



THE START OF SOMETHING NEW—Newly elected officers of Operating Engineers Local Union No. 3 are installed by James Twombley, Regional

Director for Region 10, in San Francisco on Dec. 15, 1973. Twombley 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 buck-passing 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 employees 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 brothers greater communication and that is what I intend to deliver."

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

At the recent staff meeting the job descriptions for district representative, business representative and dispatcher were reviewed. According to the description for district representative, 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 district 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 JO3 DESCRIPTION, Page 3

ENGINEERS NEWS

PUBLISHED TO PROMOTE THE GENERAL WELFARE OF ALL MEMBERS AND THEIR FAMILIES



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DALE MARR, Local 3 Business Manager, talks with General President Hunter P. Wharton (center) and Assistant to the General President Frank Hanley (left) before the semi-annual meeting held on January 12.

Wharton spoke to the brothers, touching on the problems labor faces on the national and international scene.

'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 service 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 attend, the more ex-

perienced ones adding their knowledge to the curriculum while they are being informed of new innovations.

All topics in the program will be covered in depth. 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 trainees 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.

Course topics for the first two-week program, ending January 25, are Grievances and Contract Violations, Negotiation Techniques, Constitution, By-Laws, Organizing, Legal Aspects of Organizing and Unfair Labor Practices, Headquarters Administration, Contracts in General, Master Agreements, Job Stewards, Field Manual — Membership Transaction, Job Placement Center Regulations, Contract Procedures and Pre-job Conference, Delinquent Employers, Credit Union, Health and Welfare, Pension Plan, Job Description, Jurisdictional Disputes, Safety and Training and Apprenticeship and Affirmative Action.

★ ★ ★ 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 Huston will handle contract violations, manning and jurisdiction, contract negotiations and business representative training; Vice-President Bob Mayfield will cover private organizing, contract negotiations, delinquent employers and business representative training; Recording-Corresponding Secretary James "Red" Ivy will be in charge of the credit union, the files department, the contracts department, the IBM department

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., 94103.



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.

We have many problems 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 stacking of the deck against the nation's work force has resulted in an economic imbalance. These inequities 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 to serve as 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 get ready for the negotiations that are coming up. 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. You will find a full explanation of the reorganization 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 your newspaper and in this connection I would point out that you will be seeing a number of new faces on the union payroll and that with proper training and equal dedication they will, under the direction of the District Representative, be able to give the membership the full service they so rightfully deserve.

It has been a hectic six weeks, what with a round of district meetings, two Executive Board Meetings, Business Agents Meeting, the Semi-Annual Membership meeting, and, of course, the many hours spent in internal consultation with the officers and staff in setting up the new programs.

We felt your union was paid a great honor in that our General President Hunter P. Wharton, General Secretary J. C. Turner and the outstanding and very cooperative Assistant to the President, Frank Hanley joined us at our semi-annual meeting. We were also pleased and proud that Hunter brought a real message to the membership in attendance. This was the first time in 16 years that a General President has attended a semi-annual meeting of our Local Union. We would only add to this the fact that all too often in the past there has been a failure to inform the general membership of the important and vital assistance the officers and staff of the International Union have given our Local Union especially in the area of jurisdictional problems and approval of wage packages by the CISC. We appreciate their wholehearted support.

Generally, let me say, that despite the hectic pace I am thoroughly enjoying this first six weeks as your new Business Manager. There are so many challenges and, with the help of your new officers, we are meeting 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

Local 3 Credit Union Gets A New Manager

A 46-year-old executive with over 15 years of experience in credit union management was appointed general manager of Local 3's credit union early this month.

Dale Hanan, of Cupertino, started as credit union general manager on January 2, replacing James "Red" Ivy who was elected recording-corresponding secretary in the recent election. Ivy will retain his position as credit union treasurer.

Hanan came to Local 3 from Stanford Federal Credit Union at Stanford University where he was general manager from 1966 through 1973. Prior to that he was treasurer/manager of Anacortes Shell Federal Credit Union at Anacortes, Washington (1955 to 1964) and assistant manager of Washington State Employees Credit Union (1964 to 1966).

Under Hanan the assets of the Stanford credit union grew from \$1.5 million to \$9 million.

In addition to credit union management Hanan has had extensive experience in personnel and industrial relations, primarily while with Shell Oil Co.

Hanan characterizes himself as a "doer" who believes in working long hours.

"I certainly won't be sitting in my chair," he said. "Red Ivy did a lot of good while he was here and I hope I can continue the success he had."



Dale Hanan

Hanan foresees several possibilities for expansion in the credit union.

"At Stanford we implemented a Phone-A-Loan (PAL) system which might be excellent here," Hanan said.

The PAL system is like a credit card, according to Hanan. An original agreement is signed by the credit union member; future loans may then be requested and ruled upon by phone. The member's signature on the back of the check constitutes acceptance of the terms stated in the original agreement.

"At Stanford this system worked extremely well and we saw our size double after its inception," he said.

According to Hanan, the PAL system could reduce staff work 30 per cent.

Hanan said that he also foresees the possibility of some reorganization and the creation of a procedural manual for the information of new credit union employees.

A veteran, Hanan lists his hobbies as hunting, fishing, boating and reading. He is married and has four children.

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U. S. DEPARTMENT OF LABOR
LABOR-MANAGEMENT SERVICES ADMINISTRATION
ROOM 1604, 100 MCALLISTER STREET
SAN FRANCISCO, CALIFORNIA 94102



December 7, 1973

ELECTION COMMITTEE
Operating Engineers
Local Union No. 3

TO: Election Committeemen -

H. L. Spence, Chairman (Dist #4)	G. D. McDonald (Dist #7)
Tom Eaton, Secretary (Dist #8)	Lester D. Hodge (Dist #9)
Jim O'Brien (Dist #1)	Floyd Webb (Dist #10)
D. O. Hawkins (Dist #2)	Anthony J. Madeiros (Dist #11)
Aaron Becker (Dist #3)	Gayle Peterson (Dist #12)
Francis R. Rocha (Dist #5)	Richard C. Lacar, Jr. (Dist #17)
Leland J. Reusser (Dist #6)	

I wish to personally extend to you the appreciation of this office for the dedication each of you displayed in performing the functions entrusted to you under the Constitution and By-Laws of Local 3 with regard to the November 1973 election of officers. This office acting as the representative of the Secretary of Labor in supervising the union's conduct of this election had its job made easier by the way in which the Committee handled its obligations.

I was impressed with the attitude of the Committee as a whole where you showed you were acting in the interest of the entire membership of Local 3 making all decisions with this interest in mind and in keeping with the responsibilities charged to you under the By-Laws of your union. Difficult decisions had to be made, and the objectivity of your considerations was always evident.

Doubtless each of you as members had preferences as to candidates in the election and I presume that you voted in support of such candidates. I believe it sufficient to say that, to this day, I have no idea as to your personal preferences and, considering that I was present at all meetings of the committee, this statement is indication that in considering matters and adopting positions you were always completely non-partisan.

Jack Stump who participated with me in many of the election activities joins me in congratulating you on a job well done.

Sincerely,

J. J. Jordan

J. J. Jordan
Area Administrator

December 1, 1973

Dear Sirs and Brothers:

The Election Committee wants to convey its appreciation for the cooperation it has received from everyone.

The Committee endeavored to fulfill its proper functions to the best of its ability and in this endeavor it was aided by the spirit of cooperation that prevailed throughout, from the U.S. Department of Labor under whose supervision the election was conducted, to the Local Union No. 3 members who were involved.

We thank you all and wish you well.

Fraternally and sincerely,

ELECTION COMMITTEE, OPERATING ENGINEERS
LOCAL UNION NO. 3

By: *H. L. Spence*
H. L. Spence, Chairman

By: *Tom Eaton*
Tom Eaton, Secretary

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ENGINEERS NEWS

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DALE MARR.....Business Manager and Editor
HAROLD HUSTON.....President
BOB MAYFIELD.....Vice-President
JAMES "RED" IVY...Recording-Corresponding Secty.
HAROLD J. LEWIS.....Financial Secretary
DON KINCHLOE.....Treasurer
KEN ERWIN.....Managing Editor

On Warm Springs Dam

An Open Letter To Gov. Ronald Reagan

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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 and Lake Sonoma Project in Sonoma County.

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

First, a close reading of his letter indicates 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, construction of 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 1955 and which was approved by a 3-1 margin.

Sen. Behr, in his rather lengthy letter, fails to mention this election. Nor does he mention a more recent vote of the people of Sonoma County in June, 1972, when voters again approved the concept of the Russian River Water Plan by defeating an initiative to repeal the Sonoma County Water Agency's authority to sell revenue bonds for the project. The people behind the initiative are the same people opposing Warm Springs Dam now, and the vote is generally conceded to be 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 in a major flood along the lower Russian River if the Warm Springs Dam were constructed.

He should travel to Guerneville and other Russian River communities and ask the people who are flooded out in times of heavy rains just how important the top 12 inches of a flood crest are in terms of total damage and threat to lives.

He also tries to make the point that flood control offered by Warm Springs Dam would actually result in more flood damage because it would encourage more growth along the river. He does a 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 going through orderly and legal planning and construction stages since 1955. It is needed for flood control, future water supply, fisheries enhancement and recreation. More than \$30 million has already been spent on land acquisition and initial construction. The people of Sonoma County have voted twice for this project. The Sonoma County Board of Supervisors just this week reaffirmed its support for the project in a 4-1 vote. And lastly, 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

Nixon Signs One For Labor

By CONGRESSMAN "BIZZ" 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 this bill on Dec. 18. This was a welcome change from his past practice of vetoing Labor-HEW appropriations bills.

The 1974 Labor-HEW appropriations bill will fund the nation's social programs in health, manpower, anti-poverty and other fields. Congress twice last year passed bills appropriating funds to maintain and expand those programs and President Nixon twice vetoed them.

The 1974 bill provides \$32.9 billion—\$1.4 billion more than requested for Labor, HEW and other agencies for fiscal 1974. The total is \$713 million less than appropriated for fiscal 1973. About \$20 billion of the 1974 bill is for statutory items, like public assistance. Aside from this bill, another \$83.8 billion will be automatically appropriated for fiscal 1974 for social security, other trust funds, and other permanent appropriations.

ITEMS OF SPECIAL INTEREST

MENTAL HEALTH: The bill contains 1974 funds for the Community Mental Health Centers Act but denies an Administration request for \$636.2 million to liquidate the program between 1975 and 1980. The bill adds \$149.9 million, including \$90 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, \$630 million more than requested. Increases include \$51 million for cancer and \$38 million for heart and lung.

IMPACTED AID: \$591 million, (\$550 million more than requested), is included to provide school districts with the same per cent of entitlement as 1973.

ELEMENTARY AND SECONDARY EDUCATION, TITLE I: \$1.8 billion, same as 1973 but \$225 million more than the Administration agrees to spend.

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 to 1972 levels; no funds had been requested.

OFFICE OF ECONOMIC OPPORTUNITY: \$346.3 million to continue Community Action Agencies, legal services and community development under OEO. The budget proposed the abolition of OEO and its Community Action Agencies with all other functions to be transferred to other agencies.

More Job Description

(Continued from Page 1)

constant contact with all areas in the district in order to follow the progress of each work assignment, must be prepared to advise the business manager in regard to either work or personnel, must be well informed on job placement regulations, all major contracts, the constitution, by-laws, pension plan, health and welfare plan and N.L.R.B. rules and must be able to negotiate contracts.

According to the description of the business representative his two primary duties are the handling of grievances or problems which arise between members and management on specific jobs and effective communication with every member he is servicing.

The business representative is also expected to maintain the union's jurisdiction in job matters, be familiar with field manual and steward's manual, maintain and implement contract compliance, supervise and direct organizing for new members, establish and maintain job stewards and safety committeemen, assist negotiation of agreements when assigned, and be completely familiar with the workings of all fringe benefit programs.

The job description for dispatcher says that the primary duty is to handle membership relations and contacts at the dispatch window.

"This duty entails the diverse handling of job dispatch duties as well as receipt of funds for dues and other properties," the description says. "In addition to these primary functions, the individual dispatcher is required to fulfill the sometimes complex dispatching responsibility involved with receiving job orders, accepting membership registration and filling each individual job requirement."

A Personal Note from

The President's Pen

By HAROLD HUSTON
President



You brothers may rest assured that Business Manager Dale Marr is working with all the officers to obtain jobs for our members. We know that many organizations have attempted and sometimes succeeded in having construction projects either stopped or stalled. I was most happy to attend the San Francisco Board of Supervisors meeting on Dec. 26, 1973 at which time the supervisors considered whether or not an environmental impact report on proposed expansion of the San Francisco airport was adequate.

What is now the San Francisco International Airport began operation in 1927 with a 1700-foot graded-dirt landing strip on 155 acres of leased land. During the next 40 years the City and County of San Francisco and the airport tenants invested approximately \$220 million to meet the ever growing needs of air transportations.

In the mid-1960's it became evident that piecemeal planning and financing of the airport was not satisfactory and that a master plan was needed. In 1965 a joint venture was given the assignment to prepare such a master plan. The proposed plan was completed in 1966 but in 1967, due to dramatic changes in air travel, an office of Planning and Development was created and charged with the responsibility of developing an expansion program to meet new and greater needs not taken into consideration in the master plan.

Later in 1967 the Public Utilities Commission retained the San Francisco Airport Architects to develop an architectural plan and a \$98 million bond issue was passed to meet the cost of the new facilities.

In 1968 the City and County of San Francisco awarded a contract to the San Francisco Airport Architects covering architectural and engineering services for six rotundas, a new North Terminal building, a South Terminal expansion with frontal gates, an inner road structure, parking structures, entry roads and site utilities. Other developments were later added until, by June 1969, the price tag of the expansion had grown to \$141.5 million.

From June 1969 to October 1970 other means of funding were explored, San Francisco voters approved a charter amendment creating an Airports Commission, further designs were completed and many projects were advertised and awarded.

Actual construction began in February of 1971. The North Terminal was the key to the expansion program, since it had to be finished before modification of existing structures could be started. The basement and foundation were well underway when further design modifications became necessary because of the Bay Area Rapid Transit system and other developments.

While new designs were being drawn for the North Terminal superstructure the foundation and basement were completed. But in September a California Supreme Court decision, based on the Environmental Quality Act of 1970, made an environmental impact report necessary for any construction project that would have a significant effect on the environment.

The Airports Commission then began the compilation of such a report as well as the holding of public hearings. But after the report was finished the San Francisco Planning Commission ruled that the report was not adequate. They rewrote the report, held their own public hearings and submitted their report to the Board of Supervisors in November of last year.

Despite protests from environmental groups such as the Sierra Club and San Francisco Tomorrow, the Board of Supervisors approved the report and, therefore, the expansion program, by a vote of six to four on Dec. 26, 1973.

The expansion is now expected to cost \$390 million.

We knew that many of the supervisors were in strong opposition to this project and that unless labor made a strong showing at this meeting, the environmental impact report could have been adjudged inadequate. Under the direction of Brother Marr your representatives, along with representatives of other affiliated unions of the building trades, attended and showed the supervisors labor's strong support for the project. We feel that this support had a direct bearing on having the report approved.

More Looking At Labor . . .

(Continued from Page 2)

achievement and dedication I intend to give to every day of my new position.

Finally, I would like to announce the beginning of a new feature in Engineers News—a question and answer column. All questions of general interest to the rank-and-file membership will be answered. Please feel free to send in questions of a personal nature also. However, please address these to the specific departments in question. Questions of a general nature should be addressed to Questions, Dale Marr, Editor, 474 Valencia St., San Francisco, Calif., 94103.



RIGGING LINES

By BOB MAYFIELD
Vice-President

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, idling a great many of our members, we as officers are gearing ourselves for a great deal of work by starting to implement several new programs and full-time departments as outlined and spearheaded by the new business manager, Dale Marr. These new departments and assignments made by Brother Marr make the officers responsible for certain important phases of our organization. Better service and informed membership is our goal.

Last year, overall, was a better work year than it has been for a number of years. However, looking at the present and down the road a ways it doesn't look as bright. In my opinion it is very uncertain as to what work is going to be like in the future.

Everyone of us is effected by the energy shortage as we are paying more than 50 cents a gallon for gas (if we can get it at all) and are driving at 55 miles per hour under the reduced speed laws. In addition we are told to expect another 10 cents per gallon added on by March. To all working people such as ourselves this is doubly upsetting when we find out that this country is still exporting a million barrels of oil or more a month. The people who need higher profits least of all (the oil companies) are the ones who are receiving them.

We are also told that electrical shortages are ahead and that brown-outs or rotating black-outs might occur. This seems a shame, and unnecessary in some ways, as extremists like ecologists and bird watcher groups have successfully delayed or blocked dams such as New Melones, Auburn and Marysville which all produce electricity as well as providing thousands of jobs for our members and members of the other building trade crafts. These dams would have helped to lessen this power shortage.

The same thing occurred on the coast near Fort Bragg where PG&E had wanted to spend around \$1 billion on an atomic power plant. They have now given this up as the ecologists have successfully discouraged this project. Meanwhile we are paying higher rates for less product.

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 much more now than in the past. For us to sit back and think that the union will take care of it by itself is a big mistake. We cannot keep sitting around at lunch-time sessions and complain while doing nothing else. You as members must write your Congressman on key issues and attend public hearings on dams, highways and other construction projects. If such hearing rooms are filled with bird watchers and not hard hats you can guess which way such boards are going to cast their votes. We will be advising you on such matters through C.C.C. and V.O.T.E. in the near future.

I had the privilege of attending such a meeting in the San Francisco Board of Supervisors' chambers regarding \$300 million of expansion on the San Francisco airport and by the effort of 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. Utah is in our jurisdiction of course, and whether this source of oil is developed or not will hinge upon feasibility studies and environmental impact studies. The development would ultimately create around 35,000 jobs. The time looks as though it is now fairly good for pushing dam construction that was earlier delayed, cancelled or pushed aside by red tape and time-consuming environmental impact studies.

In conclusion, I would hope that as members you give full support to Business Manager Marr and his entire staff to help make our union bigger and better than ever. This can only be accomplished with a near unanimous effort of Local No. 3 members.

All the officers and I will be looking forward to meeting and seeing everyone at your respective area quarterly meetings.

Courses In Labor Studies Offered

At least two Bay Area colleges will offer courses in labor studies next semester.

Five different classes will be taught at the University of San Francisco as part of their Labor-Management School. Each class will be held on Tuesday night from 7:30 to 9:30 p.m. on March 5 through April 30.

The five courses are Labor Law, Dealing With Personal Labor-Management Conflicts On the Job, Current Difficult Issues in Collective Bargaining, Indus-

trial Alcoholism — A Labor-Management Approach—A Cost Factor and Personnel Problem and Collective Bargaining for Federal Employees.

Tuition is \$40 plus a \$2 registration fee. For further information call 415/666-6236.

San Francisco City College will offer three courses, The American Labor Movement, Labor and Politics and Labor Relations and the Collective Bargaining Process. For times and fees call 415/587-7272.



35 YEARS OF LOCAL 3—Local 3's three business managers gathered for the top photo with Regional Director of Region 10 James Twombly, at the installation of officers on Dec. 15. From left to right are Al Clem, Twombly, Vic Swanson and Dale

Marr. In bottom photo General Secretary Treasurer Jay Turner shakes hands with Brother Gilbert McGregor, working on the BART system in San Francisco. To his right is Frank Hanley, assistant to the general president.

Engineer Tries Guatemala, Likes U.S.

If nothing else Vern Baumbach left Guatemala with a deeper appreciation of the United States and what organized labor has done for the working man here.

Baumbach, a 35-year-old operating engineer who has been a brother for 15 years, recently returned from a stay in Guatemala where he headed a tunnel-digging operation for the Guatemalan government.

The 2.5-mile tunnel, to be used to supply Guatemala City with water, was originally undertaken by Columbo, an Italian construction firm. But the Italian company ran into a problem they could not solve—a section of material under tremendous pressure—and they turned to the United States 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 its operation.

From the beginning, Baumbach found that working conditions there were far different than in the United States.

"Wages there were \$1 a day for operators and laborers, while welders got \$6 a day," he said. "And if you got hurt on the job you had to pay for it yourself."

According to Baumbach, safety

measures 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.

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

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

"I lived 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.

Although Antigua had almost no modern conveniences, Guatemala City was heavily westernized, he said.

"In Guatemala City they have stores much like we do here," he said. "Unfortunately for the working class, the prices are as

high or higher than they are here."

On \$1 a day it is impossible for the common people to purchase food at the stores so most grow their own vegetables and trade for things they can't grow. Baumbach said that the staple food is black beans and tortillas.

"That's what they eat and that's what you eat, too, if you go there," he said.

In addition to the unpleasant working conditions, the tunnel project was beset by natural calamities. While digging the tunnel there were four earthquakes and a minor volcanic eruption, Baumbach said.

Finally, after digging 1200 feet of tunnel, Baumbach ran into the same problem the Italians had encountered before him.

"We hit a type of ground that 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 wells 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."

Tips On Conservation Of Fuel

With an energy crisis upon us which threaten to slow all types of construction it is in the best interests of both operating engineers and contractors to conserve as much fuel on the job site as is possible.

With this in mind a major producer of heavy equipment compiled the following list of tips for fuel conservation:

1. Don't increase the fuel settings to try to obtain more power. The machine is made with a power-to-weight balance.
2. Set the rack limiter 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 ratio is maintained for the most efficient fuel utilization.
6. Don't operate with the brakes or retarder applied or dragging.
7. Don't fill the fuel tank to the brim. Fuel, like everything else, expands when it gets warm. A full tank parked in the sun

will heat up and the fuel will expand and overflow.

8. Don't stall the converter or operate the hydraulics over the relief valve. All the energy will be lost in heat.

9. Make sure the air hoses and lines are intact. Leaks keep the compressor working and waste energy.

10. 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.

11. Keep the air cleaners clean.

12. Operate with the proper track tension to prevent track horsepower loss. Adjust the track so it sags one and a half to two inches between the front carrier roller and the idler.

13. Operate with a thermostat all year round.

14. Inflate the tires to the proper pressure to get minimum ground resistance.

15. Be careful not to spin the tracks or tires when working a load. It doesn't increase production. It does increase track/tire wear as well as increase engine r.p.m.

16. Size the machine to the job. A machine too small uses extra

fuel in additional trips back and forth to make production. If the machine is too large, extra fuel is used carrying unused machine weight back and forth.

17. Don't under or overload the machine. A machine loaded between 75 and 100 per cent capacity is most efficient.

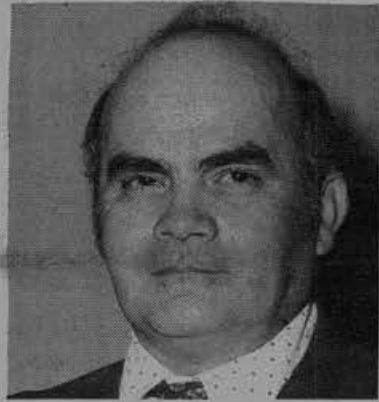
18. Look for ways to let natural terrain do some of the work. Doze downhill. Use the job layout to conserve both energy and time.

19. Stop push-loading when a normal load is obtained. The time and work expended to get one or two more yards is bad on fuel efficiency.

20. Use motor graders to keep the haul road smooth.

According to the company which compiled the list, following the above tips could mean a reduction of at least three per cent of fuel consumption. In a machine that uses 15 gallons of fuel per hour over a 2000-hour work year the conservation would amount to 900 gallons a year. This extra 900 gallons would allow 60 hours or six days extra production for that machine per year.

Weaver—Exec Board Member



Max Weaver

Max L. Weaver Sr., a 12-year member from San Jose, is the newly elected Executive Board member from District 9. Weaver won the position by 119 votes over incumbent Bid Dick 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 Piazza Paving Company of San Jose. His previous jobs include field mechanic for R. A. Hansen Company of Palouse, Washington, field

traveling mechanic for Gibbons & Reed Company of Salt Lake City, as well as work on San Francisco's BART system and the Pachecho Pass tunnel.

Weaver also designed and built the original curb and gutter slip forms for a concrete curb and gutter which is now being manufactured by the Iowa Equipment Company.

"I ran for elected office in Local 3 so that I might serve the 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 aid training program and is one of the many journeymen who have used the facilities at Rancho Murietta to upgrade their skills.

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

Weaver has eight children and six grandchildren.

Appeals Court Upholds Ruling On Yerba Center

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

Attorney William Brinton and his client, Alvin Duskin, had argued that an architectural contract for the huge center, an 87-acre complex of convention facilities and private offices, 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 did not require the City of San Francisco to prepare environmental impact reports at the time the contract was signed.

While the Court of Appeals was making its decision Superior Court Judge Ira A. Brown continued to hear arguments from lawyers for the City of San Francisco and Brinton on other sections of the lawsuit.

Scholarship Award Rules Announced For 1973-1974

Two college scholarships of \$500 each will be awarded for study at any accredited college or university, one award to a son and one to a daughter of Members of Operating Engineers Local 3.

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

Who May Apply:

Sons and daughters of Members of Local No. 3 may apply for the scholarships. The parent of the applicant must be a member of Local 3 for at least one (1) year immediately preceding the date of the application.

The applicants must be senior high school students who have, or will be, graduated at the end of either (1) the Fall Semester (beginning in 1973), or (2) the Spring Semester (beginning in 1974), in public, private or parochial schools who are planning to attend a college or university anywhere in the United States during the academic year and who are able to meet the academic requirements for entrance into the university or college of their choice. Students selected for scholarships must have achieved not less than a "B" average in their high school work.

Applications will be accepted between December 1, 1973 and March 1, 1974.

Awarding Scholarships:

Upon receipt of the application and required forms, Local No. 3 will verify the membership of the parent. The application will then be submitted for judging to a University Scholarship Selection Committee, and independent, outside group composed entirely of professional educators.

Apart from verifying the eligibility of the applicant, Local No. 3 will not exercise any choice among the various applicants or indicate in any way that one applicant should be favored over another. Based on factors normally used in awarding academic scholarships, the University Scholarship Selection Committee will submit to the Local 3 Executive Board recommendations for finalists. The list of potential winners and their qualifications will be reviewed and studied by the Executive Board and the scholarship winners selected.

Scholarship winners will be announced as soon as possible, probably in either May or June, and a check for \$500 will be deposited in each winning student's name at the college or university he plans to attend.

Instructions:

All of the following items must be received by **MARCH 1, 1974.**

1. **The Application** — to be filled out and returned by the Applicant. For applications write James "Red" Ivy at the address at the end of this article.

2. **Report on Applicant and Transcript** — to be filled out by the high school principal or person he designates and returned directly to the Local No. 3 by the officer completing it.

3. **Letters of Recommendation** — every Applicant should submit one to three letters of recommendation giving information about his character and ability. These may be from teachers, community leaders, family friends or others who know the Applicant. These may be submitted with the application, or sent directly by the writers to Local No. 3.

4. **Photograph** — A recent photograph, preferably 2 inches by 3 inches, with the Applicant's name written on the back. (Photo should be clear enough to reproduce in the *Engineers News*.)

It is the responsibility of the applicant to see to it that all the above items are received on time and that they are sent to:

James "Red" Ivy,
Recording-Corresponding Secretary
Operating Engineers Local Union No. 3
474 Valencia Street
San Francisco, California 94103,
or to College Scholarships at the address shown above.

More On Marr's Reorganization And New Programs

(Continued from Page 1)

and budgeting; Financial Secretary Don Kinchloe will handle contract violations, manning and jurisdiction, contract negotiations, plants, shops and dredging; Treasurer Harold Lewis will be in charge of District 17 through a district representative.

Another important change Marr announced was an increased responsibility for district representatives.

"Essentially I don't want to have to holler at anyone and I don't want anyone hollering at me," he said. "Therefore, the district representatives will run the districts."

Marr said that each district representative should try to solve any problems which arise before coming to the business manager.

Marr also announced a new training program for business representatives, which started on January 14.

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

The training session, taught by various officers and staff members, is a two-week course covering 21 important aspects of Local 3's operation. These topics include grievances and contract violations, negotiation techniques, Local 3's constitution and by-laws, organizing, headquarters administration, master agreement for each state, job

stewards, job placement center regulations, delinquent employers, credit union, health and welfare, pension plan, jurisdictional disputes, safety and training and other topics.

Marr also announced the creation of several new departments.

"There will be a separate safety department under Jerry Martin, a public service department under Dan Senechal, a tech engineers department under Mike Womack, a steward program under Bob Skidgel and a health and welfare-pension department under Art Garafalo," Marr said.

Hanley and Turner, on 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 have made it clear to the Cost of Living Council that 1974 is not going to be another 1973," he said.

Turner spoke more specifically to the subject of strip mining, the topic which brought he and Hanley to the area.

According to Turner about 600 million tons of coal is now being mined every year, but the energy crunch will make it necessary to increase this figure.

"The biggest part of this, 60 to 65 per cent, is going to have to come from strip mining," he said. "We control a large amount of this already."

However, Turner said, Operating Engineers are going to become more heavily involved in this operation.

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

Ending on a philosophical note, Turner called the labor movement the true people's lobby.

"The labor movement is a movement of idealism," he said. "The great thing about this movement is that you're not trying to make anyone rich or famous."

Turner said that any real innovation in American society has come through the efforts of organized labor.

"Organized labor has always been the champion of the common man," he said.

Turner added that Operating Engineers would soon reenter the mainstream of the labor movement to continue the fight for the rights of the working man.

Concerned Citizens Coalition Receives Appreciation Letter

A letter in appreciation of helpful support for construction of the Auburn Dam was recently sent to the Placer County Concerned Citizens Coalition by the Auburn Dam Committee.

The Placer County CCC helped to circulate petitions to prove community support for the dam.

The Auburn Dam Committee, formed in 1955, praised the CCC for its continued effort which facilitated receiving authorization for construction of the dam.

According to the letter, the October 26 authorization to advertise for bids was secured through 27 consecutive meetings between the Secretary of the Interior, the Office of Management and Budget, the Commissioner of Reclamation and Congressmen "Bizz" Johnson, John McFall and Bernie Sisk.

"Prior to those meetings Congressman Johnson requested the

Auburn Dam Committee to re-establish the record of support for the project," the letter said. "This was started in May of this year and is continuing. The record amassed to date exceeds the original record which led to authorization, thanks to the Placer County Concerned Citizens Coalition, the California Building Trades Council, the Brotherhood of Operating Engineers, the State, Counties, Cities, Districts and other organizations in the four-county service area."

According to the letter, bids are now being accepted for a contract to be awarded before February 1.

However, three conservation groups have filed an amended complaint asking the Federal Court in Sacramento to order withholding the contract until the environmental impact statement has been reviewed and proved adequate, the letter said.

Grievance Committee Rules On Election Are Announced

1974 ELECTION OF GRIEVANCE COMMITTEEMEN

Local 3's Recording-Corresponding Secretary has announced that in accordance with Local 3 By-Laws, Article X, Section 10, the election of Grievance Committeemen shall take place at the first regular quarterly district and subdistrict meetings of 1974. The schedule of such meetings at which the Grievance Committee members will be elected is as follows:

All meetings at 8:00 p.m. except where time is indicated.

- | | | |
|----|----------------|--|
| 1 | San Francisco | Engineers Bldg, 474 Valencia St.,
San FranciscoWed., Jan. 30—8:00 p.m. |
| 3 | Stockton | Engineers Bldg., 2626 N. California
St., StocktonTues., Feb. 5—8:00 p.m. |
| 2 | Oakland | Labor Temple, 23rd St. & Valdez,
OaklandThurs., Feb. 14—8:00 p.m. |
| 5 | Fresno | Engineers Bldg., 3121 E. Olive
St., FresnoTues., Feb. 19—8:00 p.m. |
| 8 | Sacramento | C.E.L.&T. Bldg., 2525 Stockton Blvd.,
SacramentoTues., Feb. 26—8:00 p.m. |
| 12 | Salt Lake City | 1958 W. North Temple, Salt Lake
CityFri., Mar. 15—8:00 p.m. |
| 11 | Reno | 124 West Taylor,
RenoSat., Mar. 16—8:00 p.m. |
| 10 | Ukiah | Grange Hall (opposite 101 Motel) State
St., UkiahThurs., Mar. 21—8:00 p.m. |
| 9 | San Jose | Labor Temple, 2102 Almaden Rd.,
San JoseThurs., Mar. 28—8:00 p.m. |

Article X GRIEVANCE COMMITTEES

Section 1—District and Sub-district Grievance Committee

(a) There shall be a Grievance Committee in each District and Sub-district. It shall consist of five (5) Members—one (1) District Executive Board Member, or Sub-district Advisor, if a Sub-district, one (1) District Representative or Sub-district Representative, and three (3) Delegates, who shall be registered voters in the District or Sub-district, elected by the Members.

Section 4

No Member shall be eligible for election, be elected or hold the position of Grievance Committee Delegate: (a) unless he is a Member in good standing in the Parent Local Union and a registered voter in the District or Sub-district in which he is a candidate when nominated; (b) unless he was continuously a Member of the Parent Local Union for not less than two (2) years next preceding his nomination; (c) if he is an Officer of, or is on the full-time payroll of the Local Union; and (d) if he is an owner-operator or a contractor.

No Members shall be nominated unless he is present at the meeting, or unless he has filed with the Recording-Corresponding Secretary a statement in writing, signed by him, to the effect that he is eligible to be a Grievance Committee Delegate and will accept the nomination if nominated.

Section 10

The term of office for the three (3) Delegates of the Grievance Committee shall be for one (1) year, and the election shall take place at the first District or Sub-district Meeting of the year in each respective District or Sub-district.

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 several provisions in the master agreement. They were double time after 10 hours, Veteran's Day as a holiday, an increase in the premium for underground work and eight hours pay for seven hours underground work. On the dredging agreement double time after 10 hours was not approved.

These provisions had previously been refused in 1972 and this decision, dated Dec. 10, 1973, suggested that the provisions be eliminated. Local 3 has the option of appealing the CISC decision, however.

In addition to wage increases of 15 or 25 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 10 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.

1973 Good Year For Utah Construction

By **TOM BILLS**, District Representative and **WAYNE LASSITER, LAKE AUSTIN** and **REX DAUGHERTY**, Business Representatives

We are happy to report that the 1973 construction season has been excellent in the northern Utah area. As we reach into the month of December, most of the projects are still in progress. The out-of-work list is lower than at any time in the past five years.

James Reed Construction is still working at Collingston with very little time lost. The Company has approximately 22 engineers still on the payroll.

Cox Construction Company is still working a two-shift operation at Hot Springs, moving the last million tons of the seven-million-ton contract. The project should top-out in January. However, there is a possibility the Utah State Road Department will award Cox an additional million tons of imported borrow and if so, the project should last into the spring.

At South Weber, Peter Keiwi & Sons Company is working approximately 20 operating engineers on a two-shift operation with very little time lost due to winter weather.

L. A. Young Company has moved their cats and scrapers to Salina Canyon and the pipe crew is all that is left. The State Highway Department would not let the company disturb the asphalt on the old highway during the cold weather. Consequently, the project terminated early but should turn out to be a good job next year employing about 45 brothers.



BUSINESS MANAGER DALE 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.

W. W. Clyde Company has just about folded up their operation for the year at Parleys Canyon. Most of the gravel has been crushed for this job. The gravel pit locations are at Silver Creek Junction and Wanship. The Wanship plant is 18 miles from the hot plant, and all uphill. The contractor expects to complete the job, after four seasons, by mid-summer.

Henry C. Beck Company is planning to work all winter at Snowbird, Utah on the two 18-story condominiums which is quite a construction accomplishment as Snowbird averages approximately 14 feet of snow during the winter and temperatures sometimes plunging to 30 degrees below zero. There are more laborers on this project than any other craft—hired just to shovel snow.

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 bid in early February and the Vat Tunnel in the fall of 1974. These projects are part of the Central Utah Water Project and are needed to supply water to the growing population of Utah. With highway funds being reduced, these jobs will provide work for the brother engineers in Utah.

The area has been hit with some snow and the jobs 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.

Crews 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 cranes. Many of the brothers who have worked on the first phase 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 runs 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 start an asphalt plant in Salt Lake County. It is possible that Geneva Rock Products will be able to keep quite a few men working through the winter.

Heckett 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.



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SAN FRANCISCO, CALIFORNIA

JANUARY, 1974

Apprenticeship A Universal And Tested Method For The Training Of Craftsmen

By **ROBERT W. BEALL,**
Coordinator

What is apprenticeship? It is an organized, formalized system of on-the-job training, supplemented by related technical instruction, in which the apprentice learns by doing, and earns while he learns.

It operates under written apprenticeship standards agreed to by employers, journeymen and apprentices. The apprentice gets from the journeyman his skill and "know-how."

It is the life blood of industry for it gives assurance that the skills of the craft will be perpetuated. The apprentice is started on a "career of skills," for it is he who will be the future journeyman, foreman, superintendent or employer.

Apprenticeship is a universal time-tested way to provide the all-around skilled craftsmen required to meet the production and defense needs of the nation.

Although we have had quite a few apprentices at Rancho Murieta this winter there are a lot of you men who could get more of your related training out of the way now that work is slow. It is better to do it now than wait until you go back to work this spring and find you have to take

off from work to go to school.

You should check your first aid cards and make sure they are still valid. If the card is not valid go to Rancho Murieta to renew the card.

Under the new OSHA regulations there is something that will be pertaining to our future. Researching the new law, we find that one of the requirements is the availability, "in the absence of an infirmary, clinic, or hospital in the near proximity to the work place, which is used for the treatment of all injured employees, (of) a person or persons . . . adequately trained to render first aid. Training shall be equal to that of the U.S. Bureau of Mines or American Red Cross." This only effects the tech engineers right now, but it won't be long before every dirt spread will have to have a man with first aid training on the job. This is where the apprentice can fit right in.

Knowledge obtained from the first aid course will be yours, not only during working hours, but 24 hours a day. A benefit not only to your co-workers, but to anyone—family, friend, stranger—who might require help in an emergency.

The pink work hours reports that go to your coordinator must

be in to your coordinator by the 2nd of the month. This is very important as this card will be checked and then forwarded to 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 consistently 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 a more accurate printout. Again, your coordinator must have the pink copy as soon after the 1st 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. Hopefully we will be working by April. We don't need to tell you how many apprentices will be working 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 their apprenticeship on that one job. Keep up the good work and see you at our next safety meeting.

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. 17, 1973. There have been many changes in our program since that time.

It has been made mandatory that all apprentices receive their related training at RMTC and in so doing the Department of Human Resources has set down various claims, principles and guides for special claims-taking procedures.

Local 3 has various training programs on a voluntary basis that extend for a maximum of six weeks. The training consists of on-the-site operation of equipment and application of techniques. Training will be conducted at several locations in California.

Related training for operating engineers apprentices (Northern California) is mandatory rather than voluntary, as prescribed in the master agreement between the union and the Associated General Contractors of California. Under terms of the master

agreement, apprentices are not permitted to work more than 1000 hours without receiving a minimum of 80 hours supplemental training. Such training is available only at the union's training center and apprentices who are enrolled for a training period cannot be dispatched to a job while undergoing training.

In some cases it may be necessary for an apprentice to leave a job to comply with the training requirement. Such leaving would be considered good cause. However, in all cases where apprentices are pursuing a required training course and cannot be dispatched to a job, the apprentice-claimant would be held unavailable for work and, therefore, ineligible for UI benefits while in training.

A great number of apprentices with veteran's status have been complaining that they have to wait a long time to receive payment under the G.I. bill while working at an apprenticeable trade. It has taken some as long as two years to receive payment. The administrative office will

Apprentice Systems Notebook

By **JACK H. McMANUS**
Administrator

The winter season is once again upon us and work is quite slow in most of the areas due to either the environmental requirements, lack of contracts being issued or just plain bad weather.

Now that the bad weather is here, the time becomes idle and ideal for further instruction at Rancho Murieta Training Center.

Generally speaking, the equipment at Rancho Murieta consists of approximately 19 trucks or pick-ups, grease trucks and other vehicles of this type. Some of the equipment located in the shop includes the steam cleaners and a 50-ton press and drill presses, battery chargers and welders, of which there are eight, including Lincolns and Hobarts, an Airco, as well as the compressors. The seven pieces of compacting equipment consist of Wagners, Galleon rollers, sheep-foot, Tampco roller, Austin-Western roller and Tampco vibrating tampers. We have five blades up there, the 12E Caterpillar, the 12F Cat, the 777 Westblade, the 666 Wabco and a Galleon blade for those of you who would like that type of equipment for instructional purposes.

We also have additional miscellaneous equipment such as water tanks and water wagons, portables and semis, chain saws, fire pumps and miscellaneous pumps that require some activity. In the area of tractors, we have two Cat 46AD8's, a Cat 44AD6, a Cat 66AD9G with a ripper, a Cat 66AD9G without the ripper, an International tractor TD25, a C6 Euclid dozer, a D5 Cat dozer plus a couple of other dozers. In the scrapers, we have two Cat 361A's, a Cat 631B, a Cat 619, a Michigan paddlewheel scraper, an Allis-Chalmers scraper, two Euclid TS14's and a Cat scraper 613. In the loader department we have a Michigan Cat 980 and a Cat 966 in addition to the scoop mobile.

Some of the earth-moving equipment consists of a Case backhoe, a Parsons trencher, a Davis trencher, a Cat loader, a Huff backhoe loader, a John Deere backhoe, a Cleveland 95 trencher, and a Barber-Greene trencher, plus a couple of other pieces of equipment in a similar category. For those of you interested in the truck cranes, we have three, the T & H truck crane, a Marion crawler and a Lorraine crawler. In addition to that we have a Cedar Rapids cement plant and the appropriate mixer trucks to go with it. We also have a Stan Steel hot plant, that's an asphalt plant, washing and screening plant, a Baber-Greene portable screening unit and also a Warner-Swazey gradeall. Now these pieces of equipment are all in addition to equipment that is under a Department of Labor agreement utilizing government surplus equipment for training purposes and we will surely list those items in the next issue of Engineers News.

We are changing some of the curriculum used in the classroom and are adding several instructional devices, such as the new scales being used with the metric system. Fellas, I think we are all due for a rude surprise to find out that the inch is not the universal method of measuring things, and to that purpose we also gave instructions as to the conversion of the English system of decimals to the metric system as utilized in the larger areas. In addition to the sandbox method, we are in the process of constructing two hydraulic visual aids that show the flow of hydraulic fluid through various valves and controls mounted for classroom use.

So, all in all, you have finished your Christmas season and Rancho Murieta Training Center is once again opening for business at the beginning of the new year. I would urge you sincerely to take advantage of your training center, upgrade your skills or polish old ones to a finer degree, because that is what it will take in today's labor market. I guess it boils down to the fact that the man who has the most skill and can get the most work out of a gallon of diesel fuel will be the man who will be working as opposed to the man who wants to make the jack rabbit starts and can't get any fuel allocation.

We have had many, many trials and tribulations in this industry because of either the environmentalists stopping the construction because we might disturb an earthworm or they're being too tight with the money and they don't want to spend the money for construction at this time or we just can't get the fuel to get the job done.

A reminder to those apprentices who are wondering how to implement your time cards. Make sure that your work summary cards and time cards are forwarded to your area coordinator on time and filled out correctly. The area coordinator will forward those cards that are correctly filled out to the Administrative JAC Office for recording purposes. Those that are incorrectly filled out will be returned to you for your correction.

I think that under the directorship of the new management of the labor organization, that the Apprenticeship Program has taken another step forward to becoming a viable training program. We certainly intend to assist the officers of that organization in the implementation of a training program consistent with the needs of the industry.

verify on-the-job training hours for the apprentice if he has been certified by the Veterans Administration. With all of the complaints concerning payments maybe it would be a good idea to contact your congressman.

Nearly 9,000 women students were enrolled in law school in the fall of 1971—six times the number enrolled in 1961—the Women's Bureau reports. Women constituted 9.4 per cent of all law students in 1971.

Bring Friends Along For Training At RM

By **LARRY BUSBY,** Coordinator

Local 3's new officers have been installed, Christmas has come and gone, New Years and the Bowl games are a part of the past, so the only thing to do now is look ahead.

Help your elected officers any way you can. Work with your business representatives and coordinators as they have your best interests at heart, and give your employer an honest day's work because he is not only paying you a good wage but is training you to become a journeyman in one of the most sought after trades in existence.

Remember, now is the time to get your related training at Rancho Murieta while you're not working and the weather is bad. Why not take a couple of engineer friends with you? It will make the non-classroom time more fun and you would be helping them to get a little more experience on that piece of equipment that might have been giving them a little trouble last spring.

We sincerely hope that the new year has found you and your family at their very best.



FORMER APPRENTICE, now master mechanic and 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.

Apprenticeship Training And Dedication Bring Success To San Mateo Engineer

Piombo'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.

Such a man is Pete Favre who, following in his father's footsteps, joined Local No. 3 in October 1960 as an apprentice. He worked his way through the program including night classes at San Mateo College and became a journeyman heavy duty repairman. That's when he first hired on at the shop in San Mateo and stayed until 1969 when he took a job as field mechanic and assistant service manager up in Napa.

In July 1972 Pete came back to the same shop as the master mechanic and foreman, where he is today. The title carries with

it the responsibility for over 100 pieces of equipment scattered throughout Northern California on company jobs. And with him are 12 men in the shop and currently five master mechanics in the field. Pete is also responsible for the shop safety meeting Monday morning.

Having been an apprentice and now a foreman at age 33, Pete is a prime example to the apprentices working for him. He loans them books to take home to read and encourages them to learn more. He has a keen understanding of his job and the men he works with.

"Being a good worker isn't always enough," Pete said. "You have to be mechanically inclined. I had a fellow who was a darn good worker but never seemed to get the job right. One day I talked to him about it and found out he didn't like mechanics. We

helped him get transferred to operator and he's doing real well."

Like many master mechanics, Pete's hobbies include old cars and he proudly refers to his two (1964 and 1966) rebuilt Corvettes. He also is an avid water skier and recently got interested in photography.

There are other men working for Piombo who are just as dedicated. Former Shop Foreman Joe Brown and current Assistant General Superintendent Vern Seim were both night school instructors. Another former apprentice who made good is Dave Spain who is a paving crew foreman. But topping the list at Piombo is Executive Vice-President Felix Siri who has devoted many years as co-chairman of the Pension Trust Fund, and co-chairman of the Affirmative Action Trust Fund for Operating Engineers.

Apprenticeships Now Available For 11 Additional Occupations

Apprentice 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 brewer, cosmetologist, diamond tool maker, pastry cook, and retail hardware clerk. The remaining five are specialties in the electronics field: electronics assembler, technical programmer, semiconductor technician, systems tester, and research mechanic.

These new programs are in addition to the 424 crafts and skills approved for apprenticeship 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 golden opportunities for apprentices in industries that have never before had them," said James E. Stratten, Chief of the Division of Apprenticeship Standards.

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

The first 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.

Utah Road Construction Slows To Near Standstill

By JOHN THORNTON,
Coordinator

Highway construction, which employs the major portion of apprentices in Utah, has slowed to a near standstill as it does nearly every winter.

Also, a lull in industrial and building construction has resulted in more apprentices being on the out-of-work list than any time during the past two years.

The future for industrial and building construction looks promising for the next few years but is not expected to begin until next spring.

The permanent shops are keeping a few apprentices busy, such as Fourth Period, Heavy-Duty Repairman Donald Hanson, employed by Morrison-Knudsen in their District 6 shop in Salt Lake City.

Don tried the machinist trade at which he was fairly successful, but found to be rather boring and repetitious. He decided not to spend the rest of his life behind the same lathe. He applied to the Operating Engineers Apprenticeship Program and, being mechanically inclined, naturally went into the heavy duty repair branch of training. Don spent a portion of his first period of orientation with Industrial Construction Company in the field on a freeway job and was then dispatched to Morrison-Knudsen's permanent district shop in Salt Lake City under the supervision of Herb Gughiesen. Herb is well known as one of the tougher supervisors in the area and anyone who works under him has got to be good.

Don found that his experience as a machinist was not only very helpful in his training program, but also came in very handy to the company when they would occasionally need lathe and machine work done. With his apprenticeship training nearly completed, Don will no doubt move into the journeyman ranks of Local 3 with clear sailing ahead.

The Utah J.A.C. and staff hopes that the new year brings happiness and prosperity to you and yours.

Of the 100,000 persons age 35 and over enrolled in elementary or high school in October 1972, slightly more than half were women, the Labor Department reports.

Slowdown In Silver State

By IAN CRINKLAW,
Coordinator

As everyone in the Silver State knows, it is the slack winter season. Couple this with the energy crisis and it leads to a work crunch for operators and apprentices as well.

This slack time is the time to get your "hours worked" up to date on the print as well as catch up on related training at Rancho Murieta.

Local 3 has provided the finest facility and some of the best hands in the industry to train people to become top flight engineers. We in Nevada are allowed ten people at a time at the Ranch, so we would like to be able to set up your schedules a week ahead of the time you wish to go.

As you apprentices in District 11 are aware, we have been attempting to convey to you many times the importance of studying Local 3 By-Laws and the Constitution. This is part of your obligation to the union. Also, the fringe package has been upgraded in Nevada twice within the past two years—quite an accomplishment in itself—and it behooves each of you to be aware of your benefits as well.

We would like to take this opportunity to advise you of the change in the constitutional officers of your local union. These dedicated leaders were elected through the union's democratic election processes. An overwhelming number of brother engineers took the time to participate in this election. This has been the best turnout ever, and we in Local 3 are looking forward to your participation in future years to build even more interest in union activities.

Our new business manager, Dale Marr, is a very dedicated, open-door policy man, who is always willing to listen to suggestions and constructive criticism, and the Nevada staff is proud to be considered a part of his staff and we will do everything we can on a local level to implement his policies.

Apprenticeship Hope of Future

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 negotiations. 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 its 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 hours put forth in negotiations and after-hour meetings have helped gain the working 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 hope of our future lies in the education of our members and especially now with a new group of dedicated men to lead us. The new officers we have elected have many, many years of experience behind them. Much can be done to improve our local union with a little help and confidence from the rank and file.

We who have been a part of this progress and have the benefit of having helped attain what we now have must pass this knowledge on to those who will

not only succeed us in the future but to those in the rank and file who must help the officers who are new at the helm.

This is not a one-generation organization born today and expiring when we change officers. We want to see it continue, to grow, and receive the high prestige and good name it has earned from the International, from its sister locals and the firms it does business with.

So we encourage all members to attend their meetings in order to have a better understanding of your local union, its structure, purpose, goals, its obligation to you and, in turn, yours 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,**
Coordinator

Work has slowed down in the San Jose area because of the rains. Now that the holiday season is over and R.M.T.C. is open again we have a lot of men going to Rancho Murieta for their related training.

Three apprentices were recently advanced to journeymen in the San Jose area: Robert Peters who worked for W. H. Ebert Sparton Co., William Gonzales who worked for Aadco and Franklin Norris who worked for Reed and Gram.

We also have had 10 apprentices advanced to their next step: Joseph Robinson to third period, Albert Tamez to third period, Elroy Miller to third period, Alfred Scantena to fourth period, Fred Espinoza to second period, John Zamora to third period, Donald Harper to eighth period, Michael Herda to third period, David Sewell to second period, and Max Gonzalez to fourth period.

We would like to thank both the contractors and the apprentices for the fine job they have been doing. I'm sure the contractors are as proud of these men as we are and go along with us in hoping the best for these men in the future.

We had our safety meeting December 20, 1973 and the attendance was very poor. There were 27 absences. We know it was the holiday season, but it is every apprentice's obligation to attend these meetings. Again we must ask all of you to read your Rules and Regulations. Rules six and seven pertain to safety meetings.

We would like to send our congratulations to Albert and Gail Tamez on the arrival of their new son Albert John, who was born October 7, 1973 and weighed in at 8 lbs. 1 oz.

We would also like to send our congratulations to Bill and Ellen Vincent for their new arrival. A son Michael Scott who was born

November 1, 1973 and weighed in at 5 lbs. 10½ oz. Congratulations again and welcome aboard boys.

Apprentices are making good in the off season, like William Vincent who played Santa Claus for a little extra loot during the holiday season. Bill's wife Gail made his 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 in the off season. He is repairing cars and said he is keeping real busy.

Harry Wesler, who has been a connoisseur of fine foods for years, decided that he was going to learn how to cook. His mother-in-law has been teaching him. His first venture was enchiladas. We talked to him after he made his first batch. He didn't look like they hurt him, other than the fact he looked a little green and some of his hair was falling out.



APPRENTICE MECHANIC Dave Avilez (left) and journeyman mechanic Tom Beath at work in the O. C. Jones Shop in Berkeley.

1973 Sees Changes

By **JAY BOSLEY and**
JIM FAGUNDES, Coordinators

Welcome 1974 and a fond farewell to 1973. Here is hoping that all who read this article enjoy a prosperous holiday and New Year.

Congratulations to Dale Marr and the rest of the officers on the election returns. Since Bob Mayfield will be leaving Oakland to be the vice-president of Local 3, let us welcome Dick Bell to District 20 as our district repre-

sentative. He is a qualified and capable hand.

Let us reflect on 1973 a little. 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 few, lost a little work due to continued violations of the rules and regulations. Let's hope that we won't have to repeat that lesson.

Looking ahead to 1974, we all can expect to tighten our belts a little, contractors and workers alike, with the Mickey Mouse fuel allotment system our dear government wants us to live with. 1974 should be just fair for the productive worker and real poor for the drone.

This will be a good winter for sharpening up those work skills and fulfilling training requirements at Rancho Murieta Training Center. Some fine instruction now will surely make a difference this spring.

Indications are that several apprentices from Oakland will be attending related instruction at RMTTC the first part of the year.

Are Things More Complex Now?

By **PAUL SCHISSLER**

Technical engineer apprentices who are involved with the surveyors Apprenticeship Program have undoubtedly used, or been exposed to some of the latest and most sophisticated surveying equipment and methods we have in this day and age. It might be of interest to you to read how some distances and calculations were obtained in 1812.

Description of Land on File in a Certain Connecticut County Seat for a Parcel of Land Conveyed in 1812—One hundred and forty-seven acres, 3 rods and 19 rods after deducting whatever swamp, water, rock and road areas there may be included there in and all other lands of little or no value, the same being part of said deceased's 1,280-acre colony grant, and the portion hereby set off being known as near to and on the other side of Black Oak Ridge gounded and described more in particular as follows, to wit: Commencing at a heap of stone about a stone's throw from a certain small clump of alders, near a brook running down off from a rather high part of said ridge, thence by a straight line to a certain marked white birch tree about two or three times as far from a jog in the fence going around a ledge nearby, thence by another straight line in a different direction around said ledge and the Great Swamp so called, thence in a line of said lot in part and in part by another piece of fence which joins onto said line, and by an extension of the general run of said fence to a heap of stone near a surface rock, thence as aforesaid, to the Morn, so called, and passing around the same as aforesaid, as far as the Great Bend, so called, and from thence to a squarish sort of a jog in another fence, and so on to a marked black oak tree with stones piled around it, thence by another straight line in about a contrary direction and somewhere about parallel with the line around by the lodge and the Great Swamp, to a stake and stone bounds not far off from the old Indian Trail, thence by another straight line on a course

diagonally paralleled or nearly so with Fox Hollow run, so called, to a certain marked red cedar tree out on a sandy sort of plain, thence by another straight 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 and by a sloping straight line to a certain heap of stone which is by pacing just eighteen rods and about 1/2 rod more from the stump of the big hemlock tree where Phil Blake killed the bear, whence to the corner begun at by two straight lines of about equal length which are to be run in by some skilled and competent surveyor so as to include the area and acreage as hereinbefore set forth. George D. Whitmore.

Work Slow In Utah Area

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 where the Utah apprentices are employed.

Morrison-Knudsen Company's District No. 6 permanent shop seems to have more repair work in the winter than during the regular work season and this means that there are four HDR 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-Jacobsen 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.

Cox Construction has two shifts started near Nephi, on I-15, employing two apprentices. They plan to continue working, weather permitting.

L. A. Young Company has stayed ahead of the weather at Salina Canyon on I-70, working on the larger cuts on a two-shift operation. They have kept three apprentices on the payroll to date.

Peter Kiewit Sons Company plans to work through the winter season on the structures and ramps at Riverdale I-80N in the Ogden area. Two apprentices are assigned to the job.

A dozen or more apprentices from Utah are taking advantage of the off-season lull by attending Rancho Murieta.

Winter Training At Murieta Offers Important Advantages

By **BRAD DATSON, Coordinator**

1974 has begun and our fine Rancho Murieta Training Center in Sacramento is now in session. Most apprentices know that they must attend R.M.T.C. for at least two weeks during each of their four periods of training. These two-week periods are called related training and are required by our State of California training standards.

What many apprentices don't know is that they should also go to the training center during each winter season for regular equipment training. The cost of this is \$8 per day but your employers have paid for six weeks of the training per year for almost all Local 3 hands, including all apprentices.

Here are a few of the many advantages of going to R.M.T.C. for the equipment training:

The time put in can be counted as work training hours and credited toward the total needed to graduate. (This means journeymanhood sooner and higher pay rates.) Just put the time on your monthly time slip and have the instructor sign for it.

For all 2nd, 3rd, or 4th period apprentices, training time at R.M.T.C. can be counted as that hard-to-get supervised time. If you get enough of this in several categories at school, you can start right off on rigs at 95% of scale when the spring work starts.

Remember that hard-to-get-on blade? R.M.T.C. is just the place to get as many blade hours in as you can. Blade operators are at a premium in the union hiring halls and mastering this piece of equipment will assure you of many hours work each year.

You can draw your unemployment insurance without a hitch.

Those apprentices receiving V.A. benefits will be credited with a time at school towards the 116 hours needed each month for a full V.A. check, provided the time is turned in on your monthly time slip.

While at R.M.T.C. training, your name stays at its same spot on the out-of-work list and the dispatcher will call you at school during the day for a job as well as holding it for you until you get back.

Most important, you will be learning under good experienced journeymen, in fact some of the real masters of our trade. These men are specially trained to teach you and that is their number one job at R.M.T.C. **Training you to be a good, safe skilled operator.**

Sacramento Dispatcher Becomes A Coordinator

By **LARRY UHDE, Coordinator**

The new coordinator for District 80 is Larry Uhde. His territory covers Yolo, Sacramento, Nevada, Placer and El Dorado counties, excluding the Tahoe Basin.

Uhde has been the dispatcher in the Sacramento Office for the past two years and feels that this experience will be beneficial both to the apprentices and the journeymen he meets on the job.

Uhde is very pleased to have the opportunity to work as a coordinator and will do his best to service the apprentices in my area. For the apprentices that need to get in touch with him his home phone number is (916) 456-4124.

Now is a good time for those of you who need to fulfill your related training to attend Rancho Murieta. This will keep you from having to attend in the Spring after the work starts. If you are going to attend the Training Center be sure to contact your coordinator, and obtain a dispatch, and a Training Center information sheet from your job placement center.

Construction Slump In Nevada Not Caused By Energy Crisis

By DALE BEACH, District Representative and LENNY FAGG, PAUL WISE, and DAVE YOUNG, Business Representatives

It's hard to believe, but here it is 1974 and the holiday festivities are over. We hope you brother engineers and your families had a very nice Christmas and a Happy New Year.

Might as well start off the New Year by stating that the energy crisis is being blamed for many things, but it can't claim the construction slump now being experienced . . . at least not yet.

Right now construction activity is in its natural winter slow down due to the winter snows and the Tahoe Regional Planning Agency ordinance, which prohibits any ground breaking between October 15 and May 1. In the spring, the construction building at Tahoe will depend on the status of the energy crisis.

The energy thing is in limbo right now. No one really knows what is going to happen. There are many projects planned for the spring, but ?????

The snow has brought work for a few of the good brothers at Ski Incline running the snow making equipment, lifts, tows, etc. Ski Incline is owned now by Japan Golf Promotions (U.S.A.), which also has the famous golf course at Incline Village. Many of our brother engineers work here during the warm summer months.

Douglas Construction is doing well on their Del Webb Tahoe Park project, as well as Williamette Western, who are doing the pier reinforcement for the footings and foundations, with Thomas-MacSween doing the pumpcrete work.

South Tahoe Construction picked up the \$104,000 sewer job at Pope's Beach for the S.T.P.U. District.

Contri Construction moved in on the Yerington sewer and wa-

ter job and are getting ready to roll.

H. M. Byars Construction is happy keeping many of our good brothers busy on their Kingsburg to Glenbrook job. They picked up the water system program for the town of Dayton, which consists of four miles of line. This will put some more of our brothers to work which we are happy to see. They seem to have the golden touch lately, as they are picking up job after job.

At McGill, Torkelson Construction's project of modernization of an expansion of the flotation plant for Kennecott, was down for the holidays but resumed work after January 1. Also, Kellex Corporation made the last pour on the smoke stack for Kennecott Copper and started on the metal liner the 1st of the year. They are working one operator on the Tugger Hoist.

Organizing efforts at Anaconda's Victoria Mine are going well, with about seven operators signed out of approximately 10. Torkelson is currently working on this project erecting a metal shop.

PKS is still running their crusher plant on the Highway 93 project at approximately \$4 million, with 18 brothers still working. No dirt work is being done, however.

This project is 50 miles south of Wells, Nevada.

Lockheed's Carlin Tunnel project laid off most of their operators due to the completion of the overhead pours and bad weather. State Inc. of Pueblo, Colorado, is working on the additional \$1 million mill for Millcamp Minerals with four operators and they should work all winter.

Helms' Interstate Highway 80 project at Golconda Summit is still doing well with little loss of time. Also their Ring Road job has not suffered much from the weather. Their job on the Short Ranch in the shadow of Rattle Snake Mountain worked

Record Rains Fall On Eureka

By RAY COOPER
District Representative
and
GENE LAKE
Business Representative

The North Coast (Humboldt County) is experiencing the wettest winter in the memory of many of the natives.

Rainfall for the month of November 1973 was the heaviest on record since 1902. So far this year, 24.08 inches have fallen on Eureka and surrounding areas. Normal for this period is 9.53 inches.

Needless to say, as the rain drops fell, so did the employment for many brother engineers. Most all construction projects are down now due to inclement weather. Looking back at perhaps the poorest construction season on record here in the

four dozers pioneering for the larger part of December.

Teichert's Interstate Highway 80 job through Reno is having problems getting the large directional signs manufactured. They have also opened a portion of Highway 395 from Glendale to Oddie Boulevard.

McKenzie's job at Sparks High School at approximately \$7 million has four brothers working with approximately 300 working days left. Barlow and Peek are working on their neighboring housing project at Spanish Springs Road. The completion date for this project is projected to be approximately January 15.

Western Crane & Rigging having finished the last pour on the Carlin Tunnels Portholes for Lockheed, have returned to the Reno area and are working here and there.

Nevada Paving and Sierra Paving have come to a stop due to the weather conditions.

Jim Thornton of Nevada Paving has reported that the prices of paving materials have doubled with threats of daily raises.

Hood Construction out of Whittier, California, completed their gas line job at Wadsworth, which included crossing of the Truckee River with two pipes, 16 inches by 1,000 feet each, at a cost of \$50 per foot. The job was for South West Gas Company, whose local office is in Carson City.

Carl Olson claimed he would not start work on the Marble Bluff Dam project until after January 1 and had not been awarded the job as of December 27. We hope the fuel shortage situation does not delay this vital project.

We see where the \$4.5 billion Alaska Pipeline has reached a tentative agreement with the construction union leaders in that the 796-mile pipeline would be built with union labor. This is very pleasing to hear as there is a strong move by many contractors for an open shop. Brothers, if this ever came about, I would hate to think of the outcome. Be sure to attend your union meetings and try to teach unionism to some of our newer brothers, as they are not fully aware of where we would be if we didn't have this great local union of ours!

There is no mining industry news this month as Lenny's article got lost in the mail en route from Battle Mountain.

Happy New Year!

Redwood Country it becomes quite clear what a great group of engineers we have in this area. In spite of the shortage of job opportunities, very little criticism was heard. We tried hard to find something for everyone this past season and for some classifications we had to refer many of the members to other areas. We sincerely thank each and every one of you for your understanding and consideration.

Now it is time to look ahead to next summer. From all indications, the employment picture is far brighter and more optimistic. We are anticipating five to six major road jobs, plus the overlay and paving projects. Underground work also will continue with two unfinished projects and three large pipeline projects coming up for bid soon. Dredging will hold its own on the local scene. Another major harbor dredging project is planned for Crescent City Harbor next summer; also a very good possibility of a private dredging job in Humboldt Bay soon.

Funds to convert the four-lane Route 101 Expressway to freeway standards in Arcata, Humboldt County, were allocated by the California Highway Commission. The commission had reserved \$6.63 million toward the \$7 million cost of the work between just north of Seventh Street and the overhead across the Northwestern Pacific Railroad's tracks, a distance of 1.7 miles, when it adopted the State Highway Budget for the 1974-75 fiscal year. The balance 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 California's Environmental Quality Act of 1970. An environmental impact statement meeting these requirements has now been approved.

The project will consist of constructing a half-interchange at 14th Street and an interchange at Sunset Avenue. It also will construct a pedestrian overcrossing to serve the Humboldt State University.

It is anticipated that the project can be advertised in early 1974 following further approval of the environmental impact statement by the U.S. Department of Transportation.

Bids are being advertised on two highway construction projects in southern Humboldt County. Both projects are planned for Route 101.

One project calls for construc-

tion of a four-lane freeway for a distance of 1.7 miles. The present two-lane conventional highway will be converted to freeway between four miles north of the Mendocino County line and one mile south of Benbow, where it will connect with existing four-lane freeway.

Construction will be on new alignment and will include a separation structure over the existing highway. The project also includes reconstructing nearly a mile of the existing highway to remove it from space needed for the construction of the new freeway.

Bids will be opened January 23 in Sacramento. A total of \$3.52 million is available for the project.

The second project scheduled consists of repairing a slipout at a point .8 mile north of the Benbow Undercrossing near Garberville.

Bids will be opened January 9 in Sacramento. Approximately \$28,000 is available for the project.

A tentative plan for a \$3.8 million expansion and modernization of Eureka small craft and commercial fishing harbor is being studied by the Eureka City Council.

The project area would run generally from the west end of the current fish dock project area at the foot of Commercial Street to a point just past Pier B, which would be rehabilitated as a major part of the work.

If there are no objections from the environmentalists or flower pickers, the State Department of Transportation will be calling for bids on a realignment project on Highway 96. The site will be about five miles north of Hoopa and the cost is anticipated to run about \$1 million. This will be a rough one—solid rock and straight up and down.

Bids will go out in the spring of 1974 for a multi-million dollar project in the vicinity of Patricks Creek on Highway 199. It will consist of realignment and viaduct work in the Smith River canyon. This will be another tough job—all rock plus the traffic to contend with.

In response to the many inquiries about our annual "crab feed" if at all possible we will have one. At this time it is impossible to set a date as neither the price nor availability of crab has been determined. The time and place will be announced in the *Engineers News* as soon as we are able to get a definite commitment.

See you all at the 1974 quarterly District Meetings.

New High Rise Going Up

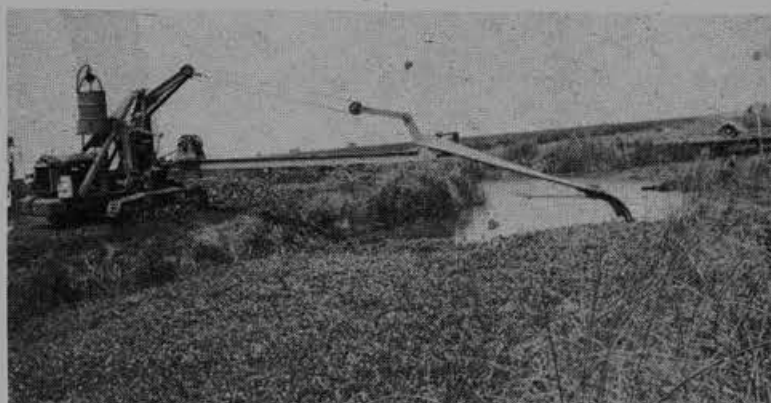
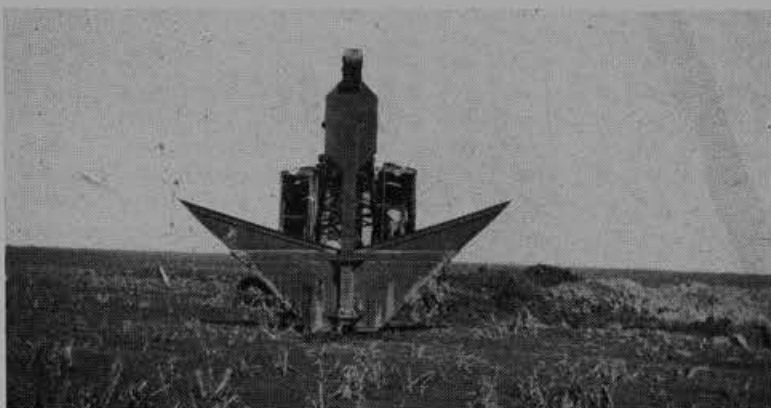
BY BOB SHEFFIELD,
Business Representative

Ralston Towers, an 11-story high rise housing for the elderly, is now under construction at Seventeenth and I Street, Modesto. Campbell Construction Co., of Sacramento is the prime contractor. It will be the highest building to be built in the Modesto area.

Hensel Pheleps job on the Highway 49 bridge in Sonora is still progressing. A tower crane has been moved in on the job and is now in operation. It is

225 feet high. As the project progresses it will reach a height of 440 feet. However, Pacific Excavators, the earth moving contractor, has been down due to weather conditions with a million yards of material on the north approach to excavate yet.

Work stoppages due to strikes declined to 1.3 working days per thousand during the first nine months of 1973—the lowest level for that period in nine years—the Bureau of Labor Statistics reports.



MORE FROM THE PAST—These pictures, taken in Watsonville in the mid-1930's, were submitted by C. A. Menefee of Hanford, California. The backhoe seen in the top picture digs a canal 18 feet wide at top and 4 feet wide at bottom. At bottom is a 1936 Mobile Meon weed fork for cleaning canals.

Much Work On 101 In Marin; Audubon Ranch Praises Job

BY AL HANSEN,
Business Representative

In Southern Marin County plans are going ahead for the bid opening on December 19 on the project to widen Route 101 for a distance of 3.5 miles northward from the Richardson Bay Bridge to Greenbrae.

Last summer a major construction project was completed to widen the Richardson Bay Bridge to accommodate an extra lane of traffic in each direction. The north and southbound traffic flow which was improved by the two-year \$4.4 million bridge contract will be further implemented by continuing the widened highway facility from six to eight lanes all the way to Sir Francis Drake Boulevard at the Greenbrae interchange. The new \$2.5 million extension is expected to take about a year and a half to complete.

Between Richardson Bay Bridge and the Alto Interchange the additional freeway lanes will be added at the outside of the existing lanes. From the Alto interchange northward the widening will be placed primarily in the median between the north and southbound lanes.

The existing climbing lanes will also be extended between Alto and Corte Madera. A concrete median barrier with a metal mesh glare screen will be installed. The highway signing and lighting system will be modernized, and three structures at Corte Madera will be revised to improve greater earthquake resistance. Also included in the plan is a bicycle path over Alto Hill on the west side of the highway, connecting city streets in Corte Madera and Mill Valley. The County is contributing approximately \$20,000 (half the construction cost) toward the cost of this path.

Plans, specifications and estimates were completed and the California Highway Commission approved a cooperative project between the State and San Rafael for improving the appearance of Route 101 freeway. The work will consist of planting trees, shrubs and ground cover plants between .2 mile south of Second Street and Mission Avenue, where recent construction activity has taken place. The work will cost an estimated \$42,500 of which the State will finance \$24,500 and the City the balance. The City will be responsible for maintaining portions of the newly authorized plantings.

Work is now about two-thirds completed on the Novato bypass project on Route 101. Freeman-Sondgroth and Lew Jones Construction Company are expected to complete around mid-1974 the \$15.4 million job, which will provide six lanes of freeway from about a mile south of Route 37 to 1.2 miles north of Atherton Avenue. The 5.2 mile-long segment will include interchanges at Rowland Boulevard, DeLong Avenue and Atherton Avenue. A bridge will be built near Novato Creek. The entire project will eliminate the last signalized intersection along 90 miles of Route 101 in Marin and Sonoma counties.

The southerly two miles of the project consist of widening and upgrading the present four-

lane highway on existing grade and alignment. The remaining 3.2 miles are on new alignment, bypassing the Novato business district in the east. Every effort is being made on this project to save existing trees, including oak, fir, redwood, blackwood, acacia, liquidamber and California pepper. Seventeen of these trees, ranging in height from 15 to 40 feet, were transplanted. They would have been destroyed had they not been moved out of the path of the contractor's operations. Also, the cut slopes have been contour graded with generous slope rounding to help blend the freeway into the existing terrain.

Following completion of this work, existing Route 101 from just south of Novato Creek Bridge to just south of Atherton Avenue Interchange, will be resurfaced prior to relinquishment to local jurisdiction.

Grover Wilson completed a recent \$25,000 project to reconstruct the intersection of Route 1 (Shoreline Highway) at Sir Francis Drake Boulevard in Olema. The work consisted of removing the hump in the road to improve sight distance and installing a flashing beacon to alert motorists of the three stop signs at that intersection.

Work was completed last September by Freeman-Sondgroth on their contract to widen and realign Sir Francis Drake Boulevard east of the Route 101 interchange. For a distance along County Route 792, from .3 mile west to .1 mile east of the San Quentin Prison West Gate, the contractor improved a left-turn storage lane for traffic into the prison. Both State and County funds were used to finance this project, with the State contributing about \$136,500 toward the total \$197,500 cost of the project.

"Any worker who can handle a big loader and other heavy equipment and yet treat the land so gently deserves a great deal of credit." Such a gracious acknowledgement of meticulous care by the highway maintenance department is always welcome, but especially so when it comes from the foremost conservation agency in Marin County, the Audubon Canyon Ranch. The maintenance crew of A. G. Bertolozzi, foreman of the Point Reyes Territory of the Department of Transportation, earned this gratifying salutation from the Ranch Resident Biologist David Cavagnaro, after completing a creek clearing project on the Shoreline Highway ranch near Stinson Beach.

To continue in the words of the Audubon citation, "though we approved of what needed to be done, the residents . . . were apprehensive about the safety of the trees and shrubbery. . . . This morning I stopped by to check on the completed work. I could hardly tell the job had been done."

The highest compliment on the care of native vegetation has been paid to a maintenance crew when highway work has been accomplished with a minimum effect on the surrounding natural environment.

Construction of a four-lane overcrossing of Route 101 at Caulfield Lane in Petaluma is now over 60 per cent finished, with completion scheduled for

By ALEX CELLINI,
District Representative and
DAN SENECHAL and JOHN
SMITH, Business Representatives

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

H. Earl Parker has a small crew cleaning up on extra work on the Sacramento River levee. Kaufman and Reynolds will be working all winter on the new Johns Manville plant in Willows. On the same project Mills Construction of Gridley is doing all the footings and floor work.

Granite-Ball, joint venture, on the Temaha Colusa Canal has a small concrete crew working and a concrete pump pumping concrete for bridges and overcrossings for the farmers and ranchers. Steward Concrete is furnishing the concrete for this work.

Lamon Construction has started some work on the new Orland High School which will be a good job for some of our brother engineers, weather permitting.

Westside Construction is finishing a new job in the Willows area between rains. Jaeger Construction has started some underground work in Yuba City. Wilmac Construction has a bridge

late winter, 1974. The City plans to extend the street up to and beyond the freeway, and will let a separate contract to build the connecting street. The State's contribution to this project is \$560,000. Peter Kiewit Sons Co. is the contractor.

Work is one quarter complete on the construction of a new East Washington Street interchange in Petaluma. A four-lane overcrossing with a 12-foot median, eight-foot shoulders on each side, and a five-foot sidewalk on the south side will replace the present two-lane structure. A barrier screen on the structure's south side will arch out over the sidewalk to prevent pedestrians from dropping objects onto the freeway.

The City of Petaluma plans to widen East Washington Street to four lanes, and the Department of Transportation will modify the ramp connections from the overcrossing to accommodate the increased traffic. Wilmac Constructors, Inc. was awarded the \$1 million contract. This project should be finished in the summer of 1974.

On Warm Springs Dam

Environmental Impact Report Submitted

By RUSS SWANSON, District Representative and BOB WAGNON & STAN McNULTY, Business Representatives

The U.S. Army Corps of Engineers has completed its final environmental impact report on the \$113 million Warm Springs Dam near Healdsburg. The \$100,000 report was filed with the Federal Council on Environmental Quality in Washington, D.C. on December 7th. It must remain on file for 30 days before the Corps can resume full scale construction work at the dam site Northwest of Healdsburg.

Although \$38 million has been spent on the dam in the past eight years, the Federal Government could order the project

almost complete in Hamilton City with just a little more stripping of forms and clean up. Butte Creek Rock has the approaches to finish and tie in of the old highway.

Work on the east side of the Marysville District is slow at the present because of the heavy rains and weather conditions.

We had a \$340,000 job awarded to Crooks Brothers on Westside Road from Highway 49 to Calpine Road in Sierra County. They had just begun the work when the weather shut them down. This job should last through September of 1974.

Pacific Western Construction Co. still has about \$100,000 worth of work to do on their job on Highway 89 between Graeagle and Calpine.

L. T. Anderson and American Sheet Metal are working as the weather permits on Louisiana Pacific's job at Oroville.

Chicago Bridge and Iron is just starting their job at Thermolita and have subbed some of their work to Jim Bryne.

A. Teichert & Son has shut down for the winter on the Lindhurst High School site because of the weather.

Baldwin Contracting Co. is working mostly in their shop getting their equipment ready. They picked up a small job at Oroville off Marysville-Baggett Road but probably won't do it until the weather breaks.

H. Earl Parker has started their Spring Valley Quarry making rip-rap for work on the Sacramento River.

Work in general is slow because of the weather, but we are hopeful of a good forthcoming season and a good year for the brothers in the Marysville area.

We are working on the Marysville Dam and everything is still a go ahead for this project. This is a project that is vitally needed for water resources and power. In a time of energy crisis and with the threatened blackouts or brownouts across the nation, it's time that this project and other projects such as this get off the drawing boards and into the building stages. Don't be afraid to let your Senator or Congressman know your feelings in regards to these matters. It's time for the members of Operating Engineers to be heard loud and clear.

Problems On Interstate 5

By WALT TALBOT,
District Representative
and AL McNAMARA,
Business Representative

Piomba Construction Co. of San Carlos was low bidder on the extension of Interstate 5 in San Joaquin county from Hammer Lane to Highway 12. However, their bid was \$18.5 million for a 7.8-mile stretch that turned out to be more than \$4 million above the estimate. This problem coupled with new legal moves threatens to cause more delays on the only uncompleted segment of Interstate 5 that extends from the Mexican border on the south end to the Canadian border on the north end.

The projects underway prior to the rains are almost all shut down now with no chance of resuming work until the abatement of winter weather.

Numerous building contracts are let each month during the

winter and some small landscaping jobs have afforded work opportunities for many engineers. Other projects that are expected to be bid and let this month should help the unemployed in the area to some degree are the resurfacing on Airport Way between Highway 120 and Roth Road, resurfacing of Murphy and Carrolton Roads in the Escalon area, embankment and rock slope protection on Route 89 south of Markleville in Alpine County and last but, of course, not least the rebidding of New Melones Dam that is tentatively scheduled for January 25, 1974.

A new 28-lot subdivision is planned in Patterson on Sperry and Del Puerto avenues that should start early this year. This is our first report for 1974 and affords us, the office staff and business agents, to wish each and every engineer a most prosperous New Year.

On the other side of the lake JJJ Construction opened up its approximately \$700,000 sewer project in Lower Lake. Mission Pipeline is also working between storms on its project in the Highlands. Syar-Pacco is keeping a small crew busy at the Indian Valley Dam when rain and creek runoff permit.

Napa, Sonoma and Mendocino Counties are pretty well shut down, with the exception of the rock plants and maintenance.

Some reports of steelhead catches on the Gualala and Russian Rivers are starting to trickle in as the water clears. Pigeon and pig hunters reporting an average season while the duck hunters are still waiting for arrival of the northern birds.

In San Jose

Most Brothers Getting Work Each Week

By MIKE KRAYNICK, District Representative and JACK BULLARD, BOB FLECKENSTEIN, TOM CARTER and JACK CURTIS, Business Representatives

Old man winter has brought to a halt most of the work in the area, but the local contractors have been starting up again with several days of dry weather so 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 of necessity are closed down 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 make plenty of work in the area again in 1974 just as soon as the rains stop and the ground dries out.

By the time you read this, the holidays will be a thing of the past and we hope everyone had a very happy time through the holidays and everyone in the San Jose office wishes all the good brothers and their families a most prosperous 1974.

The Quinn Tractor agreement was not settled by December 12. Approximately 30 brothers are in Fresno, and 15 brothers in Salinas. Fourteen of us drove from Salinas to Fresno December 6, where we presented the proposal without recommendation. The proposal was defeated by standing vote of 40-4. This December 12 we re-opened negotiations with Quinn.

Ed Mayhew is steward at Salinas, Joe Carrion and Jim Thornton are stewards at Fresno.

We're having our problems in testing and inspection work right now. One problem is the high price of gas.

We won't have the information we promised on Senate Bill 165 until the February issue. Not enough has developed yet.

Most of our survey work is down now, as you know. Brothers Hammer and Ted Kagy have almost completed the project above Morgan Hill for Black. Norm Hagey finished the inspection for Nolte on the Hood pipe job in San Jose. Party chief Rune Hjalmarsson and Frank Waddingham made the Marriott complex south of Agnew Hospital. That's a good job there.

Don't forget the February 9th one-day First Aid Course at San Jose City College, gentlemen. Possession of that certificate by one member of a crew is going to be a prerequisite on some boundary jobs. That will be an OSHA requirement. Your possession of that certificate could be the factor that decides whether you work or not.

A message to Kaiser Moss Landing, Kaiser Natividad, and Kaiser Permanente — We must have our contract demands decided and submitted in written form by February 10, 1974. We as operating engineers will submit these demands to the Negotiating Committee of the Santa Clara-San Benito Building Trades. Our demands will be added to the demands of the other crafts signatory to the Kaiser Agreement. The combined demands will then be presented to the Kaiser Industries on March 1, 1974.

We hope in this fashion to avoid negotiating past the contract expiration date in June, 1974. Irv Duncan was selected by the Building Trades as the Chairman of the 1974 negotiations for the unions, and Jack Bullard was elected unanimously as secretary for the 1974 negotiations.

Here in mid-December, rock, sand and gravel and readymix are still working at or near full capacity. Rumbles are already being heard about fuel shortage problems here. Let's hope that this factor doesn't disrupt Christmas purchases and first of the year bill paying duties!

It's disappointing to see that construction work that was in progress or just about to be started has to be held 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 in every corner. There is also a lot of underground work going on that is keeping a lot of brothers busy.

The shops in the area are moving good and working their 40 hours a week. Speaking of shops, Morgan Equipment has moved into their new shop in Santa Clara on Aldo St. It is really a nice building with all the modern facilities. The only problem is when they built it 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 in the plant, but from talking to management they plan on correcting that in the near future.

The truck crane companies are staying real busy around the area. San Jose Crane & Rigging have their rigs working in the San Jose area, one of them in Le Baron Hotel on North First Street and Gish and two on a new building for the City.

There have been a few changes in the San Jose office lately, that we would like to report to you, brothers. Bob Fleckenstein is no longer in charge of the Salinas area, but the Salinas office is going to be opened 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 Bullard will alternate turns in opening the office. If you have any questions, don't hesitate to call.

Most of the shops and rock, sand and gravel plants are still in operation despite the bad weather we have been experiencing the last two months. The regular crews that work for Hillsdale Rock Company in San Jose, Coyote, San Juan and Hollister have lost little time this winter except for those days when they had to shut down because of the heavy rains.

Up to this time the heavy duty repairmen working in the contractors' shops throughout the area have been pretty busy and the outlook 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 con-

tractors working on the bridge structures have been making good progress with very little lost time.

The new County office building at First and Hedding Streets here in San Jose is on schedule.

At the present time San Jose 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 1975.

As we reported in our last issue, most of the jobs in the southern part of District 90 are winding down due to the weather. There are quite a few unfinished jobs and with a break in the weather most of the brothers will be back working.

It's satisfactory to report that organized in District 90 and in mid-December started negotiating a contract with Alsop Drilling, one of the oldest well drillers in the beautiful Salinas Valley.

Burke Construction and Madonna Construction are working on the slides south of Big Sur. Granite Construction Co. out of the Salinas branch has been working six days a week in Greenfield and Soledad trying to finish their projects there.

As 1973 comes to an end and we look back, we find that it was a good year which is re-

Rain, Snow Stop Redding Work

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

Winter has set in tightly in the Redding area with heavy rains in the low areas and heavy snow in the mountains. The first week in January there was no less than seven feet of snow at Mineral while Yreka had an abundance of rain and very little snow.

H. P. Edwards, a local contractor in Red Bluff, is in the process of building a trailer park just off Interstate 5, in Red Bluff. Operators on the job are Don Moler, Bill Mendenhall, Jess Mendenhall, Roy Benefield 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 in the Colax Cable for the telephone company is all but finished in the Redding area. Underground Construction started their particular phase of the construction in early '73 and has kept as many as 40 engineers working all season.

This project started near Susanville at the Nevada State line and continued diagonally to Red Bluff, which is approximately 130 miles, and from there cuts south an additional 150 miles to the Bay Area. The cable crossed some of the roughest terrain of Northern California consisting of steep bluffs, lava flows and marshy areas. Even with all these hazards the work proceeded quite well under the leadership of Jim Siler, the superintendent, and his foreman.

Brothers Keep Busy Despite Wildcat Strike, Fuel Shortage

By RALPH WILSON, District Representative and CHARLES SNYDER, Business Representative

Despite the fact that we are in the middle of the winter season and a normal work slowdown, as can be expected each year at this time, we are confronted with two additional obstacles—a wildcat strike and a fuel shortage.

Surprisingly enough a great many of the brother engineers are still on the jobs. A number of the projects have felt the labor dispute effects and have ground

flected in our brothers' pay checks, considering the environmentalists actions which affect the construction industry directly. But no sooner than we started picking up after some years of slow construction do we see looming its ugly head the so called "Energy Crisis." Much is being said about it, as you are aware of, and we are also asking the same questions as you do. Is this energy crisis going to affect the construction industry? Are we going to lose jobs because of the shortage of fuel? We can't answer these questions now but we certainly hope that the new year, 1974, will be a better year for all of us.

Season's greetings to you all.

to a halt while others continue to do what work they can with a skeleton force of engineers. The final blow has been the shortage of fuel.

On a brighter side we have experienced the near completion of four more than 15-story office buildings scheduled for completion in 1974—the largest amount in any one year.

Approximately 60 per cent of the 1974 completions are already committed to large San Francisco corporations requiring additional space for their own use.

Bechtel Corporation and Metropolitan Life Insurance Company have erected a 38-story high rise at the corner of Market and Fremont Streets which still employs four engineers on the elevators.

The 29-story California State Automobile Association Building at 100 Van Ness is nearing completion with three brother engineers on the job.

Another 29-story structure, the Levi Strauss Building (Embarcadero Center No. 2) is also nearing completion with several engineers on the job. It is hopeful that Embarcadero Center No. 3 will get underway shortly after the first of the year.

Williams and Burrows' 17-story project at 221 Main Lower is beginning to take shape with the help of four engineers.

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 299 project from Interstate 5 to the Shasta College, has been trying to get fuel allocations to finish their project in 1974.

Joe Selegi, superintendent on the project, said he didn't know where he would get fuel to finish the project. The better portion of the earth work has been completed on the project with mainly the structures and finish work to be done. Completion date is scheduled for September. Joe also said Helms had picked up a \$4 million project in Nevada and was unable to secure one gallon of diesel to start the project.

A variety of small jobs such as the Hawn Mall and Mercy Hospital are keeping Morgan Oaks hands busy this winter. Job Steward Fred Owens has been working for the company since early 1960. Oscar Smith, the safety man, one of the newer employees, has worked for the company since the late 1960's. These two men are outstanding in their rolls as job steward and safety committeeman and are a credit to Local No. 3.

Solano Concrete, a construction firm from the Bay Area, has tried to move in on the mall project they are going to build on Hilltop Drive, but because of inclement weather and soft ground they have been unable to proceed and probably won't be able to until spring.

The work load in the northern end of the Redding District looks like it will be about the same as it was last year (not bad, but certainly not good either). Many of the brothers

who make their homes in the district were forced to seek work in other districts 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 \$22 million in highway work on Interstate 5 coming up this spring, unless the tight money or the fuel shortage force the Department of Transportation to pull the jobs until later. The contractors in this area have been hit pretty hard this winter with heavier than normal rains and freezing weather.

Hughes & Ladd, Inc., and C. R. McConnell J.V. (I-5 job at Hornbrook) hope to get back to work in the later part of January or early in February.

Eastco 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 belt of Siskiyou County.

Robert Moore Construction has a bummer of a job at Burney, building the new Burney Sewage Treatment Facility (lots of lava and very little dirt).

Harry Lee Plumbing, Inc., has been working right along this winter trying to get the pipe work, most of which has to sit in trenches at least fifteen feet deep. Brother Bill Marquis is the operator and Brother Chuck Green the oiler on the new Korning 666 Hydraulic Backhoe that Harry Lee Plumbing is using to cut the trenches. They are steadily fighting the lava and near zero cold but are making pretty decent progress.

We, in the Redding Office wish you a very happy New Year.

With Safety In Mind

Hazards of Winter Driving

By JERRY MARTIN, Director of Safety and Training

Driving hazards are increased by the adverse conditions of the winter season. Whether you're bucking fog, ice, snow or freezing rain you need far greater knowledge and skill to operate an automobile safely during this period.



Jerry Martin

For safe winter driving, your car must be in tip-top mechanical condition. Particularly important are the following:

Brakes must be equalized; otherwise a skid will result when you brake on a slippery surface; Unevenly worn tires produce skids and spins. When tires with good tread are used in combination with smooth tires unequal traction results and a skid is more likely;

Heater and defroster must be working properly if good visibility is to be maintained;

Wiper blades should wipe clean and not streak. If they don't, install new ones;

Safe winter driving requires greater traction than usual. Snow tires are often sufficient but there are times when you must have chains.

Even having an automobile in perfect mechanical condition will not prevent winter accidents, if the driver isn't skilled in winter driving techniques. The two things requiring greatest care are steering and braking on slippery surfaces. Changes in direction should be made slowly and smoothly. If a skid does develop, turn the front wheels in the direction of the skid; then, as the skid is controlled, bring the front wheels back to a straight position and slowly maneuver the car back to its original course. Don't use your brakes during a skid.

When you apply brakes, do it smoothly, using a light intermittent pressure on the brake pedal. Since it's dangerous to hit the pedal hard, braking on a slippery surface must be started sooner than on a dry surface.

Remember, too, that under winter driving conditions, you should leave more space than usual between your car and the one in front of you.

Rain figures in more traffic accidents than it should. Rain presents several problems in driving.

First, it obscures your vision. Windshield wipers become dirty and smear road oil onto your windshield. Your windows start fogging over.

These items can be corrected by cleaning your windshield wipers occasionally with a paper towel. Use the towel to wipe off the inside of the windows. Ventilation is the best way to prevent fogging. Keep the air scoops open and crack the windows and vents on the "off-side" of the rain. Drive more slowly—over-running your visibility is asking for trouble. When it is really pouring down, you are usually better off to pull into some safe place and wait for the rain to let up.

Also, the road surface becomes slippery, especially when driving during the early phase of a rain. It raises a soapy, slick film of oil and grease drippings. After about an hour of a hard rain, this slick residue is washed off and the pavement becomes more reliable again.

Center lines and lane markings also become slick as grease. Brake while your wheels are on these lines and you are in deep, serious trouble. Curves must be taken at a much lower speed to prevent skidding.

Remember about hydroplaning? Your tires start surfing on a thin layer of water at higher speeds, and you can lose control of your vehicle with any type of sudden movement. Your braking distance is doubled when you try to stop or slow down in wet conditions. Your brakes lose much of their effectiveness when they become wet due to the loss of friction. All of this means you should slow down when it is raining.

NOTE:

Major tire companies emphatically warn that mixing radial and conventional tires is very dangerous. Without exception, they agree that radial tires should be installed on all four wheels and recommend an additional radial tire to be carried as a spare. If only two radials are installed on a vehicle, they must always be placed on the rear wheels. Never install conventional tires on the rear and radials on the front or else an abrupt maneuver will cause a severe skid and an accident.

THINK SAFETY, ACT SAFELY

Requirements Cause Concern

Assembly Majority Leader Jack R. Fenton of Montebello said last month he had learned that much concern exists among employers and employees about meeting the requirements of his Assembly bill 150 (CAL/OSHA), the Occupational Safety and Health Act of 1973.

AB 150, authored by Assemblyman Fenton, the chairman, and members of the Assembly Select Committee on Industrial Safety, became law last Octo-

ber 1.

Effective January 2 the Division of Industrial Safety (DIS) began issuing citations under CAL/OSHA.

"Judging by letters being received by the DIS and by my select committee, many employers misunderstand the relation between our state act—CAL/OSHA—and the federal OSHA act. They are becoming concerned about how to conform to our state law.

New Administration Center Approved

By CLEM A. HOOVER, District Representative and AL DALTON, AL SWAN and DAVE REA, Business Representatives

Approval for construction of a \$16.2 million downtown County Administration Center has been given by the Board of Supervisors. It will be located on the block bounded by H. I, 7th and 8th.

The main feature of the complex will be a five-story tower facing 8th Street. This will be the main office building and it's designed so it can be expanded vertically into a 14-story tower, if this need arises. The existing administration building on the corner of 7th and I is to be remodeled and tied into the rest of the complex.

Bids on construction of buildings and other final improvements for the new California Patrol Academy near Bryte are expected about the middle of January. The work is scheduled to start in March 1974. The new \$12 million Academy should be ready for occupancy by June 1975.

Conservation interests contend that an excavation project to obtain dirt fill for a 17-mile segment of Interstate Highway 5 between Stockton and Sacramento is actually a government ploy to start work on a yet unauthorized Delta peripheral canal. U.S. District Court Judge Robert Schnacke Monday denied a motion by Friends of the Earth, Save the Delta Association and two landowners seeking a temporary restraining order halting the opening and award of bids for building and excavation of the highway.

Hearing on a preliminary injunction has been set for January 2 and the Department of Transportation has agreed not to approve any contract award until that date. The State, not a party to this suit, awards the contract, but the Federal Government pays 90 per cent of the cost and must give final approval. The suit alleges that work is to begin on the canal under the guise of building the Interstate 5 segment.

The Department of Transportation held a public hearing to discuss the basic design features of the relocation of 7.7 miles of State Route 49 between the fairgrounds interchange on Route 50 at Placerville Drive and Marshall Road about .5 miles north of Coloma. It was a good turn out.

Route studies begun in 1960 at the request of the El Dorado County Board of Supervisors. The studies were presented and discussed at a well publicized hearing at the El Dorado County Fairgrounds on July 31, 1962. The new routing, which is an entirely new alignment, was favored by the majority of the people and was adopted as a limited access highway by the California Highway Commission on March 19, 1964. The basic 32-foot wide roadway on a minimum 44-foot graded roadbed will cost approximately \$6 million for right-of-way acquisition and is scheduled to begin in 1975. Anyone having questions in reference to this matter may contact Mr. Sam Helwer, District Director of Transportation, P.O. Box 911, Marysville, Calif. 95901.

Credit Union Notes

Board Declares Dividend

By JAMES "RED" IVY, Credit Union Treasurer

The members of the Board of Directors of the Operating Engineers Local Union No. 3 Credit Union declared a 5.5 per cent per annum dividend for the six-month business ending Dec. 31, 1973.



James "Red" Ivy

This represents an increase of 10 per cent in dividend declaration as compared to the prior six-month business period ending June 30, 1973. This increased dividend coupled with the life insurance provided by the credit union on all insurable members, will exceed the return normally received from competitive lending institutions. In addition to the above stated benefits each credit union member was advised in the December 1973 issue of the Engineers News that your share deposits in the Credit Union were now insured to a maximum of \$20,000 per account by the Administrator of the National Credit Union Administration.

Each credit union approved for insurance must meet high standards. Adherence to these standards are determined regularly through credit union examination by government examiners. If, despite these precautions, an insured credit union falls into financial difficulty and must be closed for the purpose of liquidation because of bankruptcy or insolvency, deposits will be protected up to a maximum of \$20,000 by an agency of the federal government.

This benefit was added in accordance with board policy to continue to provide the members of the credit union with protection of their funds on deposit.

GENERAL INFORMATION

DEFINITION: The Credit Union is a cooperative corporation. It is owned and operated by its Members strictly for their benefit.

PURPOSE: The Credit Union was organized for the purpose of promoting thrift among its Members, encourage them to save and to provide a source of credit for them at reasonable rates of interest for provident purposes.

ELIGIBILITY: Any Member or employee of the Operating Engineers Local Union No. 3 and any member of their immediate family (their spouse or minor children) residing in their household may apply for Membership in the Credit Union.

APPLICATION for membership: Opening a new share account requires the payment of a \$1.00 entrance fee and a minimum share purchase of \$25.00 (\$26.00 total). The front side of the enclosed pink "Application for Membership" card must be completed in its entirety. At the option of the applicant, the reverse side of the Membership card provides for the naming of a joint tenant and beneficiary of insurance.

INVESTING: Additional shares in any amount may be purchased by mailing your remittance directly to the Credit Union Office. Make checks payable to "Operating Engineers Local Union No. 3 Credit Union" and identify with your Social Security Number.

SECURITY: Each Member Account in the Credit Union is insured to the maximum of \$20,000 by the Administrator of the National Credit Union Administration.

EARNINGS: Shares on deposit by the 10th day of the month earn dividends from the first. The dividends in recent years have equaled or exceeded the rate of interest that banks have paid for the same period on passbook savings accounts. Shares must be on deposit at the close of the dividend period to receive payment of dividend.

***LIFE SAVINGS insurance:** In addition to dividends, an eligible Member's shares in the Credit Union earn LIFE INSURANCE in amounts up to \$2,000 at no extra cost. A Certificate of Insurance outlining the terms and conditions of coverage is enclosed.

VALUE: The combined value of the dividends and Life Insurance should easily exceed the maximum amount that an eligible Member's funds would earn if invested in other savings institutions.

WITHDRAWAL of funds: Withdrawal of funds from your share account may be made by applying in person at the main office of the Credit Union in San Francisco or you may submit a written request for withdrawal by mail. No special forms are required. Simply state the amount you wish to withdraw, identify your Account by your Social Security Number and sign your name as it appears on your "Application for Membership" card retained in our files.

NOTE: A minimum share balance of \$25.00 must be maintained to keep your Share Account open.

RETAINING MEMBERSHIP: Members whose association with the Local Union is honorably terminated may retain their Membership in the Credit Union by maintaining the minimum share balance of \$25.00.

BORROWING: Any Member of the Credit Union may apply for a loan. Having one or more open loans does not necessarily mean that you could not apply and receive additional credit (see Loan Policy for limits).

LOAN POLICY: A "Loan Policy" giving a general outline for Credit Union loans is printed on the reverse hereof. The amounts and terms indicated therein can be modified within reason, subject to the approval of the Credit Committee and the limitations imposed by Credit Union Law.

APPLICATION for loan: A completed loan application (copy enclosed) must be submitted for each new or refinanced loan. The application may be mailed directly to the Credit Union office in San Francisco. Applications for secured loans (autos, mobile homes, etc.) should have a purchase order or appraisal attached.

NOTE: Application for loans secured by an equal number of Credit Union shares need be completed only to the "Security offered" line and signed at the bottom.

Obituaries

Business Manager Dale Marr and the Officers of Local Union No 3 offer their sympathy and condolence to the families and friends of the following deceased:

Carpenter, Sylvester (Mary, Wife)	12-2-73
P. O. Box 226, Brookings, Oregon	
Cox, Montie (Nell, Wife)	12-8-73
966 N. Crystal, Fresno, Calif.	
Ekman, David (Esther Freitas, Sister)	12-4-73
47-055 Kam Hwy, Kaneohe, Hawaii	
Griffith, Samuel (Elsie, Wife)	11-30-73
P. O. Box 114, Empire, Calif.	
Heenan, Elmer (Dorothy Fresquez, Daughter)	12-6-73
221 Doolittle Dr., Roseville, Calif.	
Hughes, Harold (Eloise, Wife)	12-7-73
2844 Manor Dr., No. C, Placerville, Calif.	
Jordan, James (Virginia Clair, Daughter)	12-8-73
1912 Borden Villa, Santa Rosa, Calif.	
Miller, O'Neal	12-14-73
P. O. Box 265, Treece, Calif.	
Olsen, Lawrence (Lois, Wife)	12-2-73
Rt 1, Box 257, Ione, Calif.	
Roylance, George (Hazel, Wife)	11-30-73
332 East 1st No., Springville, Utah	
Stamler, Maurice (Doris, Wife)	12-16-73
2709 Weyford Dr., Concord, Calif.	
Townsend, Ralph 3 (Rose, Wife)	12-3-73
Rt 1, Box 228A, Oroville, Calif.	
Verdugo, Louis (Irma, Wife)	12-18-73
201 "D" St., Redwood City, Calif.	
White, Clifford (Nina, Wife)	12-9-73
4401 Harmon Rd., El Sobrante, Calif.	

DECEASED DEPENDENTS

Knauer, Bertha—Deceased October 6, 1973
Deceased Wife of Harvey
Lawyer, Pearl—Deceased December 9, 1973
Deceased Wife of Bishop
Smith, Laurette—Deceased December 8, 1973
Deceased Wife of Wm. J. Smith
Swinyer, Violet—Deceased November 30, 1973
Deceased Wife of William Swinyer
Tims, Lota E.—Deceased December 13, 1973
Deceased Wife of Ham Tims
Yeary, Jane—Deceased December 6, 1973
Deceased Wife of Sidney Yeary

Fresno Could Have Good Year If Weather Does Not Change

By **CLAUDE ODOM**, District Representative and **BOB MERRIOTT** and **HAROLD C. SMITH**, Business Representatives

So far we have been lucky with the weather and hopefully this will be the pattern for the coming year. With the weather permitting we are looking forward to a good work year.

Negotiations with B. J. Carney & Company were completed and the contract ratified by the members.

We are presently in negotiations with Quinn Company and hopefully this contract will be ready for ratification shortly.

Saf-T-Cab, Inc. and Sequoia Manufacturing Company contracts will be expiring in 1974 and we will be holding pre-negotiation meetings in the near future.

The Bureau of Reclamation is calling for bids for the Westlands Water District pipeline project in southern Fresno and King Counties. Bids will be opened in January with engineers estimate from \$10 to \$25 million.

Syblon & Reid are making progress on their Friant-Kern Canal project in Tulare County and should be finished with the major dirt and concrete work by February 1 when the Bureau of Reclamation will fill the canal with irrigation water.

Pacific Western Construction of Fresno was low bidder for construction of 5.9 miles of two-lane road on 10th Avenue from Kansas Avenue to Idaho Avenue and 14th Avenue from

Shanghai Street to School Street near Hanford in Kings County. The project went for \$605,287.

Burdick Construction Co. started their storm drain job on Caldwell Avenue in Visalia at a cost of over \$300,000. The project should be finished in two or three months.

Great Valley Construction finished their Highway 190 job in Springville and most of the crew moved to their jobs in Fresno and Reedley. This company was also the low bidder at \$1.2 million for grading and paving Highway 41 south of Fresno.

Perini Corp. shut down their Buchanan Dam job for the winter and moved some of the scrapers and their rock spread over to Hidden Dam.

Daleview Construction of Fresno finished their Highway 145 job in Madera and moved their dirt spread out to Firebaugh where they have three jobs on Highway 33.

W. M. Lyles Co. of Fresno was awarded a contract of \$143,887 to construct a two unit sewer and water main project in the North Avenue Industrial Triangle Unit.

Pacific Excavators of Albany submitted a low bid of \$540,725 to construct area access roads in the San Luis Reservoir area about 12 miles west of Los Banos. The work includes earthwork, structures, and asphalt concrete paving of about 4.5 miles of two-lane road and the building of three 100-car parking lots.

Weather Closes Down Work in Alameda

By **DICK BELL**,

District Representative and **GUY JONES**, **RAY MORGAN**, **HERMAN EPLER**, **RON BUTLER**, **BILL DORRESTEYN**, **DeWITT MARKHAM**, **KEN ALLEN**, **JIM JOHNSTON** and **BUFORD BARKS**, Business Representatives

Wet-wet-wet.

Just about all dirt work is shut down in Alameda County. Freeman and Sondgroth on Jackson in Hayward have been down for a few weeks due to the wet weather. Also down is Galbrath Construction Company. Silva's Pipeline out in Newark has been trying to fight the weather on their pipeline job. They have had a bad time fighting the underground springs.

Carl Swenson out at General Motors is keeping a few brothers working. East Bay Excavators at their rock quarry in Hayward is keeping a few of our brothers working on the asphalt plant, crusher and in the quarry. Gallagher & Burk have slacked down on their work due to the weather, but have just about finished the dirt work and black top out at Ohlone College in Mission San Jose.

Brothers, the work situation in Alameda County looks slow for this time of year—thanks to Mother Nature.

In Eastern Contra Costa County, all along the river from Antioch to Martinez, there is activity in the plants. They are either expanding or on shut down repair.

C. Norman Peterson has the bulk of his work including the Fibreboard plant in Antioch and the P.G. & E. plant in Pittsburg. They are just finishing up the latest shut down repair at the Shell Refinery in Martinez. This has been a good job for Brothers John Prindible and Leonard Davis.

P.D.M. is erecting new storage tanks at the Pittsburg P.G. & E. Power Plant with Brothers Jim Handy and Jim Pak doing the hoisting for them.

J. M. Foster just about completed their section of the cold reduction unit at U.S. Steel, leaving Swinerton & Walberg to make the final installation.

Concord Crane and Rigging has their crews spread all over the area, keeping most of their brothers busy this winter.

Work in Oakland, Alameda and Richmond is very slow with the coming of the rains. There are a few jobs in all areas. A.F.B. Corp. is doing a job in the Alameda Naval Air Station. Scott Elliot has almost finished their job at the Navy Base.

There is still lots of wrecking going on in Oakland. Spencer, White & Prentice along with Case Westland are doing the foundations for the Sun Yet Building at 8th & Broadway in Oakland.

Berkeley area work is very spotty at this time. Some tree work in the hills and work on Peralta Hospital is still going on.

Richmond has a few jobs going. The Social Security Building is going, rain permitting. Also, Chicago Bridge & Iron is putting up tanks behind Standard Oil. Cahill is doing work on hotels and apartments on Albany Hill. Albay and O. C. Jones are still doing work on the Union Oil bulk plant. Bechtel has not

More Credit Notes . . .

(Continued from Page 13)

INTEREST: Simple interest on the declining balance is charged on Credit Union loans and there are **no prepayment penalties**.

***CREDIT LIFE insurance:** The life of each eligible borrower, with the exception of those making loans secured by 1st mortgages on real estate, is insured for the amount of his loan(s) up to a maximum of \$10,000 at no extra cost to the borrower.

DISABILITY insurance: Health and Accident (disability) insurance is available through the Credit Union at a nominal charge to borrowers who wish to purchase this additional protection.

*The insurance plans identified by an asterisk above are purchased and paid for from the earnings of the Credit Union. However, these insurance plans are subject to revision, modification or termination by action of the Underwriter and/or Credit Union Board of Directors.

LOAN POLICY

A. **SHARE loans**—Maximum loan—100% of unpledged Credit Union shares — **MINIMUM LOAN** — \$300. These loans are to be secured by a pledge of an equal amount of shares (savings) on deposit in the Credit Union. The shares pledged as security may be in the account of (1) the borrower, (2) another Member of whose account the borrower is a joint tenant or (3) in the account of a co-signer.

B. **SIGNATURE (unsecured) loans** — Maximum loan — \$5,000 **MINIMUM LOAN** — \$300. Signature loans are made to Members who have a prior record of saving in the Credit Union. The amount a Member can borrow is generally 4 to 5 times the amount of his Credit Union shares.

C. **CO-SIGNED loans** — Maximum loan — \$5,000 **MINIMUM LOAN** — \$300. Co-signers must be wage earners with the ability to assume the contract in case the borrower defaults. The co-signer does not have to be an Operating Engineer. A co-signer's (co-maker's) statement is required.

D. **SECURITIES** — Stocks, bonds, etc. — Maximum loan — 60% of the market value of listed securities.

E. **FURNITURE AND APPLIANCE, NEW only** — Maximum loan — 70% of the purchase price. Repayment terms (Loans A - E) \$500-12-15 months; 800-12-21 months; 1,000-18-24 months; 1,500-21-30 months; 2,500-24-36 months; 3,750-36-48 months; 5,000-48-60 months.

F. **MOTOR VEHICLES, NEW only** — Maximum loan — 80% of the Manufacturer's Suggested Retail Price or 80% of the purchase price, including tax and license, whichever is less.

G. **MOTOR VEHICLES, USED** — Maximum loan — Low Kelley Blue Book or 80% of purchase price, including tax and license, whichever is less. Repayment terms: \$1,000-12-24 months; 2,000-18-30 months; 3,000-24-36 months; NEW ONLY 4,000 & over 30-48 months.

H. **NEW & USED:** Mobile Homes; Travel Trailers; Pickup Campers; Boats and Boating Equipment: Maximum loan — 75% of the retail value or 75% of the purchase price including tax and license, whichever is less. Repayment terms: \$1,000-18-24 months; 2,000-24-30 months; 3,000-36-42 months; 4,000-48-60 months; 5,000-60-72 months; 6,000-72-84 months; 7,000-84-96 months; NEW Mobile Homes ONLY 8,000 & over-96-120 months.

I. **MOTOR HOMES, NEW & USED** — Maximum loan — 75% of retail value or 75% of the purchase price, whichever is less. Repayment terms: 36-60 months.

J. **AIRCRAFT** — NEW & USED — Loan information on request.

K. **CONSTRUCTION EQUIPMENT, NEW & USED** — Maximum loan — 70% of the retail value or 70% of the purchase price, whichever is less. Repayment terms: 12-36 months.

L. **REAL ESTATE loan** — First mortgage on Member's home — Maximum loan — 80% of the appraised value. Repayment terms 5-20 years.

M. **REAL ESTATE loan** — First mortgage on property other than Member's home — Maximum loan — 60% of the appraised value. Repayment terms: 3-12 years.

N. **REAL ESTATE loan** — Second mortgage on Member's home — Maximum loan — 75% of the appraised value LESS the amount of the first mortgage. The first mortgage must be held by a Bank, Savings & Loan or an Insurance Company. Repayment terms: 3-5 years.

1. The maximum loan amounts indicated above could be increased by the amount of the borrower's unpledged shares; i.e., a Member purchasing a \$4,000 motor vehicle with a maximum loan value of \$3,200 (80% of purchase price) could pledge \$800 of his shares and apply for 100% financing.

2. The maximum loan(s) to a Member cannot exceed \$20,000 plus the value of the Member's Credit Union shares (Credit Union Law).

3. A purchase order or an appraisal establishing the value of the security for a loan should be submitted with the loan application. (Items E through K above.)

4. Insurance protecting the collateral against loss with loss payable clause in favor of the Credit Union is required on secured loans over \$1,000.

5. The terms and amounts above can be modified within reason subject to the limitations imposed by Law.

really started its work at Standard Oil yet. In general work is slow.

In Central Contra Costa and Eastern Alameda Counties the iron is standing a good deal of the time now. You see that rusty glaze on the dozer blades, adobe jamming the idlers. So we clean up some of the loose ends we've neglected all year, see some of

the old friends, and think about spring and jobs. But we can do more than just think about them. We can write our legislators about gas allotments, impounded funds for highways, water projects and other federally funded jobs. We can attend any meetings the ecologist have and say our piece. In short we're not going to say let Jim do it.

Personal Notes

SAN RAFAEL

Many thanks to Brother Duane Hope for his donation to our Blood Bank.

Congratulations to Brother Bob Linscott, Jr. on his recent marriage.

We wish to thank those who sent us the season's greetings—it was appreciated.

Best wishes to Brother Al "Duke" Harms, retired member, who has been ill.

SACRAMENTO

It is with deep sadness and regret that we report the death of the following brother engineers: Elmer V. Heenan and Harold Hughes. Brother Hughes was working in Wyoming when he died of a heart attack. Our sincere sympathies and condolences are extended to the families of our good departed brothers.

We wish a speedy recovery for Brother Elmer Parker who is recuperating from a recent illness.

At the risk of sounding like a broken record we must again ask all the good brothers to donate to our blood bank in order that when the need arises we will have a supply that we can release.

We would also like to take this opportunity to remind the brothers to make sure that correct beneficiaries are listed with the local union office and with the trust fund office.

STOCKTON

Brothers Marion Click, C. E. Duncan, Merle Isbell and Edward Thoz were either hospitalized or under a doctor's care during the past month. A speedy recovery is wished for all.

Our deepest sympathies are extended to the families and friends of departed Brothers Henry Heinz, Louis Silveria, LeGrande "Pinky" Sobrero, Lynn Douglas, Lawrence Olsen, Bryan Akey, Louis Mazza and Leonard "Toughy" Briggs.

MARYSVILLE

We have received the following letters from members and/or their families:

"We wish to express our sincere thanks for your thoughtful consideration and sympathy in our hour of need." /s/ Chuck Antrobus and family.

"I want to thank the Operating Engineers Local Union No. 3 for the beautiful Bible given me in honor of my husband, Odie Hicks, who passed away October 27, 1973.

"A special thanks to Harold Huston for his kindness and sympathy." /s/ Mrs. Mattie Hicks

FRESNO

The Fresno office recently received the following letter:

Dear Mr. Odom and Staff, Just a "thank you" seems so small for all the help you have given me throughout this past year and a half of my husband's illness and death. Without my son, Bill, and you I would never have gotten through such an experience. Thank you also for the beautiful white Bible in memory of my husband. It is the most beautiful one I have ever seen. Sincerely, Ruby McPherson.

REDDING

Our deepest sympathies and condolences to the family and many friends of Brother Ed Mann who passed away November 1973, after a short illness.

Also, our deepest sympathies and condolences to the family

See MORE PERSONALS, Column 4

415 / 431-5885

CREDIT UNION

OPERATING ENGINEERS LOCAL UNION No. 3

P. O. Box 689

San Francisco, California 94101

☐ I wish to join the credit union. Please send a membership card.

☐ I wish to join the credit union and apply for a loan. Please send forms for both.

☐ I am now a credit union member. Please send me loan application forms.

☐ I would like to receive the following information from my credit union. (Attach separate sheet if necessary).

Name _____

Address _____

City _____ State _____ Zip _____

Soc. Sec. No. _____ Phone _____

SWAP SHOP CORNER: Free Want Ads for Engineers

FOR SALE: EQUIP. FOR A COMP. WELDING SHOP. Mig. Tig. & Gen. leads, pts., wire, rod, spot welder, cut off saw, drill press, etc. Will finance. 415/685-7670. Reg. No. 0763653. 1-1.

FOR SALE: DIAMOND T. TRUCK-TRACTOR. 501 Intl. eng. just overhld inc. new clutch. 20T. low bed, new tires & brakes. \$4,000. 415/967-3943. L. W. Mansker, 11330 Farndon Ave., Los Altos, Cal. 94022. Reg. No. 1067423. 1-1.

FOR SALE: 1969 FARWEST CABOVER CAMPER. 11' well equip. \$1,000 or best offer. H. K. Beaman, 8063 Basswood Ct., Windsor, Ca. 95492. 707/838-2795 evgs. Reg. No. 0402653. 1-1.

FOR SALE OR TRADE: 12x65 1972 CHAMPION MOBILE HOME. 3 BR, front kitchen, clean. Cost \$12,000, ask \$7,500. Call 209/523-4443. Modesto. Reg. No. 0955144. 1-1.

FOR SALE: SPORTS LINER CANOPY. 1968 Ford Ranchero \$125. Drag scraper for whl tractor w/3-pt hitch \$125. J. Hunt, 4137 Nulty Dr., Concord, Ca. 94521. 415/682-1578. Reg. No. 0347009. 1-1.

FOR SALE: 1961 F850 FORD DUMP. 10 yd 534 eng, custom cab, gd rubber, P.S. Air-trip on tailgate \$5,000. Essex Vibrator roller 5-12T, just overhld. \$2,000. 415/967-3943. L. W. Mansker, 11330 Farndon Ave., Los Altos, Ca. 94022. Reg. No. 1067423. 1-1.

FOR SALE: 1958 2 1/2 T GMC 3-AXLE 6x8 ARMY TRK. w/1120 tires & 12' bed. \$500. P. Bortolussi, 19 Mariele Dr., Fairfax, Ca. 415/456-5650. Reg. No. 1025217. 1-1.

WANTED: SILVER DOLLARS, GOLD & SILVER COINS. G. Lambert, P.O. Box 21427, San Jose, Ca. 95151. 408/226-0729. Reg. No. 1225584. 1-1.

FOR SALE OR TRADE FOR LAND: 2x64 MOBILE HOME. at Sacramento Murietta Mobile Village. H. K. Beaman, 8063 Basswood Ct., Windsor, Ca. 95492. Ph. 707/838-2795 evgs. Reg. No. 0402653. 1-1.

FOR SALE: REG. APPALOOSA STALLION. 3 yrs old, good color & confirmation. \$500. Appy. filly 2 yrs out of Dewit Bars grand daughter of 3 Bars \$400. Bill Genn, 19481 Williams Ave., Hilmar, Ca. 209/634-5767. Reg. No. 1065265. 1-1.

FOR SALE: FLEETSIDE CHEV 1966-8' pickup bed w/Barden bumper, gd cond \$80. 1967 Honda C-L 90, 3,400 mi, new cond. \$160. J. K. Short, 1889 Montecito Circle, Livermore, Ca. 94550. 415/443-0374. Reg. No. 1166575. 1-1.

WANTED: LIONEL TRAINS, rolling stock, etc. Furnish numbers & price. L. F. Jacker, 12009 Fair Oaks Blvd., Fair Oaks, Ca. 95628. 916/967-7089. Reg. No. 1191203. 1-1.

FOR SALE: JOHN DEERE 5010 SCRAPER. Serial No. 3774685, 6,200 hrs. Mechanically sound, gd rubber. \$12,000. R. H. Wymore, 8960 Sonoma Hwy., Kenwood, Ca. 95452. 707/833-2805. Reg. No. 0467674. 1-1.

FOR SALE: MECHANIC AND WELDERS' TOOLS. Phone 415/587-8981. Reg. No. 0864309. 1-1.

FOR SALE: 35mm CAMERA MAMA-YA/SEKOR 1000 DTL. W/FI. 4 lens, wide ang. lens, 85-205mm zm lens, many filters, shoe for flash, gadget bad. \$375. 415/538-8083. M. Rowe, 2019 E St., Hayward, Cal. 94541. Reg. No. 1382887. 1-1.

SALE OR TRADE: P.U.C. NUMBER HIWAY CONTRACT CARRIER type logging freight. Cargo container, etc. Also 12' alum. boat. Call 415/439-9056. Reg. No. 0413422. 1-1.

FOR SALE: McCULLOUGH MAC 1-10 CHAIN SAW. Has new chain \$85. 4582 Second St., Pleasanton, Ca. Ph. 846-2225. Reg. No. 0822831. 1-1.

FOR SALE: TRAVEL TRAILER 1965 Holiday Rambler. 22' self-cont. exc. cond. w/many extras. \$1,795. R. C. Wing, Rt. 2, Box 455, Sp. 28, Sonoma, Ca. 95370. Ph. 209/532-6289. Reg. No. 711183. 1-1.

FOR SALE: 36' DIESEL MOTOR COACH. \$12,000+ invested. Has full BR & kitchen. Dance flr & 6-sprk st. tape deck. Mechanically perfect. \$8,500 or best offer. Pref. cash. Call 415/447-1931. Reg. No. 1014599. 1-1.

FOR SALE: OUTBOARD JET ATTACHMENTS for 55 HP Bearcat & 40 HP Evinrude w/spare parts. Also 14' Wizard boat w/trailer, cheap. J. Kilroy, 3740 Madera Way, San Bruno, Ca. Ph. 355-3994. Reg. No. 1265073. 1-1.

FOR SALE: HIGHWAY PROPERTY. 2 BR house on acre plus, at Int. 80 & Haines Rd nr Auburn, Cal. Business potential. Write Buck Brumley, Rt. 3, Box 223, Dekalb, Texas 75559. Reg. No. 1070926. 1-1.

FOR SALE: TANDEM AXEL TRAILER with single wheels and tilt bed, for backhoe. Will haul approx. 14,000 lbs. \$16,000. Thomas Mitchell, 982 Connie, Campbell, Cal. 95008. 408/379-5225. Reg. No. 1192141. 1-1.

FOR SALE: 5 BEDROOM, 2 BATH split level, secluded, ocean view, fireplace, carpet, garages, half acre, \$34,500. L. Herrick, Rt. 2, Bx 75, Brookings, Ore. Ph. 503/469-4279. Reg. No. 1137643. 1-1.

FOR SALE: DIAMOND T DUMP TRUCK. \$1,500 sale or trade. Cummins Motor Crankshaft \$150. L. Mulhair, 97 Southridge Way, Daly City, Ca. Call 415/333-9006. Reg. No. 1547371. 1-1.

FOR SALE: 1967 FLEETWOOD MOBILE HOME. 12' x 60', comp. furnished. Landscaped, 2 Br. front kitchen, dbl awning, porches, shed, cooler, 20 cu ft freezer, \$6,500. E. Smith, 3000 Broadway, Sp. 47, Vallejo, Ca. 94590. Call 707/691-6261. Reg. No. 1420255. 1-1.

SELL OR TRADE: LOT VALUED AT \$7,500. 210' x 159'. Water, power, paved rd. 3 mi. to town. lg lake. Consider motor home, boat or \$6,000 cash. M. R. Hughes, 15602 Bowman Hilton Rd., Puyallup, Wash. 98371. Call 206/845-0272. Reg. No. 0657656. 1-1.

FOR SALE: 1971 24 FT REINELL HARDTOP. 215 OMC, sleeps 6, full canvas, dual batteries, head, bilge pump & blower, extras. \$5,800. Bill Miller, 415/534-3399 Oakland Cal. Reg. No. 0899417. 1-1.

FOR SALE: TRANSCIVER, SWAN 500CX MODEL. all band, 5 frequencies, ex. cond. \$395. Will include AC PS & sell all for \$425. 2 new 6LQs & 2 spare tubes incl. Call Kenny, 415/386-6313 or write to 455-41st Ave., San Francisco, Cal. 94121. Reg. No. 0883769. 1-1.

FOR SALE: 56 F.W.D. 2 1/2 TON FLAT-

BED dump. 30 T hyd. wood splitter, winch attached, new caps, exc. cond. L. Herrick, Rt. 2, Bx 75, Brookings, Ore. Ph. 503/469-4279. Reg. No. 1137643. 1-1.

FOR SALE: SECOND HAND MERCHANTISE. showcase, bric-a-brac in store operated as antique shop, \$1,000. Bud Watson, 1449 Portland, Albany, Ca. 94706. Reg. No. 0628819. 1-1.

FOR SALE: 1966 PONTIAC STATION WAGON. P/S, P/B, R/H, new steel belted tires, air cond., trans. rebuilt 10/73, new carb., fuel pump, hoses, cooling system just overhauled. \$800. E. Smith, 3000 Broadway, Sp. 47, Vallejo, Cal. 94590 or call 707/691-6261. Reg. No. 1420255. 1-1.

WANTED: 3-53 "JIMMY" DIESEL ENGINE. Must be rebuildable. J. Willis, 212 Persifer St., Folsom, Cal. 95630. Reg. No. 1030467. 1-1.

FOR SALE: GERMAN SHORT HAIR PUPS. 6 mo old, point & retrieve, best of breeding & hunting stock. One Brittany Spaniel, male, 1 yr. old. V. Breitmaier, 9910 Pringle Ave., Galt, Calif. 95632. Ph. 209/745-1718. Reg. No. 0572625. 1-1.

FOR SALE: GENTLE NINE-YR OLD MARE. 18 mos. gelding, w/tack & trailer \$625. D. Rossiter, 3252 Old Orchard Lane, Loomis, Cal. 916/652-7132. Reg. No. 0921440. 1-1.

FOR SALE: 1966 COMMING ENGINE. 310 HP \$1,500 1" drive impact w/sockets \$250. R. A. Piatti, 93 Shelley Ave., Campbell, Cal. 95008. Ph. 408/377-1099. Reg. No. 1036914. 1-1.

FOR SALE: LIKE NEW 1972 TRAVELERZE tr. 8x30, air, built-in vacuum cleaner, big refrig., spare, \$6,000. Lyle Engel, 121 Footwall Dr., Grass Valley, Cal. 95945. Ph. 916/273-7976 wkends. Reg. No. 553019. 1-1.

FOR SALE: ONE OT. TWO INTERMENT SITES. Oakmont Memorial Pk., Lafayette, Calif. \$350 George H. Day, 1765 N. Brownsboro Rd., Eagle Point, Oregon 97524. Reg. No. 1006601. 1-1.

FOR SALE: 8-WHEEL DRIVE ALL-TERRAIN VEHICLE. Corvair eng., 16x14.5-6 Goodyer terra tires, 60 pitch chain. \$800 or best offer. J. Minardi, 782 So. Cypress, San Jose, Ca. 95117. Ph. 243-2668. Reg. No. 1235515. 1-1.

FOR SALE: FOUR ACRES FRONTAGE. gd. loc. n.e. of state college. 1801 E. Shepherd St., Fresno. 2 wells, house, barn \$32,500 total at 7 pct \$3,000 dn. by owner. Ph. 209/465-9089. Reg. No. 0509762. 1-1.

FOR SALE: RETIREMENT LOT for mobile home on lake. Tennis crt, swim pool, all util. Copperopolis, Cal. Priced right. Jesse Hardy, 6617 E 17th St., Kansas City, Mo. 64126. Reg. No. 0290355. 1-1.

WANTED: MODEL T PARTS. all kinds; receiving heads, etc. R. A. Piatti, 93 Shelley Ave. Campbell, Ca. 95008. Ph. 408/377-1099. Reg. No. 103-6914. 1-1.

FOR SALE: TWO BEDROOM ALL ELECTRIC HOME. Owner contract. \$2,500 down. Charles Brown, 6922 S. E. Woodstock Blvd., Portland, Ore. 97206. Reg. No. 0649231. 1-1.

FOR SALE: BACKHOE 580 CASE w/ Digmore & forklift attach. Pitman Hydracane on C-700 Ford trk. 2 generators 100 K.W. 60 cyl. diesel. Ph. 415/589-8252. Reg. No. 0841471. 1-1.

WANTED: CASE OR JOHN DEERE RUBBER-TIRED BACKHOE. Call evenings 415/897-2527. Reg. No. 0964-940. 1-1.

WANTED: GOOD USED CASE 580A BACKHOE 12, 18, 24 & 36" buckets. R. Hakala, P. O. Box 254, Occidental, Cal. 95465. Ph. 707/874-3019. Reg. No. 1226021. 1-1.

FOR SALE: 1962 GMC 1/2 TON L.W.B. 3-spd trans. V6 eng. extra parts, generator, wheels. \$395. J. Paulazzo, 415/658-6539 after 5 p.m., 275-41st St., Apt. No. 115, Oakland, Ca. 94611. Reg. No. 865537. 1-1.

FOR SALE: 1/2 ACRE LOT in Redding, Ca. wooded, w/paved streets, sewer, gas, water & elec. Capped well on prop. can be subdivided. 2 smaller bldg. sites nrby. J. Paulazzo, 275-41st St., Apt. 115, Oakland, Ca. 94611 or call 415/658-6539 evngs. Reg. No. 865537. 1-1.

FOR SALE: 1969 CHEVY 4-dr sedan, automatic, P.S. P.B. air cond. 350 cu. in. eng. Hvy duty police equip. \$895 or trade for pickup. Call 415/658-6539 aft. 5 p.m. or write to J. M. Paulazzo, 275-41st St., Apt. No. 115, Oakland, Ca. 94611. Reg. No. 865537. 1-1.

RULES FOR SUBMITTING ADS

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

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

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

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

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

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

Booklet On Safety Questions

Questions on job safety and health standards are answered in the Labor Department's new 30-page booklet available at local offices of the agency's Occupational Safety and Health Administration (OSHA).

Gabriel Gillotti, Assistant Regional Director for OSHA in Arizona, California, Hawaii, Nevada and the Pacific, said the booklet is the first in a series designed to assist employers

to comply with the standards. It is entitled "Questions and Answers to Part 1910—the OSHA General Industry Standards." Questions and answers cover such topics as walking and working surfaces, means of egress, platforms, and occupational health control. Also, electrical hazards, personal protective equipment, general environmental controls, fire protection, and machine guarding.

More Personals...

(Continued from Column 2)

and many friends of Brother Harold Hughes who passed away December 1973, in Wyoming.

We also wish a speedy recovery to the following brothers:

Hank Munce—Hank is recovering after a long illness. He is at home to the brothers who wish to visit him.

Sam Alexander—Sam has been in the hospital a number of months and is still very ill.

Fred Brock—Fred is back and forth from Redding to the Bay Area hospitals. Fred is also at home recovering for the brothers who wish to visit him.

Frank James—Frank is recovering nicely after a long illness. He also would like to hear from some of you brothers.

Jesse Benneau—Jess is looking real well after his stay in the hospital. Jess is in and out of the hiring hall and is always ready to visit.

Charles Watson and John Ditto are both looking better than ever after their open heart surgery. Hang in there.

Geo Barry—Geo is recovering nicely. He also is in and out of the doctor's office. Geo would like to hear from the brothers.

Dave Tenney Jr.—Dave is looking very well after his long illness. Hang in there, Dave.

Hump Jordan—Hump is out of Memorial Hospital getting along real well.

Jim Graham—Jim is looking well after his eye surgery. Jim also would like to visit with some of the brothers.

OAKLAND

Brother Charlie Wells is in Doctors Hospital in Pinole. We wish him a speedy recovery.

Brother Paul Lindeman of San Leandro has been laid up for a while. We hope he is feeling better soon.

1974 MEETINGS SCHEDULE

1974 SCHEDULE OF SEMI-ANNUAL DISTRICT & SUB-DISTRICT MEETINGS SEMI-ANNUAL 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.
16 Redding, Wed., 8 p.m.
17 Oroville, Thurs., 8 p.m.
23 Honolulu, Wed., 7 p.m.
24 Hilo, Thurs., 7:30 p.m.
30 San Francisco, Wed., 8 p.m.

FEBRUARY

5 Stockton, Tues., 8 p.m.
14 Oakland, Thurs., 8 p.m.
19 Fresno, Tues., 8 p.m.
26 Sacramento, Tues., 8 p.m.

MARCH

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

APRIL

2 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.
24 San Francisco, Wed., 8 p.m.

MAY

7 Sacramento, Tues., 8 p.m.
9 Oakland, Thurs., 8 p.m.
21 Stockton, Tues., 8 p.m.
23 Watsonville, Thurs., 8 p.m.

JUNE

7 Provo, Fri., 8 p.m.
8 Reno, Sat., 8 p.m.
13 Santa Rosa, Thurs., 8 p.m.
25 Fresno, Tues., 8 p.m.

JULY

16 Eureka, Tues., 8 p.m.
17 Redding, Wed., 8 p.m.
18 Oroville, Thurs., 8 p.m.
24 Honolulu, Wed., 7 p.m.
25 Hilo, Thurs., 7:30 p.m.

AUGUST

6 Sacramento, Tues., 8 p.m.
7 San Francisco, Wed., 8 p.m.
13 Stockton, Tues., 8 p.m.
15 Oakland, Thurs., 8 p.m.
22 San Jose, Thurs., 8 p.m.
27 Fresno, Tues., 8 p.m.

SEPTEMBER

6 Salt Lake City, Fri., 8 p.m.
7 Reno, Sat., 8 p.m.
12 Ukiah, Thurs., 8 p.m.

OCTOBER

8 Eureka, Tues., 8 p.m.
9 Redding, Wed., 8 p.m.
10 Marysville, Thurs., 8 p.m.
16 San Francisco, Wed., 8 p.m.
23 Honolulu, Wed., 7 p.m.
24 Hilo, Thurs., 7:30 p.m.

NOVEMBER

7 Watsonville, Thurs., 8 p.m.
12 Stockton, Tues., 8 p.m.
14 Oakland, Thurs., 8 p.m.
19 Fresno, Tues., 8 p.m.
26 Sacramento, Tues., 8 p.m.

DECEMBER

5 Santa Rosa, Thurs., 8 p.m.
6 Ogden, Fri., 8 p.m.
7 Reno, Sat., 8 p.m.

DISTRICT AND SUB-DISTRICT MEETING PLACES

San Francisco, Engineers Bldg., 474 Valencia St.
Eureka, Engineers Bldg., 2806 Broadway.
Redding, Engineers Bldg., 100 Lake Blvd.
Oroville, Prospectors Village, Oroville Dam Blvd.
Honolulu, Washington School (Cafetorium), 1633 S. King St.
Hilo, Kapiolani School, 966 Kilaua Ave.
San Jose, Labor Temple, 2102 Almaden Rd.
Stockton, Engineers Bldg., 2626 N. California.
Oakland, Labor Temple, 23rd & Valdez.

Sacramento, CEL&T Bldg., 2525 Stockton Blvd.
Fresno, Engineers Bldg., 3121 E. Olive St.
Ukiah, Grange Hall (opposite 101 Motel), State Street, Ukiah.
Salt Lake City, 1958 W. No. Temple.
Reno, 124 West Taylor.
Marysville, Elks Hall, 920-D Street.
Watsonville, Veterans Memorial Bldg., 215 Third.
Santa Rosa, Veterans' Memorial Bldg., 1351 Maple.
Provo, Eldred Center, 270 West 500 North.
Ogden, Teamsters Hall, 2538 Washington Blvd.

At its meeting on Jan. 12, the Executive Board granted honorary memberships to Vernon Bellah, initiated in May, 1934, by Local 45, Harley Davidson, initiated in July, 1938, by Local 842 and George W. Harrison, initiated in September, 1938, by Local 45A.

Please note that the meeting place for the quarterly meetings of the Santa Rosa district has been changed. The June 13 and Dec. 5 meetings will be held in the Veterans' Memorial Building, 1351 Maple Street, in Santa Rosa.

IMPORTANT

Detailed completion of this form will not only assure you of receiving your ENGINEERS NEWS each month, it will also assure you of receiving other important mail from your Local Union. Please fill out carefully and check closely before mailing.

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Incomplete forms will not be processed.



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Charles Snyder * 479-2113
Harvey Pabel *408/264-7334

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George Baker.... Office—415/431-1556
* 239-5697

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443-5285
Samuel Coburn ... Office—209/464-7687
*209/529-5838
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Lenny Fagg Office—702/329-0236
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* 566-1194
Al Venning, Assist. Director
*408/252-8929

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*916/933-0300
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* 829-5666

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*209/948-1742
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*707/644-0893
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Allen Boyd Office—209/485-0611
*209/266-0154

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San Francisco 94103 415/431-1568
Art Garafolo * 582-6002

TRUST FUND SERVICE CENTER
209 Golden Gate Ave., 94102
415/863-3235

APPRENTICESHIP
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A. A. Pennebaker, Asst. Adm.
415/254-8681

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76 Belvedere St., 94901 415/454-3565
Al Hansen *415/454-4035
Wayne Sprinkle * 892-5958

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Aaron Smith *707/643-2972

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Robert Wagnon, Dist. Rep.
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John Smith *916/743-6113
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Ken Green, Dist. Rep. *916/347-4097
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Clem Hoover, Dist. Rep. *916/428-1458
Al Dalton *916/622-7078
Al Swan *916/487-5491
Dave Rea *916/624-3241
Wilbur Marshall *916/687-6796

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Jack Bullard *408/476-1862
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Bob Fleckenstein *408/296-7667



Jerry Martin, Director of Safety and Training

JOB STEWARDS ACTIVATED

Week Ending December 7, 1973

Dist.	Name	Agent
12	Dell Bunnell	L. Austin
20	Thomas Westoby	R. Morgan
20	Relder Scribner	G. Jones
20	Clark Rubenaker	R. Morgan
20	William Rose	R. Morgan
20	Joaquin Ramos	H. Eppler

Dist.	Name	Agent
20	A. R. Palmer	G. Jones
20	Stephan Adams	R. Morgan
50	Irvin Anderson	C. Odom
90	David Chadwell	D. Bell

SAFETY COMMITTEEMEN ACTIVATED

Week Ending December 14, 1973

Dist.	Name	Agent
11	Gary B. Noyes	L. Fagg

Brother Adrian "Spud" Thomas is a heavy duty repairman/welder and job steward for H. E.



Adrian Thomas Gun Safety Council for the past six years. Spud, Dorothy (to whom he has been happily married for 36 years), and their son, Bill enjoy hunting and fishing together in the Moab and southern Utah areas.

Lowdermilk Construction Company of Helper, Utah.

Brother Thomas is the Past Master of the Masonic Lodge in Green River, Utah and has been active on the

Brother Jim Pino, a 10-year employee of Heckett Engineering Company, has also for the past



10 years, been engrossed in his favorite hobby of gunsmithing and restoring antique guns to their original condition and beauty. This unique hobby requires a great deal of patience, crafts-

manship and an eye for perfection, and, as can be seen in the picture above, Mr. Pino is indeed a craftsman and perfectionist.

The gun on his right is an 1895 series 30 U S Winchester, saddle model rifle, which is chambered for a 304 calibre Craig cartridge.

The one on the left, also a unique firearm, is a .410 gauge H&R handy gun, bored to a full choke and chambered for 3" shells.

Brother Pino lives in Provo, Utah with his wife, Jeniel, and their two children, Jenny, age 10, and James, age 9. Needless to say, Brother Pino is an avid big game hunter and looks forward to the annual mule deer harvest in Utah's great hunting grounds.

Valley Man Appointed To California State DIR

James C. McCullough, a Stockton labor union leader, was appointed deputy director of the State Department of Industrial Relations last month.

Department director Ed White announced the appointment, which became effective January 1.

"I am delighted that Jim is joining us in the Department," Ed White said. "With his excellent background, and with his standing and reputation in organized labor, he can help us continue to build the fine relationships we now have in the labor-management community."

The position of deputy director had been vacant since the resignation last July of George W. Smith who was appointed regional director of the U. S. Department of Labor's region IX, headquartered in San Francisco.

McCullough, who is 41 years old, will maintain his offices at the Department of Industrial Relations.

HIL0—Lycurgia Bldg.
Valentine Wessel, Asst. Dist. Rep.
*808/935-6187
Wm. Crozier *808/949-0084

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Eustaquio Punzalan, Asst. Dist. Rep.
*746-1018

William Flores *746-1942
Floro Jimenez, Jr. *746-5942
Virgilio Delin *746-6160
Moses Flores *745-2427
*Indicates Home Phone

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Paul Wise *702/882-1004

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