Eureka, Tues., 8 p.m.
3 Redding, Wed., 8 p.m.
4 Marysville, Thurs., 8 p.m.
10 Honolulu, Wed., 7 p.m.
11 Hilo, Thurs., 7:30 p.m.
18 San Francisco, Wed., 8 p.m.

MAY
7 Sacramento, Tues., 8 p.m.
9 Oakland, Thurs., 8 p.m.
21 Stockton, Thurs., 8 p.m.
23 Watsonville, Thurs., 8 p.m.
JUNE
7 Provo, Fri., 8 p.m.
13 Reno, Sat., 8 p.m.
15 Reno, Sat., 8 p.m.
25 Fresno, Thurs., 8 p.m.

DISTRICT AND SUB-DISTRICT MEETING PLACES
San Francisco, Engineers Bldg., 474 Valencia St.
Eureka, Engineers Bldg., 2000 Broadway
Redding, Engineers Bldg., 100 Lake Boulevard
Marysville, Proctor's Village, Oroville Dam Blvd.
Humboldt, Washington School (Cafeteria), 1633 S. King St.
Hilo, Kapiolani School, 966 Kilauea Ave.
San Jose, Labor Temple, 2100 Almaden Rd.
Stockton, Engineers Bldg., 2050 N. California.
Oakland, Labor Temple, 23rd and Valdez.

At its meeting on Jan. 13, the Executive Board granted honorary memberships to Veronell Rehling, initiated in May, 1934, by Local 45, Harley Davidson, initiated in July, 1934, by Local 842 and George W. Harrison, initiated in September, 1934, by Local 45A.

January, 1974