

Labor Listens

LABOR LEADERSHIP listens intently as Secretary of Energy James Schlesinger explains President Carter's energy program during a major address. Schlesinger said the administration's energy program will meet the needs of an expanding economy and provide more jobs. At right are Plumbers & Pipe Fitters President Martin J. Ward; AFL-CIO Secretary-Treasurer Lane Kirkland; Operating Engineers President J. C. Turner, and Seafarers President Paul Hall, Chairman of the convention's Resolutions Committee.



Building Trades Push Organizing

A major organizing push and stepped up political action have been given top priority by the AFL-CIO Building and Construction Trades Council, which met recently at its 59th convention in Los Angeles.

President Robert A. Georgine of the Building & Construction Trades Council, told the 300 delegates that both goals—the organization of non-union workers employed by open shop contractors and the election of candidates to Congress who truly reflect the interests of workers — must be pressed with equal vigor.

Georgine called for the establishment of a new organizing division, staffed with experienced building trades craftsmen to coordinate campaigns throughout the country.

The convention backed up Georgine's organizing proposal, unanimously voting to raise the per capita payment to the department from the present 10 cents to 13 cents a month.

Most of the added revenue will be used to finance the new organizing division.

The key target of the organizing push is the open shop contractor who has become a major threat to unionized craftsmen by undermining wages and standards.

"If the open shop has grown, it is because the business community has taken advantage of a recession which is longer and more severe in the construction industry." (Continued on Page 7, Col. 1)

AFL-CIO Convention Calls for An End to Inflation, Unemployment



ENGINEERS NEWS

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Former Leader Al Clem Dies

A former business manager of the nation's largest heavy construction local union, covering northern California, northern Nevada, Utah, Hawaii and the mid-Pacific islands, died on the morning of December 26 of natural causes, in his home town, Grass Valley, California.

Alton (Al) Clem, age 73 at the time of his death, served for 13 years as the chief executive officer of the Operating Engineers Local Union No. 3, headquartered in San Francisco. He was widely recognized among labor leaders and statesmen for his pioneering efforts with safety, apprenticeship training, credit union savings and scholarship programs for labor union members.

A tough, outspoken defender of his union, it was under Clem's leadership beginning in 1960 that Local 3 grew from 24,000 members to its present (Continued on Page 9, Col. 1)



AL CLEM (right) and John F. Henning (Under Secretary of Labor at the time) are pictured above signing the Manpower Development Training agreement in 1963, which opened the way for many operating engineers to upgrade their skills through a federally funded program at Camp Roberts near Paso Robles, Calif.

By JOHN McMAHON

The AFL-CIO opened its 12th Convention in Los Angeles in early December with an urgent plea for an end to the continued high unemployment, the spiralling inflation and the economic policies of the current Federal Reserve Board.

The meeting of the largest trade union movement in the free world heard President George Meany dedicate all the resources and strength of the AFL-CIO to creating a full employment economy with justice and equity on the job and to an unrelenting campaign for human rights and freedom around the world.

Meany called on the 886 delegates, who represent 102 international unions, 9 departments, 46 state central bodies, 193 local central bodies and 12 directly affiliated local unions, to construct "a program dedicated to the well-being and advancement of the welfare of the great masses of the American people . . . every one who works for wages . . . every consumer . . . the little people of America."

In his opening remarks to the convention, President Meany outlined organized labor's positions on the economic issues facing American workers today.

Meany told the convention that, although the unemployment rate has dropped since President Carter was sworn into office, there are still 10 million Americans out of work. "It is still too early," Meany said, "to grade the Carter (Continued on Page 6, Col. 1)

Resolutions Spell Out Programs for Construction

Business manager Dale Marr announces that the Building & Construction Trades Dept. has called for new and expanded programs to spur new construction and reduce high unemployment in the construction industry.

Delegates to the department's 59th convention spelled out the plan in resolutions urging unions to set up investments in mortgage funds and Congress to reform the Federal Reserve Board and make it more receptive to the economic needs of the nation.

The convention called on the BCTD and its affiliates to devote

at least 10 percent of pension and welfare funds available for investment to mortgage trust programs.

It also urged locals to make wider use of the AFL-CIO Mortgage Investment Trust to finance construction projects built by union craftsmen.

In urging Congress to reform federal monetary and fiscal policy, the convention said that the FRB's tight money policies have driven thousands of contractors out of business. It called on the Senate to approve the House-passed Federal Reserve Reform

bill that would make the term of FRB chairmen co-terminous with that of the President and give consumers and workers representation on the board.

It also proposed legislation to abolish banker domination of the Open Market Committee and reduce the terms of FRB governors from 14 years to seven.

AFL-CIO Sec.-Treas. Lane Kirkland told the convention that government economic policies of recent years have cost the nation billions of dollars in lost construction and production. Building trades craftsmen have had to

carry an unfair share of the burden, he said.

"This ruinous policy," Kirkland declared, is the work of FRB Chairman Arthur Burns. He added that the country's economic health and growth hangs in balance on whether President Carter reappoints Burns as FRB chairman. "If he goes, there is hope; if not, then tighten your belts another notch," Kirkland warned.

Despite Burns's failures, Kirkland said that the FRB chairman has succeeded in explaining stagflation by shifting the blame from himself to building trades crafts-

men and low-wage workers.

In addition to his fiscal policies, Kirkland observed, Burns has consistently opposed the prevailing wage and minimum wage laws that have benefited workers.

"Do away with those standards and the unemployment will disappear, he says. So the real villains are the building trades, plus all those poor people who work at the minimum wage—and who already have seen the real wage go down each year farther below the poverty level without reducing unemployment at all."

(Continued on Page 7, Col. 4)



By DALE MARR, Business Manager

Looking At Labor

Looking to Peak Year

ENGINEERS NEWS

WIPA

DALE MARR
Business Manager
and EditorHAROLD HUSTON
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Get Yours!

Members and their families planning a trip to Disneyland or Disney World may want to join the Magic Kingdom Club first. A free membership card in the Club will take the edge off the costs of such a trip, by getting good discounts on tickets, and motel and auto rental savings. Write to Ken Erwin, Operating Engineers Local Union No. 3, 474 Valencia Street, San Francisco, Ca. 94103, or call him at 415/431-1568 to obtain a membership card in Local 3's chapter of the Club, or for more information.

Marr Gets New Key Appointments

In an effort to provide more labor input into regulations governing California's air, Governor Brown has appointed Business Manager Dale Marr and several other key labor officials to the newly formed Air Resources Board Advisory Council.

Chairman Tom Quinn of the Air Resources Board said that top representatives from business and

We are looking forward in 1978 to a peak work year throughout most of our jurisdiction. The closing months of 1977 showed consistent gains over the previous year with \$10.4 billion in newly contracted projects reported in November, up 20 per cent over the same month last year.

Increased demand for housing and a mini-boom in commercial and non-residential buildings highlighted the best year in construction since the mid-sixties.

Statistics indicate that in the final months of this year, construction of schools, public administration buildings and recreational facilities hit a new peak, registering an added \$3.1 billion in November, up 17 per cent over the same month in the previous year.

In the meantime, after several years of bartering with the Brown Administration, we have managed to convince the Department of Transportation to fund a number of smaller projects in northern California that, though low on the priority list, were environmentally acceptable and on line.

As a result, at its most recent meeting in Sacramento, the California State Highway Commission voted several million dollars for the following projects:

San Francisco Bay Area: a total of 11 projects including \$10.5 million to construct the first stage of a new Rte. 101 freeway running between Cochran Rd. in Morgan Hill and Rte. 82 in San Jose. The first stage contract involves grading, drainage and structural work at various locations along what will become 11.5 miles of four-lane freeway;

\$726,000 for installing crash cushions at various locations in Alameda, Contra Costa, Marin, San Francisco, San Mateo, Santa Cruz and Napa counties;

\$91,000 to install earthquake restrainers on structures in Marin County along Rtes. 17 and 101; \$31,000 for grooving along Rte. 35 in San Mateo County; \$111,000 for channelization and traffic signal modifications at intersection of Rte. 85 and Stevens Creek Blvd. in Cupertino; \$53,000 to resurface a section of Rte. 37 just east of Petaluma Creek Bridge in Sonoma County; and \$40,000 to install a computer-controlled heating and air conditioning system at Cal-Trans headquarters in San Francisco.

The big Santa Clara County freeway project bids in April. No dates have yet been set for the other Bay jobs.

Central Coast Counties: a total of \$634,000 representing four projects was added. The state plans to spend \$35,000 to build bicycle lanes on both sides of Highway 41 in Atascadero; \$125,000 to channelize and extend acceleration and deceleration lanes on Rte. 101 Prunedale; \$337,000 to construct cribbing at three locations and guardrails running the length of the crib walls along Highway

1 from just north of the San Luis Obispo County line to 1.3 miles north of Big Creek; and \$137,000 to reconstruct Rte. 25 and its embankment at 2.1 miles south of Rte. 146 in San Benito County. No due dates have been set.

Northern Coastal Counties: some \$5,905,000 was added for four projects with most of the money (\$5,560,000) going to construct a four-lane bridge and approaches 2.9 miles to 4.2 miles north of the Mendocino County line on Rte. 101 at Smith Point; \$30,000 added for slide removal at a project already underway just north of the Middle Fork Smith River Bridge in Del Norte County; \$250,000 likewise added to a previously approved project to resurface 6.2 miles of Rte. 299 in Humboldt County with money being used to reconstruct shoulders and restore super-elevation; another \$65,000 added to money set aside for replacing obsolete guard and bridge railing at various spots along Rte. 101 in Humboldt and Del Norte counties. No advertising dates have been set for any of these.

North-Central Counties: a total of \$1.2 million was added to cover five projects in Nevada, Yuba, Sutter, Colusa, and Glenn counties. \$600,000 was added to supplement \$1.1 million already voted last year to remove and rebuild decks of three bridges on Interstate 80 in Nevada County; \$100,000 covering four traffic safety projects (easing of curbs and roadside shoulder improvements) three miles north of Nevada City on Highway 49; \$196,000 as the state's share of a cooperative project to reconstruct Highway 20 (12th Street) in east Marysville; \$20,000 for Phase-Two of a traffic signal project at Barry Rd., four miles south of Yuba City on Highway 99; and \$185,000 for new guard rails at various bridges and culverts along Highways 162 and 45 in Colusa and Glenn Counties. No due dates have been established.

Northern Mountain Counties: the Commission added \$165,000 to the budget to cover three projects in two counties. \$40,000 was marked for construction of a connecting sewer system at the Adin Maintenance Station which will tie it into the new sewer main of the Adin Community Services District in Lassen County; \$92,000 to rehabilitate various bridge decks on Route 3 at various locations in Trinity County just south of the Siskiyou County line and another \$33,000 to replace dikes and improve drainage on Trinity Route 299. No due dates have been set for these either.

In addition to the above, the State Department of Transportation has announced tentative schedules for ten multi-million dollar highway projects, to include:

Largest project of the ten is the \$26,680,000 project to replace the bridge structure in

Menlo Park, Fremont and Newark, at and near Dumbarton Bridge No. 35-38.

The work is included in a statewide list of budgeted major highway projects tentatively scheduled for January, February and March.

Their listing, Cal/Trans makes plain, is not to be construed as a commitment as "there are many factors which may delay or possibly advance project advertising."

Plans and proposals will not be available until after the project is advertised.

The nine other northern area projects are:

Humboldt County 101: four-lane structure and approaches 3.5 miles, from 2.9 miles to 4.1-miles north of Mendocino County line, Smith Point Bridge, \$5.5 million.

Lake County 20: truck passing lane and shoulder widening, 2.2 miles, from 10.7 miles east of Route 53 to 2.0 miles west of Colusa County line, about 14.3 miles east of Clearlake Oaks, \$1,580,000.

Tehama County 5: reconstruct roadway, 12 miles, from 0.3 miles north of Dibble Creek Bridge near Red Bluff to Cottonwood Creek Bridge and overhead, \$2 million.

Nevada County 80: resurface bridge decks, 5 miles, at various locations from Hinton Road undercrossing bridge No. 17-60, about 8.1 miles east of Truckee, to Truckee River Bridge No. 17-63, about 0.7 mile east of Floriston, \$1.7 million.

Alameda County 680: ramp and truck lanes, 3.2 miles from Mission Blvd. in Fremont to 0.1 mile west of Andrade Road, \$3.2 million.

Contra Costa County 84: grade, pave, toll booth and building, 0.3 mile, near Antioch from Wilbur Ave. to San Joaquin River Bridge, \$1,290,000.

Sonoma County 101: grade, surface and structure, 2 miles, in Santa Rosa on Route 101 and city streets from 0.3 mile north of Steele Lane to 0.1 mile south of Airway Drive, \$4,320,000.

Merced County 99: four-lane freeway, 1.5 miles, at and near Delhi from 0.4 mile south to El Capitan Way to 0.2 mile north of Turlock Irrigation District lateral No. 6, \$6.3 million.

Stanislaus County 5: safety roadside rest, about 0.7 mile south of Stanislaus-San Joaquin Counties line, \$1,206,000.

Finally, we are looking at big construction years in energy development throughout the west and especially in Utah and Nevada. However, to avoid the boom or bust of past years, we will keep up the good fight to bring additional and badly needed construction facilities in the fields of water storage and water treatment. With your help and support, we think some ten years of full employment is ahead for our industry.

environmental groups have also been appointed to the new council.

"The differences between these divergent segments of society must be recognized and discussed," Quinn said. "Government must respond to the varying needs of the people of California and move forward in a positive direction. Formation of the Citizens Advisory Council is a significant step."

"The council will play a vital role in the future development of California's air pollution policy," Quinn said. "The new requirements imposed by the federal Clean Air Act amendments of 1977, as well as developments at the state and local levels make

this a particularly important time to take a fresh look at our environmental needs."

Labor leaders appointed to the council in addition to Marr are Al Gruhn, President of the California Labor Federation; Bill Robertson, executive officer of the Los Angeles County Federation of Labor and Jerry Whipple, regional director of the United Auto Workers.

In a letter to Marr, Quinn said, "I look forward to your participation on the council. I know that working together we can develop an air pollution program which effectively meets all the needs of the state."

In other news, Business Manager Dale Marr is among five

key labor officials in California who has been named to the state's 26-member delegation to the White House Conference on Balanced National Growth and Economic Development by Governor Edmund G. Brown, Jr.

The delegation, which will be headed by Lt. Governor Mervyn Dymally will represent California at the conference, called by President Carter to be held January 29 to February 2.

Conference participants will discuss current economic and environmental issues and make appropriate recommendations to the president and Congress.

Other labor representatives who will attend the conference are John F. Henning, executive secre-

tary-treasurer of the California Labor Federation; Dina Beamont, vice president, Communication Workers of America; James S. Lee, president of the State Building and Construction Trades Council; and Bill Robertson, executive officer of the Los Angeles County Federation of Labor.

Other members of the California delegation include: Los Angeles mayor Tom Bradley; Robert W. Draine, Sr. vice president of Coldwell, Banker & Co.; State Senator Bill Greene; Leonard Grimes, secretary of the State and Consumer Services Agency; Priscilla Hanford of the League of Women Voters; Tom Hayden of the California Public Policy Center.

Belgium Labor Official Visits Main Office

A provocative insight comparing the labor movements of the United States and the European country of Belgium was provided recently when a high ranking labor official from the country visited Local 3 by special invitation of the Department of State.

Paul Breyne, a member of the Confederation of Christian Unions in Belgium spent an afternoon at the main office in San Francisco, concluding a busy trip through Washington, D.C., Pennsylvania and Minnesota.

During the course of his visit, Breyne commented that he was impressed in many ways with the labor movement in America, but was surprised at some of the differences in the labor movement of the two countries.

In Belgium, for instance, nearly 80 percent of the workforce is unionized—a considerably higher figure than in America, Breyne noted. The Union workforce is divided principally between the Confederation of Christian Unions, of which he is a member and the Confederation of Socialist Unions. The two organizations, which host approximately the same size of membership together represent 3 million workers in a country with a population of 10 million.

The structure of the labor movement in Belgium differs strikingly to that found in the United States. The confederations provide the direct leadership for the union workers, carrying out wage negotiations and processing grievances for the workers.

There are no local unions in Belgium organized according to craft jurisdictions, Breyne pointed out. Rather, the confederated unions are broken down primarily by geographic boundaries, much like local and regional governments.

However in negotiations, Breyne said that wage rates are drawn according to craft skills. Petrochemical workers and members of the building and construction trades are among those with the highest wages, he said.

In Belgium, the minimum wage is computed on a monthly basis, and is approximately 20,000 Francs per month, or \$571. This is significantly higher than the monthly salary of \$395 computed on the current American minimum wage of \$2.35 an hour.

The Social Security system in Belgium is also different than in America, Breyne commented. In his country, employers carry the majority of the costs of social security, while in the United States, the costs are borne equally by the workers and employers. During periods of unemployment, workers are paid at or near 100 percent of their wage rate from the Social Security system.

In Belgium, with an unemployment rate of about eight percent, Breyne said that workers are most concerned with job security, rather than wage increases. Much of Belgium's commerce and industry, he noted, comes from large, multi-national firms, over which the government has very little control. Occasionally these



LOCAL 3 VICE PRESIDENT Bob Mayfield (center) explains the computer system to Belgium labor leader Paul Breyne, as files

secretary Carol Jones makes a demonstration on the terminal, by calling up information on Mayfield's membership status.

large corporations will pull out of Belgium entirely, leaving thousands of workers jobless, with no opportunity for regress.

"What can you do as a government," Breyne noted, "when these companies have budgets as large as our nation's."

As in America, there are no official relationships between labor unions and political parties, Breyne said, although the philosophical lines of the two main confederated unions are easily identified with specific political parties.

The Christian Democratic Party commands the largest con-

stituency, with about 40 percent of the voting public, followed by the Socialist party, which has about 30 percent. The remainder is divided between smaller parties, including a conservative group which has about 15 percent of the vote.

Breyne concluded his visit to Local 3 with a tour of the computer facilities, which contain the records of the union's membership and transactions. Breyne commented that the high degree of automation found in the Local 3 operation is not yet to be found in Belgium.

Breyne received degrees in law and political science in 1969, after

which he became a legal counsel for the Confederation of Christian Unions. He is also a member of the National Labor Council, an organization that roughly parallels the function of the NLRB in the United States. At this time, he is serving a special post as counselor to the Minister of Transportation of Belgium.

Prior to visiting Local 3, Breyne spent several days in Washington, D.C. with labor leaders from throughout the country. He then went to Pittsburgh to get a first hand look at the steel industry, after which he spent some time in Minnesota observing the political structures of the state.



By HAROLD HUSTON, President

A Personal Note From The President's Pen

On November 14, and 15, 1977, I attended the California Labor Federation, AFL-CIO Conference on Workers' Compensation at San Francisco with more than 140 trade union officials from throughout California.

The primary forces of the conference were directed at a series of eight measures—AB 1665, AB 1728, AB 1958, AB 1968, AB 1988, SB 864, SB 924, and SB 1291—that have been undergoing interim hearings by the workers' compensation sub-committee of the Assembly Finance, Insurance and Commerce Committee chaired by Assemblyman Richard Robinson (D-Garden Grove).

Most of the attention at the conference centered on AB 1968. The Federation's general counsel warned that AB 1968, the principal bill in the series of anti-worker bills sought by insurance and employer interests, "would abolish the existing workers' compensation system." "What they've done," he said, "is to seek to abolish our workers' compensation system and create a new one."

Among other things, AB 1968 would abolish the present statutory requirement of liberal interpretation in favor of employees and require all issues to be considered with equal consideration for all parties despite the fact that California workers gave up their right to sue their employers for industrial disabilities in exchange for a guarantee of limited compensation, "irrespective of the fault of any party," when the program was established in 1914.

BILL WOULD CUT BENEFITS

The basis for the computation of benefits under AB 1968 resorts to a complicated formula to minimize worker benefits and the free choice of doctors legislation just won by the state AFL-CIO, for California workers this year would be sharply restricted. Under

the existing law the doctor is paid the usual and customary fees but under AB 1968, a minimum fee schedule would apply to workers selecting their own doctor, a factor that might adversely affect the willingness of doctors to treat industrially injured workers.

The position of the Federation is in full support of what the state constitution mandates the legislature to do—provide full protection of injured employees and in the event of death, protection of dependents as well as full and complete medical treatment and rehabilitation benefits.

ADMINISTRATION'S VIEW

Donald Vial, Director of the State Department of Industrial Relations, said that the basic benefit structure of California workers' compensation program "is lagging badly behind" the national standards advanced by the National Commission in 1972.

"The maximum benefit for both total temporary and permanent disability is barely adequate for even the average injured worker. In many cases, the death benefit may run out before the surviving spouse and family can reasonably adjust to the loss of a breadwinner," he said.

"Workers who suffer permanent partial disabilities in the higher ranges, for example a worker with a 90 percent disability, are limited to a \$70 maximum weekly benefit," he pointed out.

"The disparity between \$154 for permanent total (disability) and \$70 for a 90 percent disability makes no sense at all," Vial declared.

Noting that the cost of workers' compensation is estimated at about three percent of labor costs, Vial said that there are "many bills before the legislature which would undermine or reduce effective benefits in many categories of injuries," and pledged that the AFL-CIO will have the Administration's "full coopera-

tion in coming to grips with the real world of injury and disease in the work-place."

California's workers' compensation law is coming under attack at a time when workers are beginning to need more and more of its help.

A start has barely been made in uncovering the still-unmeasured impact partly because these diseases are agonizingly slow in developing, partly because the profound danger to the worker is just now beginning to surface.

Impact of the bills would be most drastic and would virtually repeal all gains we have obtained over the last half century.

All the bills are "adverse" to employee interest; among the things they would do are the following:

- "Completely destroy" the possibility of claiming compensation for cumulative injury or occupational disease.
- Reduce permanent disability benefits and provide devices for reducing already inadequate death benefits.
- Deny all permanent disability benefits where the worker has been forced to retire, even if the retirement is for disability.
- Limit or eliminate pain factors in permanent disability ratings under 25 percent.
- Restrict any presumption that heart disease in policemen, firefighters, and other safety workers is caused by their jobs.
- Eliminate the state codes' mandate for liberal construction of the compensation laws.

All labor must unite together in opposition to any bills that would weaken the existing program and determine to fight for substantial improvements.

We have to develop a program to blast these bills out of any possibility of passage!



By BOB MAYFIELD
Vice-President

Rigging Lines

I would like to start this month's article by passing on a very high compliment to the people who train, teach and run the entire operation at the Rancho Murieta Training Center. This elite group is headed by Project Manager Ernie Sutton who has been at the helm for two years now and through his leadership and coordination with all the instructors and support staff has caused many compliments to be passed on by many of those attending for the purpose of training or upgrading their skills. All too often in life only the bad things or uncomplimentary remarks, I'm sure, are what that whole gang might have heard; however, I'm certain that as a result of this school and the opportunity afforded those most willing and ready to dig in and learn, their families will have a better life. I wish to convey the message that the remarks I'm hearing on a regular basis are about the good training and the good, thoughtful instructors.

As of this writing, the Training Center is shut down for the duration of the wet winter season when training for our type and kind of industry is nearly impossible anyway. Reopening of the center is scheduled for the first week of March, 1978, when hopefully the bulk of winter storms will have deposited enough snow and water in the mountains and reservoirs so that the water shortage ceases to be in existence. At that time storms should begin tapering off and heading toward an early spring start for a full and prosperous 1978 construction season.

This month I attended a meeting in Los Angeles with Business Manager Dale Marr and Oil Field Representative Frank Townley and our counterparts in Local No. 12 headed up by their Business Manager Bill Waggoner. The purpose of this meeting was to attempt to work with Local No. 12 and the owner of Hunnicutt & Camp Drilling Company and representatives of Camay Drilling Company in settling a contract dispute with Local No. 12 only, which resulted in a strike since February, 1977, for Hunnicutt & Camp Drilling Company and a strike of somewhat shorter duration but other complications resulting in some National Labor Relations Board charges.

The meeting, I'm happy to report, resulted in a complete settlement by Hunnicutt & Camp and hopefully will pave the way for the Camay settlement, and as an end result might someday become a pattern for a state-wide agreement for all drilling companies. We are told by some drilling contractors as a result of this settlement and hopefully continued good future Labor-Management relations, that a program might be reached at some early date by the parties to initiate a training program for future drilling entry jobs. By this I mean some training program possibly in a way resembling the recently instituted 400-hour program for pre-construction apprentices, which has the equivalent of the entire first step being performed at Rancho Murieta Training Center.

Of course, all criteria would be drilling oriented and hopefully a drilling rig could be acquired for the actual on-site training being performed under real conditions. At present, the turnover rates for entry jobs on the floor (or worms as they are commonly known) is tremendous. In addition, a large percentage of on-the-job accidents occur among the inexperienced, which is a peril not only to themselves as far as serious injuries go, but also to all those in conjunction with this work. This, in turn, drives compensation insurance (which is already costly) out of sight.

Additionally, we think in the near future strict certification requirements for Drillers and possibly Derrickmen may occur both for offshore and onshore work. A training school could in all probability be able to certify any such requirement, should such rules be mandated. The bottom line of the whole thing is that with the mutual cooperation of labor and management a combination of monies, energy and a talent of both, a very unusual and innovative good for the industry could soon be accomplished.

In the areas of Utah and Nevada, the Local Union was in two different ventures, of which one was relatively successful and the other a loser. In Utah last month I reported we would soon be having an election with a coal mine operator whose name was Western States Coal. I am sorry to say we weren't successful at this time and are delayed for the time being from getting our foot in the door of this important energy source. The untimely United Mine Workers strike certainly had an undesirable affect on potential voters for this Union, as most of the organized mines being struck in that state weren't that far away and were ongoing at the same time this election was held.

On a more successful note, the Duval contract was extended in Battle Mountain, Nevada. This has been a copper property that is attempting to convert their mining operations to one of gold. This property apparently has substantial quantities of the precious yellow metal which has been sought after by all peoples on earth for thousands of years. The price of gold at this time is a healthy \$160.00 per ounce, whereas the copper industry is an extremely sick one with many copper properties in

Continued on Page 11, Col. 1

In East Bay

Shop Work Holds Up Well

Assistant District Rep. Ron Butler reports that work in the shops continues to hold up well, with pretty much full employment in this industry.

Negotiations have recently been concluded and ratified with Horton Equipment Co. in Newark and Nixon-Egli Equipment Co. in Hayward.

"We would like to thank the brothers at Peterson Tractor Co. who turned out for our recent health and welfare and pension meeting," Butler said. "Their enthusiastic participation made this event a success."

Business Rep. Bill Dorresteyn reports that crane and rental work is going good in Oakland and San Francisco, but has been doing exceptionally well in the San Jose area.

Bigge in Santa Clara and Peninsula are going well with lots of overtime. Peninsula just hired two new operators and an oiler. Looks good for them.

Bean is doing well as is San Jose Crane. The owner of San Jose Crane, Charlie Chigara is back at Cape Kennedy taking down a missile tower. It's a big job. "I heard they lost a boom on one crane, so it must be a bit rough," Dorresteyn said.

Sheedy is very busy and are gearing for some work at the Geysers. They have been fairly busy in San Francisco and down the peninsula and in the Sacramento area.

Winton Jones is doing fair to good and are in a few of the refineries.

Reinholm is very busy all over the place. They have a lot of tower cranes going up this year and next year too.

Bigge is doing well in the Oakland area, as far north as Clear Lake, Concord, Walnut Creek, Antioch, and also some work on the Peninsula.

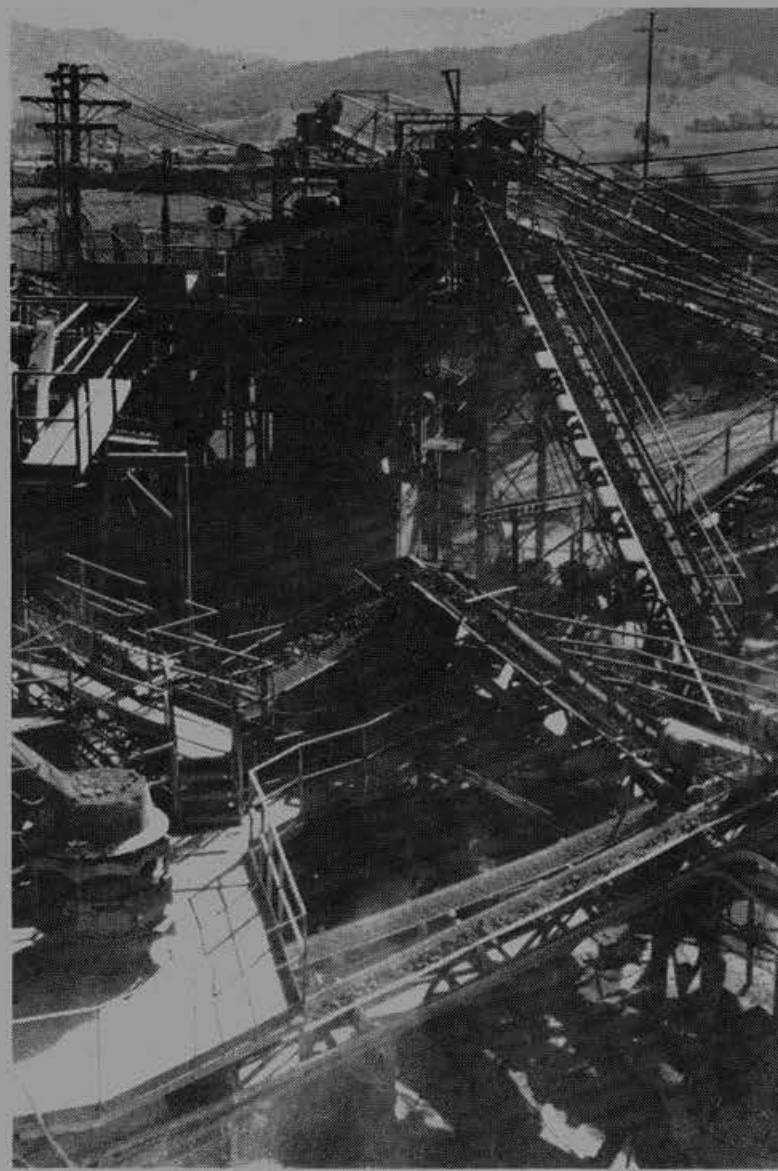
"Looks like the work will be good for a while with quite a lot of overtime so when you're working long shifts, work as safe as you can," Dorresteyn cautioned.

Buford Barks reports that the cranes in the mill and open hearth have been steady for the last month, heavy on structural and ball material. The re-bar market seems to be still slow, while the home building remains

strong.

The southern end of Alameda County is going great guns in the housing development and warehousing and commercial such as parking lots and small stores as service centers, Barks said.

The gravel plants are also reporting a boom year, with the exception of 1 or 2 of the large producers who are only average or below.



An Excellent Safety Record

LOCAL 3 RECENTLY recognized employees of Lone Star Industries' Clayton rock, sand and gravel plant for their excellent safety record. At the time the picture was taken, they had worked 2,099 consecutive days without a lost time accident. Pictured, from left to right, are Local 3 Safety Rep. Jack Short, Business Rep. Chuck Ivy, Jack Cullumber, Jerry Richeson, John Collins, Charles Hord, Harold Yancey, Clinton Bartram and Stanley Soito. Other Local 3 members not pictured are A. Sanchez, L. Willis, J. Enos, T. Simonsen and S. Perez.

Especially the Elderly

Hearing Loss Affects All Ages

EDITOR'S NOTE: The following is the first in a three part article on hearing loss.

Hearing loss affects all age groups, but especially the old and young. More than six million of the 14.5 million who have difficulty hearing are 65 years old or older. About two million are school-age children.

For many, a hearing aid will provide a semblance of normal hearing under most circumstances. For some, the hearing loss is so severe, and the causes so complex, that a hearing aid provides only an awareness of sound.

A wide variety of conditions and circumstances can contribute to hearing loss, including ear infections, tumors, head injuries, birth

defects, exposure to loud sounds, and reactions to drugs. The aging process itself is one of the most common factors in hearing loss.

Regardless of the specific cause, there are four categories of hearing losses, and a person who is hard of hearing can be suffering one or more of them.

Conductive losses are caused by physical interference with the passage of sound waves through the outer or middle ear to the inner ear. If you have this kind of impairment, sounds may seem muffled as if someone were holding his hands over your ears. Fortunately, most conductive losses can be treated medically or surgically, and therefore may not require a hearing aid. When surgery is not recommended, hearing aids

are usually helpful to treat conductive loss.

Sensorineural losses result when the sensitive nerves in the inner ear, or the nerve pathways along which impulses travel to the brain, are malformed or damaged. Such hearing loss is characterized by an inability to distinguish different sounds used in normal speech and sometimes by an acute sensitivity to loud sounds. Most sensorineural losses can be helped to some extent by the use of hearing aids. But sensorineural losses are more complex than conductive losses so finding the most effective aid is more difficult.

Central hearing losses occur when the portion of the brain that receives the auditory signals is malformed or damaged.

Fringe Benefits Forum

By MIKE KRAYNICK,
Director of Fringe Benefits



On behalf of all of us in the Fringe Benefits Service Center, here's wishing you and yours the very Happiest and most Prosperous of New Years!

With each new year, I think it appropriate that each of us take a few moments out of our busy days to reflect on our good fortune. Though the past couple of years have been pretty tough for the working man, all of us still have a great deal to be thankful for. We live in the best country in this entire world, free to do and say what we want when we want. We belong to one of the best locals in organized labor, and are working under better conditions than ever before. We have a fine group of officers who care about making Local No. 3 even greater than it already is. We are making higher wages and receiving tremendous benefits from our fringe benefit programs. To many of the younger members of Local No. 3 much of this is often taken for granted. But to us "old timers" (and you'll notice I'm including myself) . . . boy, have we come a long way!

But we still have a long way to go . . . I know that each of you will do your very best to make 1978 a great year for Local No. 3 and in turn a great year for yourself.

The following are a few of the questions that we received last month at the Fringe Benefits Service Center:

Q: I mailed in a request card to Vision Care Plan, and they sent me a claim form. The claim form had an expiration date on it. Unfortunately, because of work, I was unable to get to a panel doctor before it expired. What should I do?

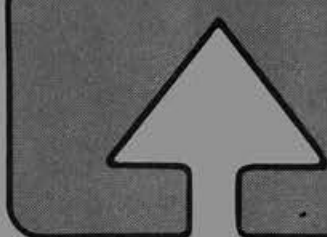
A: If for some reason, you are unable to get to a doctor before your VCP claim authorization expires, all that you have to do is return it to Vision Service Plan, 3500 American River Drive, Suite 101, Sacramento, California 95825. Enclose an explanation of what happened, and they will reissue another authorization if you continue to be eligible for benefits.

Q: Is there a deduction made for Unemployment Compensation Disability Benefits from the amount reimbursed by the health and welfare plan in California?

A: The comprehensive plan available to operating engineers working for contributing employers in Northern California is not integrated with Unemployment Compensation Disability benefits. Therefore, no deduction is made for UCD benefits when your hospital claim is processed for payment.

Q: What is the extent of coverage for emergency out-patient care under the Operating Engineers Health and Welfare Plan in California?

A: The comprehensive plan provides coverage for the full cost of expenses up to \$1,000 for treatment or medical services received in the out-patient department of a hospital in connection with out-patient surgery or the emergency treatment of illness or injury.



Outlook

January, 1978

Vol. 5 — No. 1

Operating Engineers Trust Funds

Doubt Cast on Breast X-Rays

Recently two independent studies cast some doubt on the value of low dosage X-ray tests for breast cancer to women under the age of 50. The studies were part of the massive National Cancer Institute-American Cancer Society program.

One of the studies concluded and recommended that NCI stop the routine use of the breast X-ray, called mammograms, on women under 50 who neither show signs of the disease nor have a family history of it.

Both studies indicated the increased risk of cancer to the younger women from the X-rays may outweigh the benefits of dis-

covering breast cancer in a early stage.

The second study went on to show that the increased risks amount to about one per cent for each X-ray examination.

While this risk might not be important to women over 50, who account for three of four cases of breast cancer, "it may not justify its use in all women," said Dr. Arthur C. Upton, chairman of the committee making the second study.

Saying reports on the studies are in an "incomplete, preliminary stage," the American Cancer Society insisted that 223 cases of breast cancer have been discov-

ered in the 129,000 women under 50 in its joint screening project with NCI. About 100 of the cases detected were found by use of the mammography alone.

"The American Cancer Society is extremely reluctant to discontinue projects that are bringing about the early detection of breast cancer in women, including women between 35 and 50," said Dr. Arthur Holleb, American Cancer Society scientific director.

Approximately 250,000 women have taken part in the NCI-ASC program. Those involved are hopeful a more definitive report on the subject will be forthcoming.

High Blood Pressure Can Be Controlled

EDITOR'S NOTE: The following is the conclusion of a two part article on the risks of heart attacks.

High blood pressure is a coronary risk fact that can usually be kept under control by medication, weight reduction and salt restriction. When your doctor takes your blood pressure, he's measuring the pressure in your blood vessels created by blood pumping through the heart and circulatory system. If blood pressure remains inappropriately high, the heart weakens, and the blood vessels may become damaged.

There are no simple answers to what causes hypertension. But the fact remains that the risks of heart failure and stroke are greatly reduced when high blood pressure is controlled.

Millions of Americans have high blood pressure and are simply unaware of it. High blood pressure is often called the "silent killer" because it does its damage slowly, without symptoms. If you don't know what your blood pressure is, certainly you should have it checked by your doctor.

Hypertension is not often cured, but it can be controlled.

Warnings about the dangers to one's heart from a high cholesterol level have been widely publicized in recent years. But what some of the publicity frequently doesn't say is that although the amount of cholesterol found in most American diets is excessive, everyone still needs some cholesterol to live.

Cholesterol is a fatty substance found in all living tissue. When your body accumulates more cholesterol than it actually needs, the excess is deposited in the walls of the arteries, and this causes "atherosclerosis." After many years, the accumulation of cholesterol may retard or completely obstruct the flow of blood.

Fortunately, cholesterol levels can be lowered. New techniques that measure the fatty deposits inside the blood vessels seem to confirm some doctors' belief that cholesterol-restricted diets will improve atherosclerotic conditions.

When you change eating habits to include foods that are high in

polyunsaturated fats and low in cholesterol, the odds against heart disease are further reduced. If an individual is currently overweight, the change in eating habits will probably result in weight loss and this in itself is a decided advantage in developing a healthier heart. The American Heart Association suggests that a good diet will include foods such as lean meat, fish, poultry, fruits, and vegetables. Instead of frying foods, cooking methods that help to remove fat, such as baking, broiling, boiling, and roasting should be used.

Because the exact relationships between many of the contributory risks and heart disease are not yet completely understood by medical science, they are not considered "major" risk factors. But that does not mean that a person can simply ignore them.

Diabetes is an impairment of the body's ability to use sugar. Researchers know diabetes contributes to blood vessel disease and they speculate that the impaired metabolism of sugar and

fat contributes to "atherosclerosis."

Persons with diabetes are more likely to develop atherosclerosis, and at an earlier age and more severely, than are non-diabetics. Fortunately, under proper medical supervision, diabetes can be controlled and managed. Often control can be achieved by diet and exercise alone.

Doctors know that a regular program of exercise strengthens the heart and lungs, and improves muscle tone and overall health. But they also know that exercise alone is not enough to prevent heart attack.

Stress itself may not contribute to heart disease, but it almost certainly contributes to major risk factors that do cause heart attacks. For example, the daily stresses in a person's life may cause them to smoke more, eat more, and exercise less.

The unchangeable risk factors—age, sex, race and heredity—should not be ignored even though they cannot be controlled. In fact, as one begins to assess their own heart attack risk factors, these

unchangeable risks form a constant base to which the manageable or changeable risks must be added.

It's certain that the older a person gets the greater is their chance of having a heart attack, particularly in males. The American Heart Association says that the great tragedy of heart attack is that it too often strikes young people. In fact, 25 percent of heart attack deaths occur in people under age 65.

Researchers studying the children of heart attack victims believe that family history is an important factor in heart attack. One of the major areas of research currently under way is to determine whether heart attacks among families are caused by environmental factors, or whether the tendency is carried genetically.

Understanding the causes of heart problems is a good first step toward preventing a heart attack. Take the time for a personal assessment of which risk factors may apply to you. You may be glad that you did.



A Vigorous and Happy Meany Puts Critics to Shame

Reelected unanimously with a prolonged standing ovation at the 12th AFL-CIO convention was a vigorous and happy President George Meany. The convention delegates praised Meany's leadership, noting that he has "responded magnificently" to the leadership demands of the past two years, giving with "full vigor and without reservation his gifts of steadfast courage, moral strength and intelligent, progressive leadership."

Meany's leadership at the convention provided a convincing rebuttal to the claims

of much of the general (and largely ignorant) press that the house of labor is stagnating.

Nick Kotz, a well known Washington reporter, who refuses to jump on the critical bandwagon carrying most of the press, said recently of Meany: "Earlier in the year Meany suffered some multiple physical ailments and was discouraged, but he now seems perfectly fit again, is back at his golf game and is as invigorated and dynamic as ever in dealing with the tasks of the office as he sees them. During a 75-minute interview I had with

him recently, I found him razor sharp with an instant command of facts and figures on every conceivable current topic, and an assured political deftness in handling difficult questions."

The convention delegates hailed Meany in a resolution declaring him "a champion of those who struggle against injustice, poverty and bigotry. It said that "he speaks out consistently for the kinds of programs we need to maintain our record of economic progress."

Still too Early to Grade Carter, Meany Says

(Continued from Page 1)

Administration. For the pluses, and they are many, are clouded by the continued slack in the economy and high rate of unemployment."

Meany voiced concern that "realistic action to meet these problems has been stymied by an apparent shift of priorities away from the President's number one campaign issue—jobs—and toward the number one issue of the conservative opposition—balance the budget."

The best and surest way, however, to balance the budget is to get the jobless back to work, and not to continue to fight inflation by maintaining a high unemployment rate. In fact, the Congressional Budget Office recently estimated that every one per cent reduction in unemployment cuts the federal budget deficit by \$19.5 billion, with approximately \$15 billion coming from added tax receipts and \$4.5 billion coming from lower social program costs like unemployment compensation.

Meany reported that the small pickup which has occurred in the construction industry has still left workers who form "the backbone of the American economic system" facing depression level employment rates. Even though President Carter has shown a greater commitment to housing than his predecessor, Meany said that the current level of housing starts is way below the number necessary to make up for the

Nixon-Ford years of neglect.

"The single greatest deterrent to housing construction remains the high interest rates and tight-money policies of the Federal Reserve Board under Dr. Arthur Burns. The major factor in escalating housing costs is mortgage interest rates—an inflationary factor that perpetuates unemployment and denies America the housing her people need and want."

Meany explained that "for nearly nine years, Dr. Burns has been advocating and instituting high interest rates and tight money policies he said would cure excess demand inflation. But the inflation of the past nine years has not been caused by excess demand. Consumers have not had too much money with which to buy too few goods. Rather, the price of goods—fueled by price increases for food, oil and interest rates—have been higher than consumers could afford. It is doubtful Dr. Burns' policies would cure excess demand inflation, but it is obvious they do not cure—but in fact contribute to—price inflation and high unemployment."

According to George Meany and the entire AFL-CIO, the first barrier to restoring economic health to America is Dr. Arthur Burns, "and he should not be reappointed as chairman."

Meany based his speech and his basic demand for jobs on the policy of human rights, an integral part of President Carter's foreign

policy. Meany said "when we—in the labor movement—speak of human rights, our definition extends far beyond the First Amendment rights of free speech—a free press and the freedoms to worship and assemble."

"We believe in the human right to a job for all workers able and seeking work—with decent pay and decent working conditions."

"We believe in the human right to good health and quality medical care; to education for all children; to clean water to drink and clean air to breathe; to decent housing; to dignity in the latter years of life; to protection in the marketplace from those who would defraud."

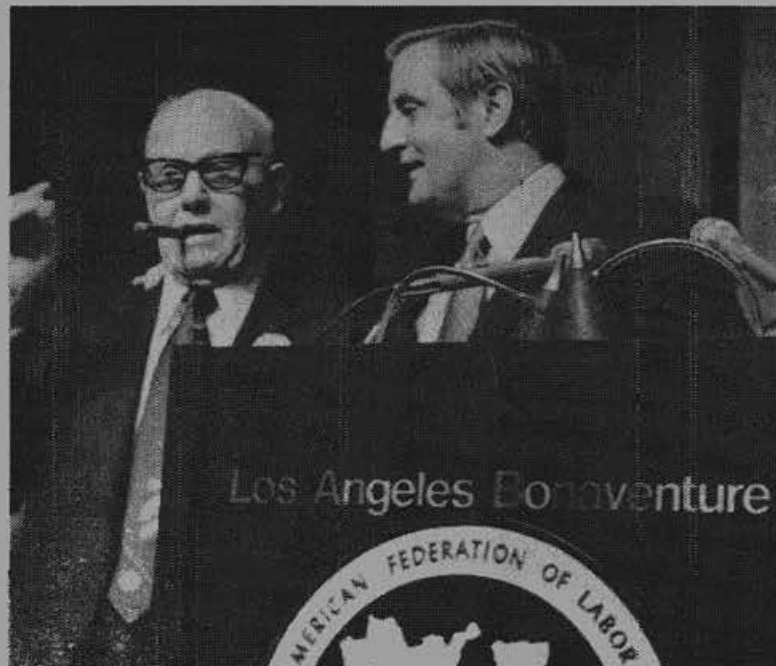
Meany said the way to restore confidence throughout America "is to set a goal of 4 million new jobs a year—every year—for the next 4 years. That is the only way unemployment is going to be reduced substantially."

The private sector of the economy, from which most of the jobs for the unemployed must come, would benefit most from government policies to reduce interest rates and provide those public works which are essential to industrial development, such as sewer and water systems, improved transportation for people and goods. Similar strengthening of the private sector would result from construction of the types of community facilities that attract and retain workers and their families.

Even the construction of these facilities themselves would be a shot in the arm for the private sector, since the work is performed by private contractors, employing private sector workers and using goods and services purchased from other private sector companies. But the initiative and the investment in America must come from the federal government.

Meany ended his address to the

convention with a call for the American labor movement to continue to speak out for the rights of all workers, whether residing in this country or behind the iron curtain. "What we are—what we mean as a movement—what we have done and what we seek to do—all speak with a voice that cannot and will not be quieted. And, our voice for progress, for justice, for human rights shall be heard—we shall never be silenced."



AFL-CIO President George Meany congratulates Vice President Walter F. Mondale on winning the Murray-Green Award for "outstanding service to America." Hubert Humphrey was a previous winner.

Georgine Hits Growth of Open Shop

(Continued from Page 1)

try than any which our nation ever has experienced," Georgine stressed.

"Add to this depression eight years of a federal administration dominated by business and business philosophy, which used economic conditions to weaken the trade union movement" and sought to wipe out negotiated benefits and the entire collective bargaining system, Georgine charged.

The battle against the open shop contractor is a major challenge that will need the cooperation of every building trades council and affiliated local, he declared.

The continuing high level of unemployment in the building construction industry, which jumped from 10.4 percent to 12.2 percent in October, seriously threatens the solidarity in the trades.

"When times are tough," Geor-

gine said, "union men who haven't worked for months are the prey. They put their union cards in their shoes and go to work non-union."

When that occurs, the well-being of all workers and the principles of organized labor are dealt a devastating blow, he said.

Wages are lower, benefits are almost non-existent, and security is wiped out for the non-union worker, he noted.

"We have to show them that their own long-term interest lies with organized labor," Georgine said. "Open shop contractors control the very destiny of their employees, leaving them with no bargaining power and no input and no security."

Focusing on the political front Georgine pointed out that legislation coming out of Congress is vital to the goals of organized workers in the construction industry.

The serious setback that building trades unions suffered with the defeat of the situs picketing bill earlier this year stemmed from an all-out anti-union campaign waged by business and employer groups, swaying the votes of many congressmen who were

elected with labor's support, he observed.

"It has been the tradition of the trade union movement to be positive—to help our friends and supporters get elected. But it is my strong feeling that we have helped elect a lot of people who have no loyalty whatever to us."

Georgine traced the defeat of Gerald Ford in the 1976 presidential election to his veto of the situs picketing bill that Congress had passed the year before.

"The veto was the catalyst which welded building tradesmen throughout the nation into a unified political force—a force determined to oust a President who had gone back on his word," he stressed.

The same kind of effort that brought the defeat for Ford could be used effectively against the labor-elected congressmen who succumbed to pressures of anti-union groups in voting down this year's situs picketing bill, Georgine suggested.

"I refer exclusively to those who professed to be our friends and then ducked or folded when it came time to stand up and be counted."



"NO OTHER organization of any type works more for others than you do," Vice President Walter Mondale told the AFL-CIO convention in Los Angeles. He brought a pledge from President Carter that there was "no higher priority next year than the passage of labor law reform in the Senate."

Building Trades

(Continued from Page 1)

California Gov. Edmund G. Brown, Jr., said in an address to delegates that the first goal of society should be ample jobs that pay decent wages.

Brown said that it is possible to have both jobs and good environment through the construction of needed sewer and water facilities, home repairs, insulation and conversion to solar heating. He urged organized labor to do more to expand job opportunities for minority workers and women.

A resolution on apprenticeship, adopted overwhelmingly, called on the Secretary of Labor to remove regulations that restrict the use of objective selection and training standards. It said that efforts aimed at equal opportunity for women and minorities could be achieved without quotas, time-tables or numerical formulas.

The resolution stressed, "we will continue to support sound and effective affirmative action programs that produce results for minority and women workers... while also maintaining the standards and benefits of the union for all workers."

Other key resolutions adopted at the three-day convention called for a new legislative campaign to win equal picketing rights for construction workers, development of nuclear breeder reactors, opposition to expansion of national redwood forests, an investigation into steel imports, development of energy resources on the outer continental shelf, and full support of the campaign in the Senate to win passage of labor law reform.

Earlier in the convention, delegates approved an increase in monthly per capita payments,

(Continued on Page 8, Col. 1)



ENERGY SECRETARY

James Schlesinger pauses to let a point register during his address to the AFL-CIO convention. He said Carter's energy program would reduce oil imports by half in 1985.



IUOE GENERAL PRESIDENT Jay Turner (right) and Sec.-Treas. Russell Conlon reflect on the statements made by Energy Secretary James Schlesinger.

1977-78 LOCAL 3 SCHOLARSHIP RULES

Two college scholarships of \$750.00 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.

Sons and daughters of deceased Members of Local No. 3 are eligible to apply for the scholarships. The parent of the applicant must have been a Member of Local 3 for at least one (1) year immediately preceding the date of death.

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 1977),
- or: (2) the Spring Semester (beginning in 1978),

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 en-

trance 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 January 1, 1978, and March 1, 1978.

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, an 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 \$750.00 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, 1978.

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

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

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 R. 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 Organizing

(Continued from Page 7)

which is expected to add about \$600,000 to the department's revenues. Most of the added funds will be channeled into the new BCTD Organizing Division.

A proposal to expand the BCTD executive council from 10 to 15 members failed to win support of the convention's laws committee. Its position was upheld by a voice vote of the delegates.

The convention also approved an increase of \$10,000 each in the annual salaries of the department's two top officers. BCTD President Robert A. Georgine's salary was raised to \$65,000 and Sec-Treas. Joseph F. Maloney's to \$45,000.

All 10 department vice presidents were re-elected to new two-year terms by acclamation. Georgine and Maloney have two years remaining in their four-year terms.



Teaching Techs

Paul Schissler, Assistant Director of the Tech Engineer Department, has once again scheduled the annual presentation of a series of American Red Cross Multi-Media First Aid Courses for Journeymen, Apprentices and their families.

Elsewhere on this page of the Engineers News, the time, date and place of each session is printed.

Possession of a Certificate of Completion is mandatory for every Apprentice in order to continue in the Apprenticeship Program. Beyond the mandatory requirement for Apprentices it is just good common sense that the protection this knowledge gives to fellow workers and the family should make the one day course a self-imposed mandate on every Journeyman. The fact remains that it is sometimes difficult to treat yourself under many circumstances so why play the odds? Bring your wife and/or kids and/or another member of your Survey Party. It might be you laying there on the ground and it would be comfortable to know that someone else knew how.

The Instructor of our Sacramento Related Training Classes provided the Administrators of both the Northern and Southern California Joint Apprenticeship Committees the opportunity to review several audio visual presentations that the State of California has produced concerning Surveying.

The Northern California Surveyors Joint Apprenticeship Committee now has some of those presentations in its possession. There appears to be a lot of pertinent material, but a great deal of editing

will take place before the material will be suitable for our Related Training Classes.

In viewing the raw material, it is interesting to note the difference in technique and the emphasis between a government operation and the reality of the competitive private enterprise system.

In dealing with that reality, the personal, individual involvement of Local Union No. 3 Journeymen Tech Engineers has been phenomenal.

Before, during and after the imposed ratios, Journeymen have made up the predominant portion of the training program.

The new Apprentices should take a hard look at these 'old timers' who understand the value of additional knowledge. Even though they have a job and probably can stay there, they choose to invest their own time in order to increase the paycheck, or in many cases just to keep up with their pride in the occupation.

Reports continually come in from Alaska, Washington, D.C., South America, etc., etc., telling us about the superior skills of employees from Local Union No. 3.

No one is born with ability, knowledge or motivation to cause the comment that "there is one hell of a Party Chief." Personal and individual involvement got that Chief of Party to where he is.

The new Apprentice who just sits around and says "here I am, make me one" is in for a rude awakening!

Personal involvement, a real desire to increase and broaden skills, and a little hustle make the difference.

Talking To Techs



MIKE WOMACK
Paul Schissler
Gene Machado

Last month we reported that we were working with our Safety Department gathering information on Micro-Wave and Laser equipment being used in our everyday surveying. The following data was taken from the State Regulations which were adopted from the Federal Regulations.

(a) Only qualified and trained employees shall be assigned to install, adjust, and operate laser equipment.

(b) Proof of qualification of the laser equipment operator shall be available and in possession of operator at all times.

(c) Employees, when working in areas in which a potential exposure to direct or reflected laser light greater than 0.005 watt (5 milliwatts) exists, shall be provided with antilaser eye protection devices.

(d) Areas in which lasers are used shall be posted with standard laser warning placards.

(e) Beam shutters or caps shall be utilized, or the laser turned off, when laser transmission is not actually required. When the laser is left unattended for a substantial period of time, such as during lunch hour, overnight, or at change of shifts, the laser shall be turned off.

(f) Only mechanical or electronic means shall be used as a detector for guiding the internal alignment of the laser.

(g) The laser beam shall not be directed at employees.

(h) When it is raining or snowing, or when there is dust or fog in the air, the operation of laser systems shall be prohibited where practicable; in any event, employees shall be kept out of range of the area of source and target during such weather conditions.

(i) Laser equipment shall bear a label to indicate maximum output.

(j) Employees shall not be exposed to light intensities above:
1. Direct starting: 1 micro-watt per square centimeter;
2. Incidental observing; 1 milliwatt per square centimeter;
3. Diffused reflected light: 2½ watts per square centimeter.

(k) Laser unit in operation should be set up above the heads of the employees, when possible.

(l) Employees shall not be exposed to microwave power densities in excess of 10 milliwatts per square centimeter.

We would like to notify the members working in the Testing and Inspection Industry that Pre-Negotiation time is here again. As you are aware your current contract expires at midnight March 1, 1978. Therefore Pre-Negotiation meetings will be held at the following locations:

January 17, 1978, 7:30 p.m.
675 Hegenberger Road, Oakland California

January 18, 1978, 7:30 p.m.
675 Hegenberger Road, Oakland, California

NOTICE

Multi-Media First Aid Classes

Multi-Media First Aid will be held at the following locations: We urge you to attend.

February 11, 1978, 8:00 a.m.
675 Hegenberger Road, Oakland, California

February 18, 1978, 8:00 a.m.
Rancho Murieta Training Center, Sacramento, California



Mike Womack

Got A Problem? Call Your District Representative

San Francisco Hugh Bodam, Dist. Rep.
Work: 415/431-5744 Home: 707/446-9621
Ignacio "Lucky" Sprinkle, Asst. Dist. Rep.
Work: 415/883-2654 Home: 415/892-5958
San Mateo Dick Bell, Asst. Dist. Rep.
Work: 415/345-8237 Home: 415/359-6837
Fairfield Aster Whitaker, Asst. Dist. Rep.
Work: 707/429-5008 Home: 707/226-2990
Santa Rosa Bob Wagnon, Dist. Rep.
Work: 707/546-2487 Home: 707/539-0145
Oakland Bob Skidgel, Dist. Rep.
Work: 415/638-7273 Home: 415/653-8063
Stockton Al McNamara, Dist. Rep.
Work: 209/464-7687 Home: 209/464-0706
Ceres Jay Victor, Asst. Dist. Rep.
Work: 209/537-4706 Home: 209/883-0148
Eureka Eugene Lake, Dist. Rep.
Work: 707/443-7328 Home: 707/443-5843
Fresno Claude Odom, Dist. Rep.
Work: 209/485-0611 Home: 209/439-4052

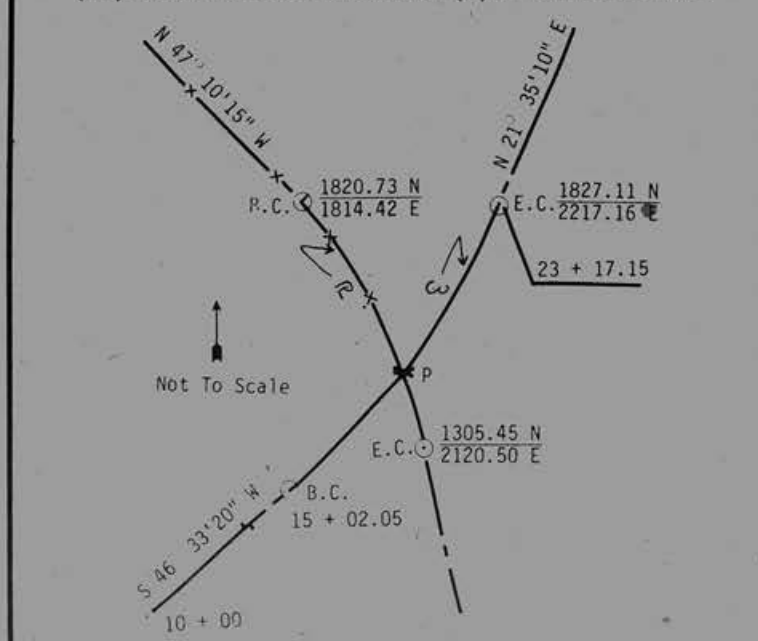
Marysville Alex Cellini, Dist. Rep.
Work: 916/743-7321 Home: 916/674-3927
Redding Ken Green, Dist. Rep.
Work: 916/241-0158 Home: 916/347-4097
Sacramento Clem Hoover, Dist. Rep.
Work: 916/383-8480 Home: 916/428-1458
San Jose Tom Carter, Dist. Rep.
Work: 408/295-8788 Home: 408/779-3863
Reno Dale Beach, Dist. Rep.
Work: 702/329-0236 Home: 702/882-6643
Salt Lake City Tom Bills, Dist. Rep.
Work: 801/532-6081 Home: 801/561-5843
Provo Don Strate, Bus. Rep.
Work: 801/373-8237 Home: 801/377-4440
Ogden Rex Daugherty, Bus. Rep.
Work: 801/399-1139 Home: 801/621-1169
Honolulu Wallace Lean, Dist. Rep.
Work: 808/949-0084 Home: 808/941-3456
Agana E. Punzalan, Asst. Dist. Rep.
Work: 734-9064 Home: 646-1018

February 25, 1978, 8:00 a.m.
3900 Mayette, Santa Rosa, California

March 4, 1978, 8:00 a.m.
Labor Temple, 2102 Almaden Road, San Jose, California

Test your knowledge with this problem. We will print the answer in next month's paper. If you have a problem you would like to submit send it in to Technical Engineering Division, Operating Engineers Local 3, 675 Hegenberger Rd., Oakland, CA 94621.

From the sketch shown below, compute the centerline (CL) station at the intersection (P) of the two curves.



Kaiser Plant Negotiations

Business Rep. Bob Fleckenstein reports the San Jose office has been attending a round of meetings concerning the Kaiser Cement Plant in Cupertino and their proposed 72 million dollar modernization plan.

"We have been meeting with the Company and all the concerned Labor organizations in the area plus the City Planning Commission on this very important issue," he said. "The problem not only concerns the people who work at the plant but all of the building tradesmen throughout Northern California because the plant supplies 54 percent of the cement used in construction throughout the State."

Fleckenstein expresses his appreciation to all those members who have supported Local 3 by attending the hearings. It is extremely important to show the City Planning Commission and other organizations involved, our support, our unity, our concern, Fleckenstein said.

Former Business Manager Dies

(Continued from Page 1)

size of over 35,000 members, representing operators of all forms of heavy construction equipment.

He is also recognized as one of the first trade union leaders to expand organizing efforts into the public employee sector. Local 3 now represents over 4,000 police officers, school employees and municipal workers throughout northern California.

Clem is also credited with the establishment of the largest apprenticeship training facility in the construction industry. The Rancho Murieta Training Center near Sacramento serves as a training facility for all apprentices of the union and journeymen who wish to upgrade their skills.

During his 41-year history as an operating engineer, Clem's expertise in the industry provided him many opportunities to serve on governmental agencies and labor councils.

He co-authored the California State Plan for the employment of minorities in the building and construction trades and served on former Governor Ronald Reagan's Labor/Management Task Force on Construction.

In June 1971, he was appointed to the California Board of Transportation, where he served until his resignation in 1973. In September 1972, U.S. Secretary of Labor James Hodgson appointed Clem to a two-year term to the Western States Regional Manpower Advisory Committee, which pro-

vides recommendations and policy on manpower problems to the Secretary of Labor.

Clem was also widely recognized for his activity in labor, serving at various times on the State Building Trades Council, the Contra Costa County, and the Alameda County Building Trades Councils.

He was also elected in 1967 to serve as a vice president of Local 3's parent organization, the International Union of Operating Engineers, AFL-CIO.

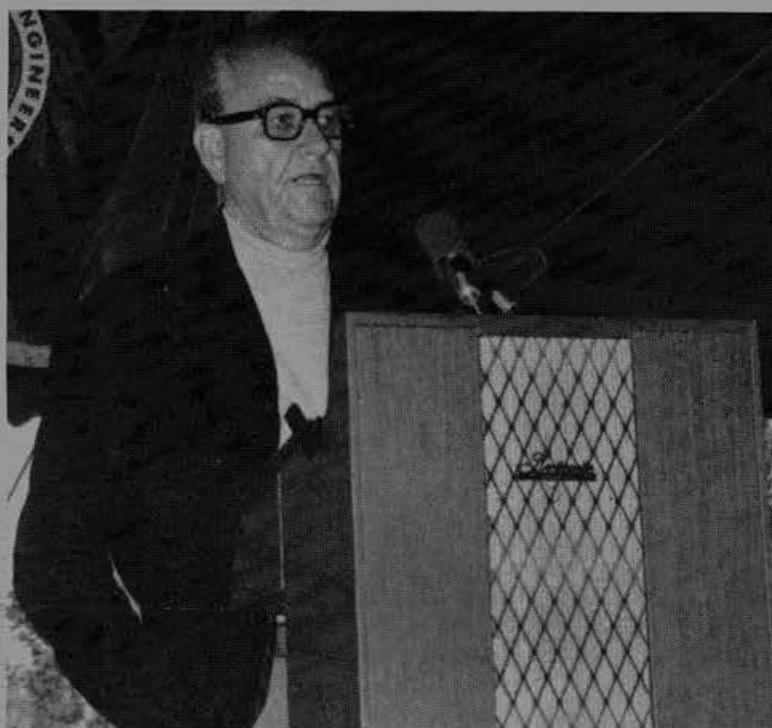
Born in Cremlin, Colorado, November 17, 1904, Clem moved to California in 1922. In 1934 he joined the Hoisting and Portable Union Local 59, where he worked on clamshells, shovels, cranes, hoists and pile drivers. Shortly after Local 3 was formed through amalgamation of several unions, Clem was elected to the executive board, where he served until his resignation in 1973.

Prior to being elected business manager, Clem worked in Oakland for 15 years as a business representative for the union members. In 1958 he was appointed Financial Secretary and in 1959 he became assistant business manager, where he served until his first election as business manager in 1960. He was reelected to the post four times.

Clem is survived by his wife Helene, his son Neil G. Clem, two stepdaughters, Maree Mize and Shirlee Lyon, and nine grandchildren.

Al Clem is the son of deceased parents Albert and Eva Clem.

The funeral service was held December 28, at the Bergman Funeral Home, Nevada City.



AL CLEM IS PICTURED ABOVE speaking to a group of retirees at the Rancho Murieta Training Center in September 1973.



Twelve Percent Solution

OPERATING ENGINEERS
LOCAL UNION NO. 3
CREDIT UNION 6300 Village Parkway
Dublin, California 94566
415/829-4400



DALE HANAN
General Manager

I want to thank all members for their excellent support in 1977. Your Credit Union now has approximately \$30 million in assets and is one of the three largest labor-union credit unions in the United States.

You make the credit-union idea work. By doing most of your saving and borrowing with the Credit Union, you insure that Local 3 members will have a source of high-return savings, low-cost credit and other financial services.

Members borrowed close to \$14 million at low interest rates this year. If they would have had to borrow this money elsewhere at higher interest rates, they could have been hundreds to thousands of dollars poorer as a result of higher finance costs.

Income the Credit Union earns on its low-cost loans to members is paid back to members' share accounts after paying operating expenses and required reserves. There are no outside stockholders who profit from your doing business with your Credit Union.

More than \$1.3 million was paid to members in 1977 in dividends on their share (savings) accounts. The semi-annual dividend, which will be posted to members' accounts on January 1, 1978, will amount to more than \$700,000.

An additional \$75,000 was paid to members who have bought more than \$1,450,000.00 of the Credit Union's 7 percent Investment Certificates.

To Credit Union members who would like to know more about services and to Local 3 members who haven't joined the Credit Union, we extend an open invitation to call, write or visit us in 1978.

We hope all Local 3 members and their families have a healthy and prosperous 1978.

LOCAL 3 WISHES YOU A HAPPY NEW YEAR

San Francisco Dist. Report

Business Rep. Charles Snyder reports that in San Francisco, Granite Yamanishi, J.V. has been awarded another sewer contract, the North Shore DW/WW pumping station and outfall for \$13,924,641. The completion date is set for approximately March 1981. This contract will be in the same area as their other \$11.6 million job.

Underground Const. Moseman, J.V. was awarded an \$8,079,795 sewer outfall contract C-3 with a completion date expected in July 1979. Dinwiddie Const. has started their \$1.8 million parking garage at 10th and Kissling. Completion is expected in July 1978. This contract is in conjunction with the Bank of America job at 11th and Market and will serve as parking for the new center.

Swinerton and Walberg appears to have a new office building project at Fremont and Market which should be under way shortly. Swinerton and Walberg is also the general contractor on the \$18.7 million project at Pier 39.

GRIEVANCE COMMITTEE ELECTIONS

Recording-Corresponding Secretary James R. Ivy 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 or sub-district meeting of 1978. The schedule of such meetings at which the Grievance Committee members will be elected is as follows:

District	Date	Meeting Place
4-EUREKA	January 10th 8:00 p.m.	Engineers Bldg., 2806 Broadway, Eureka
7-REDDING	January 11th 8:00 p.m.	Engineers Bldg., 100 Lake Blvd., Redding
6-OROVILLE	January 12th 8:00 p.m.	Prospectors Village, Oroville Dam Blvd., Oroville
1-SAN FRANCISCO	January 18th 8:00 p.m.	Engineers Bldg., 474 Valencia St., San Francisco
17-HONOLULU	January 25th 7:00 p.m.	Washington School, 1633 So. King St., Honolulu
17-HILO	January 26th 7:30 p.m.	Kapiolani School, 966 Kilauea Ave., Hilo
2-OAKLAND	February 2nd 8:00 p.m.	Labor Temple, 23rd & Valdez St., Oakland
3-STOCKTON	February 7th 8:00 p.m.	Engineers Bldg., 2626 No. California St., Stockton
5-FRESNO	February 14th 8:00 p.m.	Engineers Bldg., 3121 E. Olive St., Fresno
8-SACRAMENTO	February 28th 8:00 p.m.	CEL&T Bldg., 2525 Stockton Blvd., Sacramento
12-SALT LAKE CITY	March 1st 8:00 p.m.	Engineers Bldg., 1958 W. No. Temple, Salt Lake City
11-RENO	March 2nd 8:00 p.m.	Musicians Hall, 124 West Taylor, Reno
10-SANTA ROSA	March 9th 8:00 p.m.	Veterans Bldg., 1351 Maple St., Santa Rosa

9-SAN JOSE March 16th Labor Temple, 2102 Almaden Rd., San Jose
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 a 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 member 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.

I-80 Contract Awarded in Nevada Dist.

Business Rep. Craig Canepa from Reno reports that Robert L. Helms of Sparks was awarded construction of a portion of Interstate 80 in Pershing and Humboldt Counties for \$2,476,226. Frehner Construction of Las Vegas was second. Construction of U.S. 395 at Topaz Lake was awarded to Robt. L. Helms with a low bid of \$3,018,332. Frehner Construction also came in second on this one.

Gerhardt & Berry and Holcomb Construction were awarded Schedule A & B to construct a

1.5 million gallon reinforced concrete reservoir and to rehabilitate and re-roof the existing 1 million gallon reservoir.

Contri Construction of Nevada was awarded the Hunter Lake storm drain in Reno with a low bid of \$1,096,343. H. M. Byars was second. Contri's project at Lovelock was temporarily shut down by Local 3 because of their failure to comply with the working rules, Canepa said.

G. P. Construction of Las Vegas, at \$2,211,859, outbid Frehner Construction of Las Vegas by \$15,672 for construction of Interstate 80 in Elko County near Carlin. Construction is to start in March 1978.

George Reed Construction is trying to outbid Nevada Paving and Robert L. Helms for highway construction and asphalt paving in Washoe Valley with little suc-

cess and are picking up mostly small jobs such as the \$32,204 grading and paving of parking lots at Washoe Lake State Park.

Highway construction bids are being called for in December for construction of a portion of Interstate 80 in Elko County, west of the Nevada-Utah State line for a length of approximately 4.5 miles.

Hotel Construction

Construction on seven hotel-casinos is well under way in the Reno-Sparks area, with the M.G.M. Grand towering above all of them. These hotels, when completed, will employ approximately 8,000 employees resulting in apartment and single dwelling construction soaring to unheard of proportions for this area.

The cost of homes has risen to a point where it is becoming extremely difficult for the Brothers

to qualify for loans, Canepa commented. Rentals are practically non-existent at this time.

Max Riggs picked up a third job on I-80 at Winnemucca for \$4.2 million. This, combined with the Wells and Elko structures, should keep many Brothers busy this coming year. Jack Parsons was low bidder on the 4.5 mile I-80 job at Wendover at \$6.5 million.

In the mining industry, Duval's contract which was to expire Jan. 31, 1978 was extended until Sept. 30, 1978, due to the depressed copper industry and Duval's transformation to gold. Terms of the extension include COLA to continue each quarter with a .10 across the board increase Feb. 1, 1978 and another .10 increase June

1, 1978 for an average increase of .17 for the eleven months. "The summer expiration date is something we have tried unsuccessfully to get in all the past contract negotiations and now we feel we will be in a much better bargaining position than with the mid-winter expiration date of the past," Canepa explained.

In addition to the contract extension at Duval, Local 3 has settled twenty two grievances concerning eleven employees affected by a layoff. Duval paid these eleven Brothers \$12,000, to be divided equally, as reimbursement for the time they lost.

Carlin Gold is starting their carbon gold treatment and, with no unforeseen problems, it should be on line the first part of 1978.

Letters From The Members



Dear Officers and Members of Local 3:

Thank you for the beautiful white Bible in memory of my husband Harry Michelson. I will always cherish it in the years to come.

Mrs. Erma Michelson
El Sobrante, CA

Dear Local 3 Officers:

I want to thank you for the Gold Card and my 35-year honorary membership in Local Union No. 3. It has been a great honor and satisfaction to me to have been a member of this great union for so many years. I think the Executive Board of this union is doing a great job for the members. Thank you again for the Gold Card.

J. R. Dela Vega
Fallon, Nev.

Dear Sir and Brother:

Last May I was granted an honorary membership and Gold Card of which I am very proud. I am also proud to be associated with and to have been a member of the **best daggone** union in the world. We have had and still do have the best and most reliable leadership of any organization in the world. Local 3 has gone a long way in making it possible for a working man to hold his head high and be proud to be a part of organized labor. With kindest regards.

Edward W. Locke

Dear Officers of Local 3:

I wish to express heart felt gratitude to all the members and officers of Local Union No. 3 of which my husband was a member for 29 years before he passed away. I also thank you for the beautiful Bible that was given me in his memory. I will always cherish it in his memory. I also thank you for the kind thoughts and deeds and your sincere sympathy in the loss of my beloved husband, Wayne E. Whitaker. Truly Yours.

Mrs. Wayne Whitaker
Tracy, CA

Officers and Members of Local 3:

I wish to extend to all the officers and members of Local 3 my heart felt thanks for their kindness in remembering my beloved husband, Lowery Shannon, by attending his funeral, sending cards and especially for the beautiful commemorative Bible. I shall always cherish it, along with the memories of my dear one and our association with the Operating Engineers over the many years. Sincerely yours.

Helen Shannon
Central Valley, CA

Dear Officers:

I wish to express my heartfelt thanks and appreciation to the Operating Engineers for the beautiful white Bible which I shall always treasure. Sincerely,

Margaret Schuette

Operating Engineers:

On behalf of my beloved husband, Harvey Cecil Lincoln. I want to extend my appreciation and thanks for the kind note of comfort and the memorial edition of the Holy Bible you gave us. At times like this, it is comforting to realize the many friends Harvey had, and their sharing in our loss. Sincerely,

Elsie Lincoln.

Dear Sirs:

For 35 years my husband supported the union. He was always a strong union man, no matter what job he worked on, no matter how long he was laid off during the rainy season. Throughout those 35 years the union always supported us with innumerable benefits. We have never more appreciated the support of the Operating Engineers Local 3 than in the past month since my husband's death. The people in the union have been a comfort to us in our sorrow, and the beautiful Bible is just one more good memory for Dave and the union. Sincerely,

Mrs. David Brown
and daughters
Modesto, CA

Gentlemen:

I want to send a word of thanks to the Operating Engineers Local 3 for the beautiful Bible you sent when I lost my beloved husband, Bob. It will remain one of my most valuable treasures of his memory. May I also thank you for the prompt check to help defray his funeral expenses. It was truly appreciated.

Mrs. Clarence "Bob" Krigbaum
Redding, CA

Dear Sirs:

This letter is to let you know I received my Gold Card. I want to thank all concerned for it. I have always been proud to say I am a union member of Local 3 for all these years. I pray all those in Local 3 will believe as I have in their union, and will work for its good standing in the labor movement.

Floyd Carr
Walnut Creek, CA

DEPARTED BROTHERS

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:

Adams, Bobby (Helen, Wife)	10-18-77
1325 So. Main, Kaysville, Utah	
Akau, Roy (David & Lorelei, Grandchildren)	10-23-77
94 083 Hulahe Street, Waipahu, Hawaii	
Bennett, Leo (Shirley Jean, Wife)	11- 8-77
2355 Stokes Street, San Jose, Calif.	
Bowlin, William (Florence, Wife)	11- 6-77
336 E. Alluvial, Sp. 122, Fresno, Calif.	
Bruhn, John (Reva, Wife)	11-17-77
P. O. Box 1536, Visalia, Calif.	
Condran, Matt, Margaret, Wife)	11-19-77
471 Odin Drive, Pleasant Hill, Calif.	
Costa, Harry (Nettie, Wife)	10-26-77
323 E. 1st Street, Stockton, Calif.	
Davis, Lenn (Roy Davis)	10-24-77
P. O. Box 32, Wallsburg, Utah	
Donaldson, William (Elizabeth, Wife)	10-29-77
P. O. Box 454, Colfax, Calif.	
Essary, Donald (Evelyn, Wife)	11- 3-77
233 Nevada Avenue, Pt. Richmond, Calif.	
Gottberg, Gordon (Verna, Mother)	10-24-77
11389 Rampart Drive, Dublin, Calif.	
Gragg, Oscar (Marjorie, Wife)	11-1-77
P. O. Box 3276, Eureka, Calif.	
Jackman, Dwane	11-25-77
P. O. Box 476, Hayward, Calif.	
McKenzie, Robert (Isabel, Daughter)	11- 6-77
215 Andrew Lane, Reno, Nevada	
Niles, David (Pauline Vallmer, Sister)	11- 1-77
2124 Terilyn Avenue, San Jose, Calif.	
Noah, Blanchard (Edith Finch, Mother)	10-25-77
2051 E. 6th Street, Stockton, Calif.	
Noel, Charley (Shirley, Wife)	11-14-77
2371 E. Lindsay, Stockton, Calif.	
Osborne, Jack (Virginia, Wife)	11-21-77
530 Oak Ridge Drive, Redwood City, Calif.	
Patterson, Edward (Letha, Wife)	11-12-77
1234 So. Los Banos, Merced, Calif.	
Rogers, Howard (Oleta, Wife)	10-24-77
224 Carilina Street, Vallejo, Calif.	
Schellin, Herman (Frances, Wife)	10-31-77
228 Lang Street, Salinas, Calif.	
Shannon, Low (Helen, Wife)	10-30-77
P. O. Box 457, Central Valley, Calif.	
Shipley, Charles (Elva, Wife)	11- 4-77
1552 Rosewood Way, Colusa, Calif.	
Stratton, Fred (Muriel, Wife)	10-23-77
1778 5th Street, Oroville, Calif.	
Sypert, Frank (Ruby, Wife)	11- 8-77
2963 Capewood Lane, San Jose, Calif.	
Taddle, Leon (Cola, Wife)	11-15-77
430 Riverview Drive, Auburn, Calif.	
Taylor, Olaf (Craig, Son)	10-17-77
Box 721, Anderson, Calif.	
Treglown, Albert (Beverly, Wife)	10-27-77
7273 Kara Drive, Sacramento, Calif.	
Vernon, Kenneth (Bertha, Wife)	11- 8-77
2053 Hollywood Avenue, Salt Lake City, Utah	
Williams, David (Hazel, Wife)	10-26-77
313 Oxford Street, Clovis, Calif.	

DECEASED DEPENDENTS

November, 1977

Cranke, Aaron—Deceased November 3, 1977
Son of Thomas Crane
Baird, Evelyn—Deceased October 30, 1977
Wife of Ed Baird
Goforth, Eula—Deceased November 8, 1977
Wife of Ed Goforth
Hayward, Marion—Deceased July 19, 1977
Wife of Robert Hayward

Swap Shop: Free Want Ads for Engineers

FOR SALE: MODEL 32 CHASE extend boom backhoe attachment. \$2,500. Will take trade. Paul Yeoman, 274 Huntley Ave., Auburn, CA 95603. (916) 346-2300.

FOR SALE: 2 CHOICE LOTS, retirement paradise, leisure lakes, Florida, fishing, boating, golf, tennis, hunting, riding more, 2-hrs Disneyworld, Gulf Coast, Miami, Stan Brooks, 816 Jones St., Yuba City, CA 95991. (916) 673-1794. Reg. No. 0620701. 11-77

FOR SALE: 2 BARBER-GREENE PAVERS, (Model 879A) one for parts the other operating well. Norman B. Madsen, P.O. Box 598, Napa, CA 94558. (707) 255-0106. Reg. No. 1284779. 11-77

FOR SALE: DODGE 8.4 yd Dump, (1965) very good. Norman B. Madsen, P.O. Box 598, Napa, CA 94558. (707) 255-0106. Reg. No. 1284779. 11-77

FOR SALE: 1960 ZT60DMP International Dump Truck, 9 cyd. Good Cond. Norman B. Madsen, P.O. Box 598, Napa, CA 94558. (707) 255-0106. Reg. No. 1284779. 11-77

FOR SALE: RD 8 DOZER, runs good, \$5,000 cash or will trade for ladder back hoe Travel Trailer or something of equal value. Clifton Comer, 1590 Elliot Rd., Paradise, CA 95969. (916) 872-0864. Reg. No. 0255202. 11-77

FOR SALE: OLSON-TYPE SCRAPER, \$200. M/F. Model 50 fenders \$75. Garden tractor lawn roller \$10. '54' Studebaker dump \$1,200/offer. Tom Westphal, 292 Bryant Ave., Mtn. View, CA 94040. (415) 967-1658. Reg. No. 0947203. 11-77

FOR SALE: HUNTING type Dunebuggy \$400. Jim Kousse, 470 E. San Francisco Ave., Willits, CA 95490. (707) 459-2645. Reg. No. 1271053. 11-77

FOR SALE: D-Cat. Excel. cond., new paint and seats. Engine Rebuilt approx. 200 hr. ago. 10 foot disc, 10 foot 4gy. drag scraper, 14 each Gradall attachments. Call John Schiedel, 4040 Bell Rd., Auburn, CA 95603. (916) 885-1886. Reg. No. 1186574. 11-77

FOR SALE: K-5 DROP-INS like new \$25.00. Also K-5 Drop-Ins International Red Diamond Heads-6 Cyd. Leslie Mulhair, 97 Southridge Way, Daly City, CA 94014. (415) 333-9006. Reg. No. 154371. 11-77

FOR SALE: 1973 FORD 1/2 ton pickup F100 240 motor, 58,000 miles, lumber rack & tool box. Dean Zarer, 1350-44 Oakland Rd., San Jose, CA 95112. (408) 286-4509. Reg. No. 0904809. 11-77

WANTED: SAND AND GRAVEL CONVEYOR BELT with single or double deck. Robert Ward, 1717 Lake St., San Mateo, CA 94403. (415) 345-1063. Reg. No. 150929. 11-77

FOR SALE: ERCOUPE AIRCRAFT N3220H, 1946 Mod. 415CD 85HP. Total time aircraft 1375 hrs, 30 hrs S.M.O.H. engine, new glass, new HD nose gear; metal plop; add. oil baffles for extra cooling; eight day clock; exhaust gas temp. gauge; recording tack; sensitive altimeter; ceconite wings- landing light; needs paint. Cecil Shelley, Rt. 1 Box 771, Yreka, CA 96097. ph.eve. (916) 842-3409. Reg. No. 1284794. 11-77

FOR SALE: 1974 MINI-MOTOR HOME, 20' field and stream, fully self contained. A/M F/M 8 track stereo. Panoramic rear window, spacious arrangement. Sleeps 6, \$9,000. Don Gano, 7901 Rusch Dr., Citrus Heights, CA 95610. (916) 725-5824. Reg. No. 0893059. 11-77

FOR SALE: CUSTOM BUILT 32', 5th wheel, luxury throughout. Full rear bath, A/C, fully self contained. Many extras, Holland Hitch, \$10,000. Don Gano, 7901 Rusch Dr., Citrus Heights, CA 95610. (916) 725-5824. Reg. No. 0893059. 11-77

FOR SALE: 1974 260Z DATSUN, sil/blue, AM/FM, Air, Mass. 41,000 mi. \$5k/best offer. Call eve. (415) 728-3186. 11-77

FOR SALE: 16 FOOT FIBERGLASS BOAT, 40 hp. motor, almost new, good heavy trailer, all in good shape, selling due to sickness. For \$1,000. Ray Woody, 460 N. Jefferson St., Dixon, CA. (916) 678-3268. Reg. No. 560-09-1512. 11-77

FOR SALE: 1972-4 DOOR IMPALA, good shape \$1,775. Ray Woody, 460 N. Jefferson St., Dixon, CA. (916) 678-3268. Reg. No. 560-09-1512. 11-77

FOR SALE: 71 El Camino 350 A/C, new paint, new 350 turbo-hydro trans, red/white vinyl top, Chevy, \$2,800. H. A. Mason, 4350 S. P. Dam Rd., No. 8, El Sobrante, CA 94803. 223-5716. Reg. No. 0557491. 12/77

FOR SALE: 15-1/3 ACRES, 4 bdm., 2 bath, 46x30 shop, ideal for antique or small store, off hwy 66, between Okla. City & Tulsa, perfect retirement place \$40,000. Thomas E. Stwins, 1548 Hudson St. No. 201, Redwood City, CA 94061. (415) 369-1625. Reg. No. 1509085. 12/77

WANTED: HOME OR DUPLEX (2 bdm) in Mt. View or Los Altos, Ca. Have \$15,000 down, or will trade for property in Huntington, Utah. Norman Clements, P.O. Box 188, Spring City, Utah 84062. (801) 462-2541. Reg. No. 1238702. 12/77

WANTED 5 OR 10 ACRES w/home in or around Lodi, Ca. Have \$15,000 down or will trade for income property in Huntington, Utah. Norman Clements.

P.O. Box 188, Spring City, Utah 84065. (801) 462-2541. Reg. No. 1238702. 12/77

FOR SALE: 10 ACRES, \$4,000 per acre, ideal cabin site, near high units primitive area, irrigated pastureland, water rights. Inquire L. E. Hardman, Box 132, White Rocks, Utah 84805. (801) 353-4947. Reg. No. 529-44-6408. 12/77

FOR SALE: 1975-12x64 FLEETWOOD Mobile home top of the line homes, 2 bdm, 1 bath, washer & dryer, hookup, up grade carpet throughout set in the Fairfield best park, red rock landscaped, side by side car port 10 yrs guaranteed, many extras, priced \$14,500. Cecil R. Hallars, 196 Lemon Tree Cr., Vacaville, Ca. 95688. (707) 446-8452. Reg. No. 1058704. 12/77

FOR SALE: DIETZDEN 30 sec. transit, kern level GKD-A, 3/4" drive S & K socket set 7/8"x2-1/4"; 100'x200' lurkin tapes, victor cutting torch, tip gauges, hose: 200'x5/16" pressure hose. Arthur E. Delaruz, 16 Phinehill Way, Monterey, CA 93940. (408) 373-5229. Reg. No. 1020276. 12/77

FOR SALE: COMPLETE Keenstone cable drill rig-mounted on International truck \$6,000 or best offer. Tom Spiller, Sr. Rt. 1, box 920, Jamestown, CA 95327. (209) 984-5716. Reg. No. 1054919. 12/77

WANTED: RADIATOR for 1974 Merc. & 2 chrome strips for right rear fender. Tom Spiller, Sr., Rt. 1, Box 920, Jamestown, Ca. 95327. (209) 984-5716. Reg. No. 1054919. 12/77

FOR SALE: KINGMAN Ariz. 4 lots, mobile home built on, living room, Large work shop washhouse, gas water, elec. all fenced. Herschel Larve, Box 97, Shull Valley, Az. 86338. Reg. No. 0791408. 12/77

FOR SALE: ELKO, Nevada 1-1/4 acre paved roads, underground utilities & cable TV, city water or private well, price \$2,500. Donald P. Woods, 200 Ford Rd. No. 187, San Jose, Ca. 95138. (408) 225-9621 or 262-5498. 12/77

FOR SALE: LORAIN Truck Crane Double Drum, 15 ton, 50 ft boom, top line reel, gas engine, \$4,750. James E. Bashom, 223 MacArthur, Pittsburg, Ca. 94565. (415) 439-9056 eve. Reg. No. 561-05-7766. 12/77

FOR SALE: CASE 450 w/4 in one drott loader, hydraulics installed for rear eng., sold new 1970. Arthur H. Smith, 809 Burlingame Ave. Burlingame, CA 94010. (415) 343-3821. Reg. No. 0987276. 12/77

FOR SALE: PEWTER—Large selection ice cream molds & other nice pieces, excellent X'mas gifts. Tom Clements, P.O. Box 181 Laytonville, Ca. 95545. Reg. No. 1519412. 12/77

FOR SALE: 1960-539W Lorain Truck Crane, all air, all diesel, 115' boom 1/trailer, bucket inc. 2 ea clams, drags, concrete, 2 hammers, 3 drums, power up & down, rigging etc \$23,000 firm, top shape. C. T. Villemin, Box 2000, Truckee, Ca. 95734. Reg. No. 1018617. 12/77

FOR SALE or trade: 10 Wheel-10 yds dump truck under carriage, rock well duel rear end, No. PY2-37708, 2 sp. Ca. wheels, front axle & springs, trade for small gas tractor or \$1,000 cash. Alex Moorehead, Box 459, Fort Jones, Ca. 96032. 468-2943. Reg. No. 0324039. 12/77

FOR SALE: DUMP Box 12-Garwood Hoist \$350, also 13'x14' dump boxes. Leslie Mulhair, 97 Southridge Way, Daly City, Ca. 94014. (415) 333-9006. Reg. No. 154371. 12/77

FOR SALE: MOBILEHOME Biltmore 10'x50' furnished, A/C set up in park in Stonyford, Ca., beautiful country ideal for retired, \$3,500 or space \$50 per mo. James H. Fryar, 23242-2nd St., Hayward, Ca. (415) 582-4121 or (916) 963-3261. Reg. No. 0888860. 12/77

FOR SALE: 1930 ACRES undeveloped, 1 mi west Anderson, \$1,300 per acre. Vern Sorense, 17871 Andrea Way, Anerson, Ca. 96007. (916) 357-2704 or (408) 262-5328. Reg. No. 0251990. 12/77

FOR SALE: 1948 CHRYSLER 4 door sedan, 6 cydr, 86,000 miles, everything original, top cond. \$2,500 firm Harold Howe, 16245 Kivett Lane, Reno Nev. 89511. (702) 826-1607. Reg. No. 1058429. 12/77

FOR SALE: 1974-26' Fiberform Cabin Cruiser w/flying bridge, twir Chrysler in boards-out-boards, tandem trailer \$16,000. James R. Urquhart, Rt. 2, Box 100H, Corning, Ca. 96021. (916) 824-4458. Reg. No. 0866019. 12/77

FOR SALE: 2-ACRES partially improved, elec. & community water available, 6 mi to Redding, Ca. 10 mi to Lake Shasta. L. S. Hasha, P.O. Box 475 Shasta, Ca. 96087. Reg. No. 0313355. 12/77

FOR SALE: SECLUDED modern rustic 2 bdm, 1 bath, carpet, cabin on 1-1/2 → acres, fruit trees, grapes, community water, 6 mi to Redding, Ca. L. S. Hasha, P.O. Box 475, Shasta, Ca. 96087. Reg. No. 0313355. 12/77

FOR SALE: NEW 1977 boat, trailer, 16' tri-hull walk thru, 65 hp Merc. depth finder, trolling, Dec Pitto. (415) 222-4757. Reg. No. 386312. 12/77

FOR SALE: LARGE DOG HOUSE—\$25, Four Truck Tires, Rims, 6 lug. \$50; Stenographers Recorder/acc., \$175; 13" snow tires/studs. \$30. Fred M. Yoelin, 2208 Amberwood Lane, San Jose, Ca. 95131. Reg. No. 1715141. 1-78

FOR SALE: EATON International Bogies-brakes, hubs, drums, wheels, \$200. Leslie Mulhair, 97 Southridge Way, Daly City, Ca. 94014. (415) 333-9006. Reg. No. 154371. 1-78

FOR SALE: COMPLETE Drilling & Trenching Business serving Bay Area. Lots of work, some financing available. Arthur Strasser, 525 Driscoll Road, Fremont, Ca. 94538. (415) 656-0848. Reg. No. 647495. 1-78

FOR SALE: UNFINISHED 2 bdrm cabin Salt Creek Arm of Lake Shasta-Lake Frontage, for further information, J. H. Harty, 825 Lake Blvd., Redding, Ca. 96001. Reg. No. 0674741. 1-78

FOR SALE: MOBILE HOME, 12'x48', 1972 W. Brook, Exc. Cond. 2 bdrms \$7,000. Mrs. Wayne E. Whitaker, 12520 W. Byron Rd. SP 3, Tracy, Ca. 95376. (209) 833-2297. Reg. No. 0586524. 1-78

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 sidelines.

● **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, Calif. 94103. Be sure to include your register number. No ad will be published without this information.

More from Mayfield

(Continued from Page 4)

the United States either already shut down or on the verge of doing so. This company likely would have been doing the shut-down bit if it were not able to make the gold changeover. Even with this change the future of this property for a lengthy period of time could be in doubt.

At the same time as the above settlement, the Union and Duval Company officials also reached a pre-arbitration settlement regarding grievances which we (the Union) had filed on behalf of several grievants whom we claimed were wrongly laid off because they had more seniority and also were qualified for the jobs than those the company kept. This, we claimed, violated layoff and seniority sections of the existing labor agreement. Without admitting any wrongdoing, the Company nonetheless agreed that rather than go through with the arbitration and take a chance of losing they would make a cash settlement if possible. The happy ending is that 11 of our members shared equally the \$12,000.00 that was offered and accepted by us on their behalf. This amounted to almost \$1,100.00 each—which is not too bad of a Christmas present to be handed to them.

In closing, I certainly would wish that many more of our rank and file would become involved with the Union. Historically, all 1st Quarter Meetings in every district are where and when the local District Grievance Committees are elected. Check your District Meeting Schedule and either come in and support the Committeeman of your choice, or if you desire, run for the office yourself. At any rate, the main thing is to participate and become more involved with the Union. The first such meeting of the new year begins with Eureka's meeting of January 10, 1978.

In final closing, we now know that 1977 has produced more man-hours of work than since any time back to at least 1972. Next year has appearances of being even better, so I would certainly wish every member to have an excellent work year in 1978 and therefore a most prosperous new year.

ATTEND YOUR UNION MEETING

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SAN LEANDRO: 2059 Williams St (415) 351-8434

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1978 SCHEDULE OF SEMI-ANNUAL MEETINGS

Location: Masonic Auditorium, 1111 California St., San Francisco, Ca.
Dates: Saturday, Jan. 7th (1:00 p.m.); Saturday, July 8th (1:00 p.m.)

DISTRICT AND SUB-DISTRICT MEETINGS

JANUARY

10 Eureka, Tues., 8:00 p.m.
11 Redding, Wed., 8:00 p.m.
12 Oroville, Thur., 8:00 p.m.
18 San Francisco, Wed., 8 p.m.
25 Honolulu, Wed., 7:00 p.m.
26 Hilo, Thur., 7:30 p.m.

FEBRUARY

2 Oakland, Thur., 8:00 p.m.
7 Stockton, Tues., 8:00 p.m.
14 Fresno, Tues., 8:00 p.m.
28 Sacramento, Tues., 8:00 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 Kilauea 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.
Marysville, Veterans Community Center, 905 "B" Street.
Yuba City — Yuba-Sutter Fairgrnds, Arts/Crafts Bldg., Franklin Ave.
Reno, Carpenter's Hall, 1150 Terminal way.
Watsonville, Veterans Memorial Bldg., 215 Third.
Santa Rosa, Veterans' Memorial Bldg., 1351 Maple.
Provo, Provo City Power Building, 251 West 800 North, Provo, Utah
Ogden, Ramada Inn, 2433 Adams Ave.

For More Information:

CREDIT UNION

OPERATING ENGINEERS LOCAL NO. 3

6300 Village Parkway, Dublin, CA (415) 829-4400

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- ☐ Signature/Personal Loan
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- ☐ New/Used Motor Home Loan
- ☐ New/Used Mobile Home Loan
- ☐ New/Used Boat/Motor/Trailer Loan
- ☐ Travel Trailer/Camper Loan
- ☐ Share/Investment Certificate Secured Loan
- ☐ First Mortgage Loan
- ☐ Second Mortgage Loan
- ☐ Assistance in Refinancing Automobile Loan
- ☐ Temporary Disability Insurance
- ☐ Share Insurance Protection on Share Deposits

Have You Checked Your Dues?

Dues Schedule for Period 10-1-77 through 9-30-78

Local 3	\$81.	(Per Qtr.)
Local 3A	\$78.	(Per Qtr.)
Local 3B	\$78.	(Per Qtr.)
Local 3C	\$78.	(Per Qtr.)
Local 3E	\$78.	(Per Qtr.)
Local 3R	\$78.	(Per Qtr.)
Local 3D	*Variable by Unit	

Please Note: An amendment to Article VI — Dues of the Local Union By-Laws adopted by the members at the semi-annual meeting held on July 9, 1977 deletes the provision that a member can pay dues in advance of an increase at the "old" rate (the rate in effect prior to the effective date of such increase). Therefore, the dues rates for the periods as indicated above apply regardless of when payment is made.

*Due to the variation in the wage structures of the 3D and Industrial Units, the members will be notified of applicable dues for their respective units.

NAME _____
ADDRESS _____
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SOC. SECURITY NO. _____

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Incomplete forms will not be processed.



Some Mythical Resolutions for The Prominent

A POLITICAL ANALYSIS

Art Of The Possible

BY KEN ERWIN



When I was a good deal younger I used to examine my life condition at the end of each year and make several dozen resolutions that I hoped would make me a better person the following year. With age the number of resolutions decreased dramatically since I found it impossible to comply with such ambitious demands. This year I have resolved not to make a single resolution for myself, however, as a columnist with all the poetic and editorial license that title implies, I have decided to provide a list of suggested resolutions for some of our more prominent and noteworthy citizens. Say for:

EDMUND G. (Jerry) BROWN, Jr.—"I resolve to put running California before running for governor, before running for president, before running for supreme leader of both the known and unknown world."

PRESIDENT CARTER—"I resolve to have Ed Wierzisienciski of East St. Louis check all Polish translators for accuracy in the vernacular before going to Poland again. I also resolve to stay away from all 'closed' microphones when discussing affairs of state."

BELLA ABZUG—"I resolve to stop running for every elective office that comes along and found and co-sponsor International Mens' Year and to concentrate on running for secretary treasurer of this new organization."

COLUMNIST IN THE GENERAL MEDIA—"We resolve not to write four or more articles a year saying how labor is going down the tube because poor old George Meany won't retire and make way for a younger man."

LIBERAL (sic) LABOR LEADERS—"We resolve to quit blaming George Meany's age for all labor's ills and to get about the business of running our own stores with a little more imagination and dedication."

NATIONAL ASSOCIATED GENERAL CONTRACTORS—"We resolve to move over from the right-wing panic at labor law reform and to accept it as a reasonable and just solution in providing fair wages and a safe workplace for the skilled craftsman whose energy and productivity has made us all fortunes."

SENATOR HUBERT HUMPHREY—"I resolve to continue to fight the good fight against terminal cancer and to demonstrate to the world that death has no sting when you run the true course."

SEIU PRESIDENT GEORGE HARDY—"Resolve to continue to be a class guy by giving credit where credit is due and pushing for better communications and better organizing."

LABOR SECRETARY RAY MARSHALL—"I resolve to resurface my idea of a world minimum wage despite the panic this idea created among multinational corporations initially since only

by raising the working and living conditions on an international level can we hope to reduce the incident of illegal aliens, compete economically with non-union nations and help bring peace and prosperity to the emerging nations."

SENATOR DANIEL P. MOYNIHAN—"Resolve to continue to give the Kremlin hell on their double standard on human rights and to support labor principles both nationally and internationally."

RONALD REAGAN—"Resolve to search out and support a liberal Republican who is not anti-labor and has a fairly liberal voting record and who might have at least an outside chance to defeat Jerry Brown for governor in 1978."

GERALD FORD—"Resolve to join with Ronald Reagan in his hopeless search for liberal Republicans so that we may bring the Grand Old Party into the 20th Century and get about the business of strengthening the two-party system."

ROBERT REDFORD—"I resolve to give up my ski resort and move to Sweden where taxes are 400 per cent higher but where the air is clear and pure."

RALPH NADER—"Resolve not to bitch about anything, let alone everything."

CHIEF JUSTICE ROSE BIRD—"Resolve not to fire anybody, let alone everybody simply because they do not agree with my world plan for equal justice."

ASSOCIATED BUILDERS AND CONTRACTORS—"We resolve to petition Building and Construction Trades President Robert Georgine for an industry-wide union contract so that we won't continue to waste all our time and profits figuring new ways to beat the construction unions."

HELEN REDDY—"Resolve to sing 'I Am Woman' (for free) in every park in the State of California and donate all proceeds to equal rights for Australian aborigines."

MAYOR PETE WILSON—"Resolve never, but never to put my political life in a basket of eggs labeled 'Right-to-Work Initiative.'"

GRAY DAVIS—"Resolve to keep Jerry Brown running until the governor's seat is vacant."

POLICE CHIEF ED DAVIS—"Resolve to go to Sweden where though the taxes may be 400 per cent higher, there is no crime and no faggots, only suicide."

JACK HENNING—"I will go to Sweden."

BUILDING TRADES PRESIDENT JAMES LEE—"To hell with Sweden, I'd rather be a drunken kamikaze in Ireland."

So ends our mythical resolutions for 1978. If half of them are taken seriously we won't only be entering a new year—we will be on the threshold of the millennium.