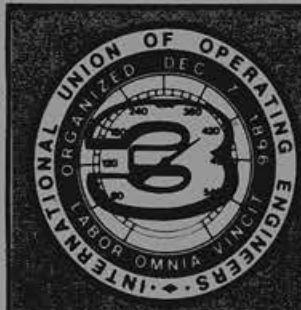


WHAT YOU SHOULD KNOW ABOUT PAC CHECK OFFS (PG.6)



ENGINEERS NEWS

VOL. 30, NO. 11

SAN FRANCISCO, CA



NOVEMBER 1979

INSIDE

The first in a series of articles written for operating engineers on how to cope with stress (page 7). Also, a roundup of the Building and Construction Trades 60th Convention in San Diego (page 8).



'Spirit of Life Award Goes to Marr Following Record Fundraising Drive

Over 1,400 representatives of labor, business and government rose to a standing ovation as Local 3 Business Manager and International Vice President Dale Marr was presented with City of Hope's "Spirit of Life Award" at the fundraising dinner Oct. 31.

The event, which grossed \$150,000 for the City of Hope hospital at Duarte, Calif., was the culmination of a number of fundraising activities that Local 3 spearheaded over the last two months for the medical institution.

A special endowment fund consisting of contributions from the Local 3 rank and file and staff netted over \$60,000 at press time. These funds will go towards the purchase of medical equipment in the name of the Operating Engineers Local 3.

The other major source of contributions came from the sale of advertisements in the "Spirit of Life" testimonial book honoring Marr. Advertisements purchased by contractors, labor unions, affiliated councils and other organizations ranged from \$100 to \$5,000 each.

In total, the union raised over \$310,000 for City of Hope—the largest amount that has ever been raised by any local or international union in the nation. The 1,400 guests at the \$100-a-plate dinner also constituted the largest such gathering the medical institution has ever been involved with.

"This effort was given toward a great cause," said Local 3 Vice President Bob Mayfield, who served as chairman of the fundraising drive. It was the result of not one person, but a team effort on the part of co-chairmen, Bob Marr and John McMahon, Local 3's staff and business agents.

"The \$310,000 that has been raised sets a new record for City of Hope," Mayfield added, "and provides a goal for future people to start at."

In recognizing Dale Marr, Mayfield stated, "Dale has earned the respect of the working people he represents because he has come through the ranks working up to his present level of Business Manager of Local 3, as well as International Vice President, and—as a figure of speech—certainly has paid his dues."

Mayfield also praised the City



Presiding as Master of Ceremonies at the dinner was John Henning, Executive Sec.-Treas of the California Labor Federation, who recognized Marr as a "great man and institution," and one of the most politically influential labor leaders in the state.

Special guest speaker was Leo McCarthy, Speaker of the State Assembly. He recounted the great work City of Hope is carrying out in the field of occupational safety and health, an area that Marr has been very active in throughout his career.

Recognizing his landmark efforts in the field of health and safety for operating engineers, the City of Hope is earmarking part of the proceeds of the dinner to establish an Occupational Health Research Fund at the medical center. This fund will contribute significantly to research the effects toxic substances like lead, asbestos and other industrial materials have on today's working men and women.

IUOE General President Jay C. Turner complimented Marr as "a great trade union leader." Having worked with him

of Hope for the great work it is doing in researching and treating patients afflicted with respiratory, heart and blood diseases. "Miracles are virtually a daily occurrence at the City of Hope, and as a personal visitor to the center, it was gratifying to find out that children under nine years of age—formerly doomed to an early death with leukemia—can now expect to walk out of the front door with six out of ten cured," he commented.



Lou Solomon of City of Hope (left) presents 'Spirit of Life' award to Dale Marr while his wife, Nellie and Local 3 Vice President Bob Mayfield look on.

Telegram

SFO291(2155)(4-0699621304)PD 10/31/79 2155 879 OCT 31 PM 7:18

ICE 1PMHZZ CSP

2:2789723: TONT WASHINGTON DC 59 10-31 0953P EIT

PHS DALE MARR CARE OPERATING ENGINEER LOCAL 3, DLR

474 VALENCIA ST

SAN FRANCISCO CA 94103

DEAR MR MARR

MRS CARTER AND I WOULD LIKE TO CONGRATULATE YOU ON RECEIVING THE "SPIRIT OF LIFE AWARD" AFTER 37 YEARS OF DISTINGUISHED SERVICE TO THE OPERATING ENGINEERS. YOUR COMBINED COMMITMENT TO THE GOALS OF THE TRADE UNION MOVEMENT AND THE MANY COMMUNITY PROJECTS YOU HAVE PARTICIPATED IN MERIT THE PRAISE OF ALL OF US INVOLVED IN SERVING THE PUBLIC INTEREST.

BEST WISHES FOR YOUR CONTINUED SUCCESS. SINCERELY,

JIMMY CARTER PRESIDENT OF THE UNITED STATES

NNNN

This telegram sent by President Carter was one of many from dignitaries throughout the country congratulating him on receiving the 'Spirit of Life' award.

personally for 25 years, Turner added that Marr has all the elements of a great leader—integrity, experience, vision and idealism."

The success of the Rancho Murieta training center, his work with the international union and the tremendous support he recently received from the membership through an unopposed ballot were just a few of the indicators of his capabilities, Turner continued.

"Dale recognizes that the labor movement is the cutting edge of social and economic progress," Turner added. "He recognizes that you have to improve life as a trade union leader for all people who are in need."

"I look to Dale continuously for support on the International Executive Board, he said. "Dale is behind me, and when you are leading 400,000 operating engineers throughout the continent, that is nice to have."

The presentation of the "Spirit of Life" Award was made by Lou Solomon, labor director for City of Hope's fundraising staff.

In accepting his award, Marr recalled the special feeling he has for organizations like the City of Hope, due to his own experience with, what was at one time an incurable disease.

As a young man, Marr contracted osteomyelitis as a result of bone injuries suffered in an automobile accident. At the time, very little was known about this disease, and despite the doctor's efforts, he was told that his leg would have to be amputated in order to halt the spread of the infection.

(Continued on Page 2)

Semi-Annual Meeting

Recording-Corresponding Secretary James R. Ivy has announced that the next semi-annual meeting of the membership will be held on Saturday, January 5, 1979 at 1 p.m. at the Marine Cooks and Stewards Auditorium, 350 Fremont Street, San Francisco, CA.



By DALE MARR, Business Manager

Looking At Labor

Sticking Together With Our Fellow Members

ENGINEERS NEWS

WIPA

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

DALE MARR
Business Manager
and Editor

HAROLD HUSTON
President

BOB MAYFIELD
Vice President

JAMES "RED" IVY
Recording-Corresponding Secretary

HAROLD K. LEWIS
Financial Secretary

DON KINCHLOE
Treasurer

BOB MARR
Director of Public Relations

JAMES EARP
Managing Editor

Advertising Rates Available
on Request

Engineers News is published monthly by Local Union No. 3 of the International Union of Operating Engineers, 474 Valencia Street, San Francisco, CA 94103. It is sent free to the approximately 35,000 Local 3 members in good standing throughout the union's jurisdiction (N. California, N. Nevada, Utah, Hawaii, Guam). Subscription price \$30 per year. Second Class postage paid at San Francisco, CA.

(USPS 176-560)

Recently in one of our district meetings during the time when our members have an opportunity to speak "on the good and the welfare" of the union, a member stood up and spoke briefly on the need for operating engineers to support one another on the job. "We need to stick together and help each other out with our problems," he said. It was a simple, straightforward statement that most outsiders would not consider particularly profound. Yet, everyone in the room gave this brother engineer a warm round of applause.

I suspect he received this positive response because nearly everyone in the room at some point or other had probably experienced the benefits of having his fellow engineers stick up for him—or perhaps they remembered an incident when they wished they had received more support from their union coworkers.

Anyone who has been a member of this union any length of time knows the value of having his fellow union workers support him when he has carried a grievance to his employer, or has refused to work a particular piece of equipment or do a specific job because it was unsafe. We all know the importance of sticking together when it comes to protecting work that belongs to operating engineers. And most important, we have undoubtedly experienced the value of supporting each other when a labor dispute ultimately results in a strike. The refusal to cross the picket line of a fellow building trades union member is a fundamental form of "sticking together," without which there would be no labor movement today.

I found this member's urgent request to "stick together" to be a timely statement. During this recent period of increased prosperity in the construction industry, we have initiated many workers into the union. Our apprenticeship training program—though going full bore—has had difficulty keeping up with the demand. In short, we have a lot of young, new members entering the field, anxious to learn the trade and make a good living as a skilled operating engineer. They work side by side with our veterans who have weathered the ups and downs of the industry and learned the value of having a good, strong union on their side.

I am concerned that we are not teaching our younger members enough on the value of the collective bargaining process. I hope

that as our seasoned veterans teach the younger members how to operate the equipment, they will also put in a few cents worth on how being a member of the Operating Engineers Union has made it possible for them to reap good wages, excellent medical benefits and a solid pension to look forward to upon retirement.

It was a long and brutal fight to build our unions. Struggle, sweat, sacrifice, blood, courage, are the kinds of words that come to mind. Decades ago, our American labor movement faced open shop campaigns, company goons and spies, yellow dog contracts, hostile police, strike-breaking court injunctions—and we won, only to learn that the struggle never ends. We learned of the constant threat of right wing anti-unionists when they were able to pass laws like the Taft-Hartley Act of 1947, the Landrum-Griffin Act of 1959 and the formation of the Right to Work Committee in 1955. These laws and organizations, formed seemingly so long ago still plague us today.

And the opposition continues unabated. Today we have the National Association of Manufacturers, which has been around a long time fighting unions, setting up a Council on Union Free Environment. They claim it is not a union-busting organization and in the same breath say, "We see no need for a third party (i.e. unions) to come between employer and employee."

There are professional consultants today holding seminars at \$500 per person giving employers advice like this:

In a union decertification campaign, management can't write an anti-union speech, but you can tell a loyal employee how to write one. Don't tell such an employee, 'I want you to file a decertification petition.' Just tell him he has a right to file. Don't tell him you will pay for his going to the NLRB, but wink at him so that he knows you will make it up.'

These tactics, unfortunately, are paying off for the other side. Where 10 years ago unions enjoyed a 60 percent success rate in organizing firms, we are now getting only a 46 percent return. Union decertification elections are up 300 percent since 1966.

To me, these kinds of statistics show a widespread lack of education about what the labor movement has done for American men and women. It indicates there are too many young members who may want the benefits of trade unionism but are unaware

of the sacrifices that have been made. These trends also indicate that even our older members may not be keeping up with the latest assaults on the labor movement today.

Whether we like it or not, being a union member is like being a soldier at war. We have to fight—and fight constantly—to keep what we have gained and to obtain what we lack.

I spend a lot of time in this column drumming away at what some of our members may consider to be basic obvious issues for trade unionists. In looking over past issues of this newspaper, no one can accuse this organization of not warning its members on items like the importance of preserving the Davis-Bacon Act, the need for Labor Law Reform, the threat of corporate PAC's and the need for more union oriented political action committees, the importance of improved apprenticeship training programs, and the need to be vigilant against open shop contractors.

These issues are covered on an ongoing basis in this newspaper because I believe it is the union's responsibility to take an active role in helping our members to be educated and informed. It's kind of like the old story about the farmer who would whack his mule on the head with a two-by-four "to get his attention" before giving him an order. When you are responsible for the good and the welfare of 35,000 members, it takes a hell of a lot more than a two-by-four to get everyone's attention.

Recently one of our young journeymen from Utah, aged 23 and earning about \$40,000 this year recalled how he once bad mouthed the union in the presence of his father on the way home from work. His dad, also a member of Local 3 had worked all over the west and knew the difference between a scab contractor and a union contractor. "When I started bad mouthing the union, my dad stopped the car, opened the door and told me I could walk home if that was the way I was going to talk," he said.

Of course, now that he is a young journeyman well on his way to making a good living as an operating engineer, this young man has the opportunity to do the same to those around him who for some reason still lack the insight of what trade unionism is all about.

That's called "sticking together." We need more of it.

Spirit of Life Award

(Continued from Page 1)

"Five times they got me ready for the operating room—even marking my leg where it was supposed to be amputated," Marr recounted. "And every time the doctor would hold off at the last minute."

Then, miraculously, the infection began to clear up on its own accord, amazing the physicians who had worked with his ailment. When he was finally well enough to walk out the hospital, the doctor warned him that "someday that leg is still probably going to come off."

Now, many years later, a slight limp is all that remains of his encounter with the "incurable" disease.

It was by no means an easy battle, Marr told the guests at the dinner. Although he was able to walk out of the hospital on his own steam, there were many months of recuperation and therapy ahead. Planning at the time to be

married to Nellie, his wife of 42 years, Marr was asked how he expected to be able to support a wife and family "as a cripple."

"Don't you worry about me," was his response to the doubters. "You'll have to really dig to keep up with me." Forty years of "hard digging" in the construction industry proved his prediction to be true.

It has been through experiences like these, Marr said, that he has a high regard for institutions like the City of Hope which pioneer new developments in the field of medicine.

"I've learned that you never stand so tall as when you stoop to help someone else," Marr stated. He thanked the efforts of all who attended and particularly the members of Local 3 who had made the successful fundraising efforts possible.



The audience rose to a standing ovation as a surprise presentation was made to Nellie Marr for her many years of support and inspiration.

PROJECT

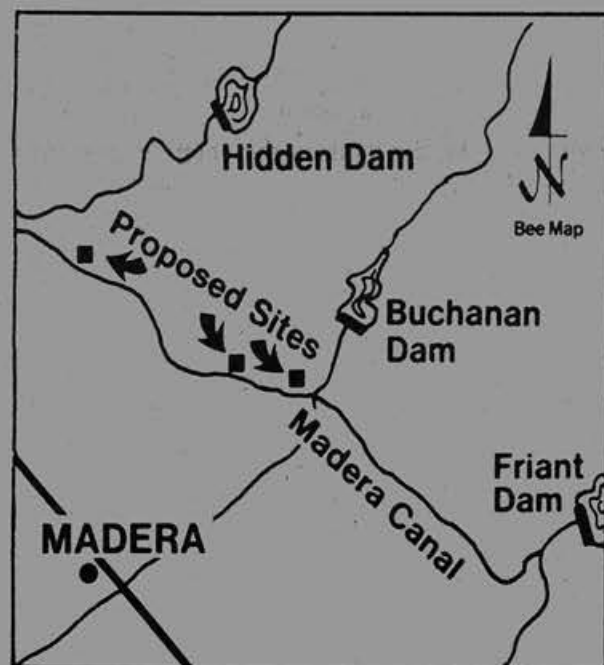
San Felipe Funding Approved

The State Water Commission has recommended continued federal funding of the San Felipe project, currently under construction, to bring water into the Santa Clara Valley. The commission has supported funding of San Felipe for more than a decade as part of its twice-year review of federal dams, canals, tunnels and pipelines to be built in California. Work began last April on San Felipe's Pacheco Tunnel east of Gilroy. It is scheduled to bring Delta water from the San Luis Reservoir to the valley floor by 1983.

Madera Irrigation District Asks Hydroelectric Permits

Applications for preliminary permits to construct hydroelectric power plants at two dams and a canal have been filed by the Madera Irrigation District. The plants are proposed at Buchanan Dam, Hidden Dam and three sites on the Madera Canal. It is estimated the power generated annually by the three facilities would be enough to serve about 50 percent of the city of Madera. Studies to obtain the permit are expected to take about three years at a cost of \$320,000.

Estimated cost of the project totals \$6.4 million. The 36-mile long Madera Canal carries water from Millerton Lake. The three plants along the canal would be built at 20- and 30-foot drops in the canal. The district is authorized by law to sell revenue bonds approved by the voters to finance construction.



House OKs Trinity Salmon Project

The House approved legislation this month authorizing construction of a \$3.5 million project to rehabilitate salmon runs on the Trinity River, and its tributaries. Brushing aside concerns by the Interior Department that more studies are needed, the House passed the measure by voice vote in less than 10 minutes and sent it to the Senate for action. Sponsored by Congressman Harold T. "Biz" Johnson (D-Roseville), the measure would allow construction of a sand dredging system on the Trinity River, a debris dam and other facilities on Grass Valley Creek, upstream from the Trinity.

Under terms of the legislation, California would split the costs of the project on a 50-50 basis. The project was viewed as necessary because of damage caused by construction of the Trinity River project, a division of the Central Valley Project. The Interior Department objected to the legislation, saying that additional studies were needed to determine if the project meets President Carter's water policy guidelines. But supporters of the bill, including



Oakland Airport Begins New Executive Terminal

Construction has begun on the new \$1.3 million Executive Terminal at the north field general aviation facility of Oakland International Airport. The building will provide pilots with a private lounge and

flight plan work area. A passenger lobby, eating area and a conference room for meetings is also included. Tie-downs for single and twin-engine prop planes as well as jets will be installed.

Johnson and Congressman Weaver of Oregon said sufficient studies have already been made and that an anticipated two-year delay for more studies would result in a 40 percent increase in the project's cost.

Power Project Near Approval

The proposal of Utah Power and Light Company to build two big electrical generating units at the Emery power plant site moved a major step forward this month when the Interior Department released the final environmental impact statement. The two new 430 megawatt units would supplement one unit already producing power and a second unit under construction near Emery. An Interior spokesman said UP&L proposes a new coal mine portal and water transportation system for the power plant. In addition, 118 miles of transmission lines would be constructed parallel to the existing unit's transmission system.

Units three and four would consume 14,000 acre-feet of water and about 2.5 million tons of coal annually. Permanent operations of the new units will create employment for about 1,600 workers in Carbon and Emery counties.

Yuba Board OKs Bridge Studies

Yuba County supervisors last month approved the expenditure of \$11,800 to conduct foundation studies on four bridges in the county slated for replacement under a federal program. The studies will be conducted on the Waldo Road Bridge at Dry Creek, the Ramirez Road Bridge at Honcut Creek, the La Porte Road Bridge at Natchez Creek and the Broadway Bridge at Clark Slough. The total cost of replacing all the bridges is estimated at \$1.5 million, with the federal government footing 80 percent of the bill and the county the balance.

Panel OKs Power Plant Location

Mountain Fuel Supply Company's proposed Emery County site for a five-unit coal gasification plant has received a nod from the Interagency Task Force on Power Plant Siting. The task force agreed that information received from various agencies on impacts at the site near the town of Emery, "there are no insurmountable problems thus far." However, future regulations, such as visibility standards could rule out the project.

The Environmental Protection Agency is expected to promulgate its long-expected visibility standards next month, but they won't become final for another year. So the question of whether the gasification plant would meet these as yet unknown standards poses a possible impediment.

The proposed plant would be built in the 1990's in stages, with the first stage providing up to two million cubic feet per day of pipeline quality gas, gradually expanding to a peak output of 250 million cfd. The complete facility would require about seven million tons of coal annually, which is currently the total production rate of the entire state.

\$11.3 Million in Drainage Proposed

A Sutter-County commissioned storm drainage study for the Yuba City area recommends \$11.3 million in improvements to the Gilsizer and Live Oak Canal collection systems. The \$40,000 study calls for construction of two holding ponds to temporarily store heavy storm runoff into the Gilsizer slough and replacement of channel crossings at a cost of \$5.9 million and \$500,000 of upstream improvements.

According to the study, the Live Oak Canal should be deepened by about seven feet and eight crossings should be replaced. The estimated price of the project is \$4.9 million. The improvements would give both systems the capacity to handle "50-year-storms"—meaning the projected worst storms in a 50-year period.

LNG Terminal Site Approved

The Federal Energy Regulatory Commission approved "in principle" this month Point Conception, Calif. as the site for the controversial LNG terminal to receive liquified natural gas from Alaska and Indonesia.

The \$700-million terminal would be built jointly by PG&E and Pacific Lighting Corporation of Los Angeles, and would supply an estimated 25 percent of the state's natural gas needs in the 1980s. The project still faces stiff opposition from environmental and local Indian activists.

The commission ratified an initial decision handed down Aug. 13 by an administrative law judge who recommended the Point Conception site, an isolated area about 45 miles west of Santa Barbara. In recommending that site, FERC Administrative Law Judge Samuel Z. Gordon took into account California's 1977 liquified terminal gas act, which prohibits LNG facilities in heavily populated areas.



UPDATE



By HAROLD HUSTON, President

A Personal Note From The President's Pen

We are happy to report the Pension Board of Trustees, at their last meeting held on September 27, 1979, approved two very important benefits which I want to mention in this article.

FIRST FOR RETIRED MEMBERS

To provide a full months supplementary 13th check on November 1, 1979 to those who retired prior to January 1, 1979.

SECOND FOR NON-RETIRED MEMBERS

Increase the Pre-Retirement Death Benefit from 36 to 60 monthly payments for all deaths occurring after December 31, 1978.

Brothers and Sisters, I'm informed by the Trust Fund office today that the new Pension Booklets Final Proofs are out for review now, and the new Pension Booklets will be printed and mailed to each member around November 1, 1979. If you do not receive your copy in the mail, extra copies will be available in each District Office.

We want to express our thanks to all the brothers and sisters who attended the District Meetings held at Eureka, Redding, and Yuba City. We only wish more members would attend their District Meetings and take an active part.

Major California AFL-CIO sponsored legislation to boost the maximum weekly benefit available to jobless California workers by more than 34 percent over the next three years won final legislation approval and was sent to the Governor for signature.

The bill, AB 759, carried by Assemblyman Richard

Alatorre (D-L.A.), won final assembly concurrence in Senate amendments by a vote of 71 to 1.

John Henning, the State AFL-CIO's executive officer, hailed approval of the measure as "a major forward step to protect California workers who are now confronted with both double digit inflation and rising unemployment.

Henning praised assembly Speaker Leo McCarthy (D-S.F.) for exercising "a decisive leadership role in the legislative process by helping to defeat employer-sought, anti-worker revisions in the bill and for expediting action on it and other State AFL-CIO measures benefiting all California workers."

He also complimented Assemblyman Alatorre for his stewardship of the jobless benefits bill and Senator Bill Green (D-L.A.) who steered it through the Senate.

AB 759, carried by Assemblyman Alatorre will increase the maximum weekly benefit from \$104 to \$120 for claims filed between January 1, 1980 and May 1, 1981; raise them to \$130 between May 1, 1981 and January 1, 1982 and to \$136 thereafter.

In the course of the legislature's usual frantic drive to meet its adjournment deadline a member of other major California AFL-CIO sponsored bills also won final legislative approval and were sent to the Governor. These include:

AB 757, also carried by Alatorre, repeals a provision of the Unemployment Insurance Code that requires that persons who are disqualified from receiving unemployment compensation benefits during a trade dispute be

presumed to be ineligible to receive unemployment disability benefits even though the disability benefits are an employee-financed, not an employer-financed program. This bill provides that workers who are otherwise eligible for disability benefits shall not be disqualified from unemployment insurance benefits.

AB 758, also carried by Alatorre, raises the limit on the maximum amount of benefits payable to a worker during any one disability period from 50 percent to 75 percent of total wages paid during the worker's disability base period. It also extends the duration of benefits from a maximum of 26 to 39 weeks.

AB 780, authored by Assemblywoman Leona Ege-land (D-San Jose) increases the maximum weekly benefit under the state's disability insurance program from \$146 to \$154. It waives the seven-day waiting period for benefits if the worker is unemployed and disabled more than 49 days.

AB 298, carried by Assemblyman Alister McAllister (D-San Jose) provides a tax credit of up to \$91 for workers contributions to the state disability insurance program to redistribute a \$500 million surplus that accumulated in the fund.

Please, let me take this opportunity to personally wish each member and his family a very Happy Thanksgiving Holiday Season. We should take some time out during the holiday season to count our blessings. Even with the many problems we face daily, we still have much to be thankful for. Please stop and think about it!

Experimental Base Used on Dumbarton Approach

In an attempt to build a freeway through bay mud, Cal Trans has started an experimental project at the eastern end of the Dumbarton Bridge, reports Business Rep. Norris Casey. Their hope is to be

able to build about two and one half miles of approach to the new Dumbarton Bridge that will hold up in the bay mud.

The experimental project is being handled by Guy F. Atkinson

Company who has the contract for the concrete structures for the new bridge. Brother F. L. (Roy) Ragsdale is foreman on this project, assisted by Brother Wally Samuelson on a dozer.

In order to do this experiment, an area was circled by an earthfill levee. The water was then pumped out and all that was left was bay mud. The area was then covered with a layer of nylon and polyethylene sheets, to cover the mud, then 5 feet of plain sawdust was placed on top of this, then another layer of material is laid on top of the sawdust.

Drain rock will be placed on top of the material. A series of 40' wick drains will be put into this fill to allow all water to drain out of the fill. The theory is to have a light-weight fill that will not create mud waves and will hold up the traffic on a smooth freeway. It is taking 10,000 yards of sawdust for this experiment.

Both Brother Ragsdale and Samuelson were on the Melones Dam project for the past 5 years.

"I asked Brother Ragsdale if he thought he could carry a slope in

the sawdust," Casey commented. "He answered that he was more worried about compaction than he was slope, but after fighting rock for five years the sawdust was at least soft on his feet. He then added that he did feel that the experiment would be a success."

Business Rep. Bill Dorresteyn reports that truck cranes are looking very good as projects all over the state are underway. There's lots of local work going on too. Permanente has eight rigs and the Davenport job has two.

Asst. District Rep. Ron Butler reports the Oakland office successfully concluded negotiations with Allis-Chalmers and Peterson Lift Truck with substantial increases in wages and benefits and a cost of living adjustment in the second and third year.

"We have also concluded negotiations with WABCO (Westinghouse Air Brake Co.) Construction and Mining Equipment Group in San Leandro with good gains for these brothers," Butler said.

Negotiations continue with Pacific Resins & Chemicals, Inc. in Richmond.

Mattole Road Job Awarded In Eureka

Eureka District Rep. Gene Lake reports that the controversial Mattole road project was recently awarded to Stimpel-Baker Assoc. of Redding. They were the lowest of four bidders, at just over \$3 million.

What created the controversy was that the project had several alternate methods of construction. Almost all of the bidders were low on various alternates. The Humboldt County Dept. of Public Works made the final decision of which alternate would be accepted.

The project consists of erosion control on Highway 1, where the roadway is right on the edge of the Pacific Ocean.

Over the years, this section of roadway has been repeatedly washed out by heavy winter seas. The project is not underway at this time.

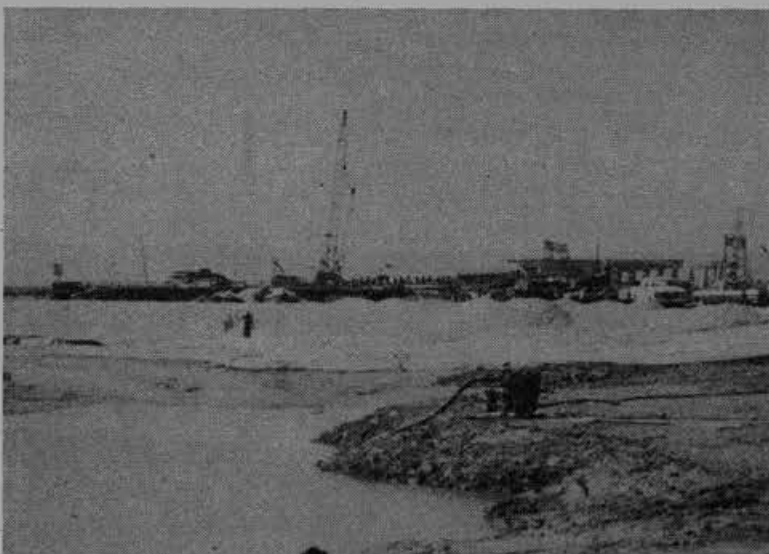
During the past month, Mercer-Fraser Co. has picked up a couple of small jobs—repairs of Van Ness Ave. in Ferndale at \$199,125 and reconstruction of First Street in Eureka from C to G Street at \$345,736.

Redwood Empire Aggregates was awarded maintenance paving on various streets in Eureka at \$192,000. The U.S. Army Corps of Engineers jetty repair project at Crescent City has been postponed. Approximate cost of this project will be about \$2.5 million.

Northern Area

The work in the northern part of the district seems to be just holding its own, with only one new major project starting, reports Business Rep. Jim Johnson. That project is a \$250,000 storm drain project,

(Continued on Page 15)



Pictured top are the nylon and polyester rolls being used to blanket the sawdust. Next picture shows worksite being prepared with Dumbarton Bridge construction in background. Pictured right is portion of project with nylon blankets rolled out.





By BOB MAYFIELD
Vice-President

Rigging Lines

As this year is fast closing and will soon be another page of history, we should sit down, all of us, and count our blessings. No wars are presently ongoing in the world, and we, the members of Local #3, are in the process of completing what will be a record year for overall hours worked. This means, hopefully, that we have all we want to eat, and at least are even with the world regarding our everyday needs, with the house and car payments maybe a couple of months paid ahead, and going into the rainy, snow and winter season. With this great work season, this only means this year as a whole we will have earned a hefty per-month-per-year gain on our pension (up to \$100 or more per month for the year of 1979) and that the bank of hours feature of our Health & Welfare will guarantee payments for those who have acquired it, even though the coming months may mean some off-time, in which case many workers of other crafts would have a break in coverage. These types of securities that many of us expect (and rightfully so) haven't just happened by accident; they are a result of years of improvements of our needs through our collective bargaining agreements, of which I'm proud to have been a part as an officer of your local union, along with the whole group of others that makes the organization as great as it is. It makes all of us happy to be able to improve Health & Welfare benefits to the extent that was done, and as was explained in some detail in this past month's edition of Engineers News. (New Health & Welfare booklets are soon to be printed which will give all the pertinent details.) All of this is well and good, but I think I should not be a pessimist, but say in all sincerity that I can see some potential dangers that are almost immediate that I would briefly talk about, and also some other areas that are promising.

To me the first thing that is most disturbing is the inflation problem of this country and the world and how it affects us (Operating Engineers' work). Just this past week most Banks announced that the prime rate of interest was being hiked to 15½%, which is an all-time record for this country, if I'm not mistaken. Right behind that, and as a result of this skyrocketing interest rate, several Savings & Loan companies in Northern California announced for the time being they were at least temporarily suspending mortgage loans because of high interest rates. With these things happening, it makes it impossible for those who want to own their own homes to do so, and for goodness sake, the price of borrowing money even before these cut-offs was next to impossible for young couples such as my children, or yours or anybody else's anyway, with those doing so getting outside help, which can only come from Mom and Dad in most cases. The reason for my carrying on about what we all read in the papers and see on television is that the bottom line for what has made such a super year in construction and for our members really has centered around the housing industry and all the spin-off jobs this industry creates.

In the Bay Area particularly, just about all the flatter areas for housing have long since been filled up, and so the areas now being built are those that are on the hillsides and mountains. Many such subdivisions require millions of yards of excavation, which is our kind of work, and actually causes much more employment than say a \$50 million high-rise, which is only eye-catching for our people and not a heavy source of employment. The water and sewer pipeline construction follows the dirt moving and finally the paving of the streets and sidewalks. Cut this work away where there are no more subdivisions being constructed, and immediately the sand & gravel industry which has boomed slows down. Right behind that the aggregate & concrete plants either stop or slow down. This adverse ripple would then begin to slow down or stop the equipment dealers who sell and service power equipment, and I don't have to tell those who know that the Operating Engineers have most of these places organized, and as a result of the housing booms, mainly, have enjoyed banner seasons these past few years, so these shops would soon come to a crawl. The members that survey these places (also Local #3 members) who have been in heavy demand, all of a sudden would be hunting new jobs or working shorter weeks. I don't want to say I said gloom and doom are upon us all immediately, but I'm saying that to stop housing starts is exactly a most serious threat to us all.

In Nevada and Utah housing construction has been a source of jobs, but the highway programs have boomed with states and governors who have actively tried to improve and construct good freeway systems. I would hate to think what we all would be doing for a job if we had to depend on our Governor (Brown) and his CalTrans Director (Ms. Gianturco). In my opinion, he spends more time jumping back and forth across the fence, until no wonder he sings soprano; all the while we are getting peddled, for the most part, a ton of B.S. In fact, the last I heard about him he was off trying to be President, and preaching to stop all forms of nuclear power, including Diablo Canyon in California. Finally, somebody who was tired of this rhetoric hit him square in the face with a chocolate pie. If this hadn't happened in New York, I would have guessed maybe this would have been accomplished by some disgruntled member of ours who should have been out working on a state highway someplace that needed repairing or rebuilding.

An area of massive work which seems at this time to be very promising is the MX Missile project. I'm told that the lion's share of this huge project is in Local #3's jurisdiction, with a portion

Strong Gust of Wind Topples P&H Crane on Reno Project

Reinhold Crane and Rigging moved a 150 ton P&H with 290 feet of stick in to dismantle a tower crane atop Harrahs parking garage in downtown Reno, reports Business Rep. Dave Young. Twenty minutes after raising the boom a strong gust of wind caused the boom to fall over backwards into the Truckee River. Nobody was hurt and there was no other property damage. Investigation is still underway into the possible mechanical and/or structural reason behind the collapse.

While work is continuing on the present jobs in the downtown area there have been no new projects started. Washoe County construction permits for new projects which would result in further growth and expansion of the Reno/Sparks area are at a near halt.

Recently reported factors for the slow down in growth in the area have been diminishing sewer allocations, high interest rates and special interest groups with a no growth position. It now appears that another factor can be added to this list and that is the growing concern over what might be a possible inadequate water supply for the area.

Local government as well as public utility officials and the local environmentalists are now investigating the matter and are hoping to find a concrete answer as to whether or not the water supply could support further growth.

While new expansion and growth is at a near halt in the area, construction is continuing in an effort to catch up with and provide services to the increased population. An annual street repair contract was awarded to Golden West Paving of Reno for \$123,500.

The alley paving and sewer replacement project in Sparks was awarded to Gerhardt & Berry for \$213,942. The construction of the Independent Living-Training building at the Sierra Development Center in Sparks was awarded to Vasco & Associates of Reno for \$349,000. Work on Highway 395 South between Mill Street and Gentry Way in Reno is well under way and a .7 mile section of Highway 395 from Moana Lane to South Virginia Street will soon be underway.

Outside of the immediate Reno/Sparks area, bids are due for the construction of the SLU-FAE production Base Facility at Hawthorne Nv., with an estimated cost of \$1 million to \$5 million.

Robert L. Helms Construction has completed the overlay job at Owyhee Nv. and is currently work-

ing at Elko and Halleck on Interstate 80 construction and overlay. P. K. S. is currently completing the overlay on Highway 95 at Jackpot Nv., and Jack B. Parsons is well into construction of Interstate 80 at Wendover and will soon begin crushing materials for Interstate 80 construction at Carlin Nv. G. P. Construction in Winnemucca has almost completed their work on Interstate 80 and only a handful of operators are still on the job.

Good news from the Lake Tahoe Area where the Supreme Court of the United States refused to hear a suit filed by several environmental groups back in 1974 which halted construction on Harvey's expansion, The Jennings Hotel and The Oliver Hotel. This opens the way for construction and all three hotels announced that construction will proceed immediately after financing is arranged.

The annual meeting of the Geothermal Resources Council was held last month at Reno's MGM Grand Hotel. It was re-

ported that several companies are currently spending large amounts of time and money searching the silver state for prospective sites and sources of underground reservoirs of water at 400 degrees Fahrenheit or higher.

A Reno district geologist for Phillips Petroleum Co. reported that each prospect can take 10 years before a discovery could occur. He also reported that five out of every six wells fail and with a cost of \$1.5 million to drill each well it is a very expensive exploration.

The convention still seemed to feel that even with the high cost and length of time involved in the exploration and development of geothermal energy, that Nevada is sitting on a potential resource bonanza which could ultimately make the state self-sufficient in energy and perhaps even allow the state to become an energy exporter. This prospective energy bonanza could have a positive effect on construction and growth in Nevada.



Reinhold Crane and Rigging's 150-ton P&H with 290 feet of stick fell over backwards into the Truckee River only minutes after raising the boom.

Stockton Ratifies Holt Bros.

The work picture in the Stockton District is about the same as it was as of the last writing, however, there has been some newsworthy events that have taken place, reports District Representative Jay

Victor. First, the ratification of the Holt Bros. Contract: "This was probably one of the best contracts negotiated percentage wise since the first of this year," Victor commented. The negotiation Committee, which was headed up by Don Kinchloe and Committeemen, Robert Clark, Jay Victor, Gordon MacDonald and Holt Bros. Job Steward, Steve McAlpine.

"These people should be recognized as having done an excellent job," Victor stated.

The work picture in the Stockton area is holding and all the local contractors are busy trying to get caught up before the anticipated bad weather.

The Rock Plant in the Tracy Area, Claude C. Woods Rock Plant in Lockeford, and George Reed's Rock Plant in Jenny Lind, are running with full crews and working some overtime.

The on-site construction in the mountain areas are going full bore and they are also trying to finish up prior to the anticipated bad weather.

LOCAL 3 MEMBERS — Save dollars on your Disneyland trip. Ask for your free membership card. Call Ken Erwin, at 415/431-1568 or mail the coupon below to him.

CLIP AND MAIL

To: Ken Erwin, Operating Engineers Local Union No. 3
474 Valencia Street, San Francisco, CA 94103

Please send me:

☐ A membership card for the Magic Kingdom Club

My name is: _____
(please print all information)

Address: _____
(street number and name, or box number)

City, State, and Zip Code

Social Security Number

(Continued on Page 13)

The PAC: Your Insurance for Tomorrow's Job

By James Earp
and Mark Stechbart

This is a "no frills" article describing what political action committees (PACs) are, who's using them the most and why trade union members have reason to be concerned.

Political action committees are an outgrowth of the Federal Elections Campaign Act of 1971. This law was initiated

as a means of preventing wealthy constituents, corporations, etc. from "bank-rolling" election campaigns. It was also passed to provide a way for the federal government and the public to monitor contributions received by candidates running for federal office.

The many cases of payoffs, illicit slush funds, and laundered contributions that were uncovered bit by bit through the Watergate scandal provided ample testimony of the need for such campaign

reform.

Under the new campaign act, provisions were made for the formation of political action committees, which could receive contributions from individual donors, corporations, labor unions or most other organizations. Under this provision, the maximum amount a PAC could donate to any specific candidate was \$5,000. Therefore, theoretically, no individual contributor could dominate the financing of a candidate's election campaign.

This law drastically changed the entire process of election financing. Initially it was thought the law would put contributions back onto the grass roots voter, therefore making election campaigns more evenly matched and hopefully democratic.

But, through a host of new methods derived to meet the technical requirements of the law, corporations and right wing conservatives have managed to reassert their dominance over campaign financing. Targeting, mass mailing, management "check offs" and inter-related PACs are just a few of the ways big business managed to outspend labor four-to-one during the 1978 federal elections.

Big Business Dominates PACs

In the beginning, there was only a trickle of PACs established as campaign experts attempted to become familiar with the new rules of the game. In 1976 corporate and right wing PACs gathered about \$6 million in political contributions as compared to \$8 million from AFL-CIO PACs. But in the 1978 election, corporate and right-wing PACs soared to \$55 million in total contributions while labor only managed to obtain \$14.5 million.

Furthermore, big business has managed to get around the \$5,000 limit to individual candidates. For example, a corporation can give a candidate \$5,000 from its PAC, the maximum under the law. But it is also allowed to give as much money as it wants to other right wing PACs, who in turn can each channel the maximum \$5,000 limit to the same candidate.

Corporate and right wing PACs work together to get their friends in office. It is called "targeting." If an anti-labor congressman or senator is in trouble hundreds of thousands of dollars will come pouring in from right wing PACs all over the country to get the candidate elected.

One of the most flagrant uses of targeting was the 1978 reelection effort of the ultra-conservative, anti-labor Jesse Helms, senator from North Carolina. Helms received over \$5.2 million in contributions, the vast majority from out of state, while his opponent John Ingram accepted no PAC contributions.

Helms had to literally buy his reelection to the U.S. Senate.

The amount of money the right wing is able to generate for political purposes is awesome and a menace to the democratic process. With the help of such mass mail gurus like Richard Viguerie and H.L. Richardson of California, tens of millions of letters inundate homes and offices throughout the country, warning of the threat of labor union "bosses" and "fat cats" threatening to undermine the free enterprise system and American Democracy.

Fight Fire with Fire

In the absence of legislation providing federal financing of national elections,

What Everyone Ought to Know About a PAC 'Check Off'

Political action committees need not appear complicated to the rank and file member. They are simply a means of gathering small donations from a large group of people who are interested in protecting their jobs, their unions and their futures. Here are a few things every member ought to know about PACs and the check off method of collecting contributions:

What is a Check Off?

A check off is simply a voluntary payroll deduction, such as an employee routinely authorizes for deferred payments; life insurance, credit union deposits, etc.—only the amount is much smaller! A typical check off for a PAC contribution might be 2¢ an hour—less than the price of a cup of coffee per day.

It Goes a Long Way

Even though a typical PAC check off might be only a couple of cents an hour, it goes a long way. If every trade union member in the country had a 2¢ check off, the labor movement would have \$800 million dollars a year to spend on political campaigns for friendly legislators. Of course, we will never achieve nearly that many contributors, but the efforts of individual unions like Local 3 can wield a vast influence on close races throughout the country, with a PAC check off.

PACs are Independent

Contributions from rank and file members into a local union PAC do not go into the union's treasury, nor are they comingled in any way with the union's operating funds. A local union PAC is separately chartered, has its own administrators and is incorporated as a separate entity. Its funds are used strictly for political purposes.

PACs and Tax Credits

Under current tax law, half of a contribution made into a PAC is returned to the contributor in the form of a tax credit, up to \$25 on an individual tax return or \$50 on a joint return. For example, a 2¢ an hour check off would average about \$40 a year for an operating engineer. Filing jointly or singly, a member would get back \$20 on his tax return, so his actual out-of-pocket contribution would be only \$20.

Check Offs are Voluntary

Even if the general membership approves a check off system for PAC contributions, it is still up to the individual member to decide if he wants to contribute. No PAC check off can be made unless the member signs an authorization form. And even then, he may withdraw that approval at any time upon request.

It's a Good Buy

PACs are a bargain when it comes to the insurance members are buying as an investment in their own futures. We all typically waste much more than 15 or 20 cents a day on items that have little value. Yet, that amount contributed wisely into a PAC will go a long way in electing legislators who will protect the interests of working men and women in future legislation.

What Other Unions Are Doing with PACs

The movement for establishing a check off for local union PACs is growing nationally. One building trades local that already has its PAC check off underway is IBEW Local 465 of San Diego.

"We didn't have any problem," explains Richard Robbins, the local's business manager. San Diego Gas and Electric, one of their major employers, had a PAC check off for management. Thus, the union's right to a check off was automatic.

For the 2,200 members at the San Diego Transit Corporation, the local union had the PAC written into the contract. Now, for the members who have signed the voluntary authorization forms, 50 cents a week at the transit company and ¼ cent an hour at San Diego G&E is taken out of their paychecks once a month. Speaking about his members, Robbins says, "They have had a good attitude about it. The problem is educating more people."

In the operating engineers Union, a total of 23,000 members in eight local unions have approved some form of check off system. Here is a brief listing of what some other unions are doing:

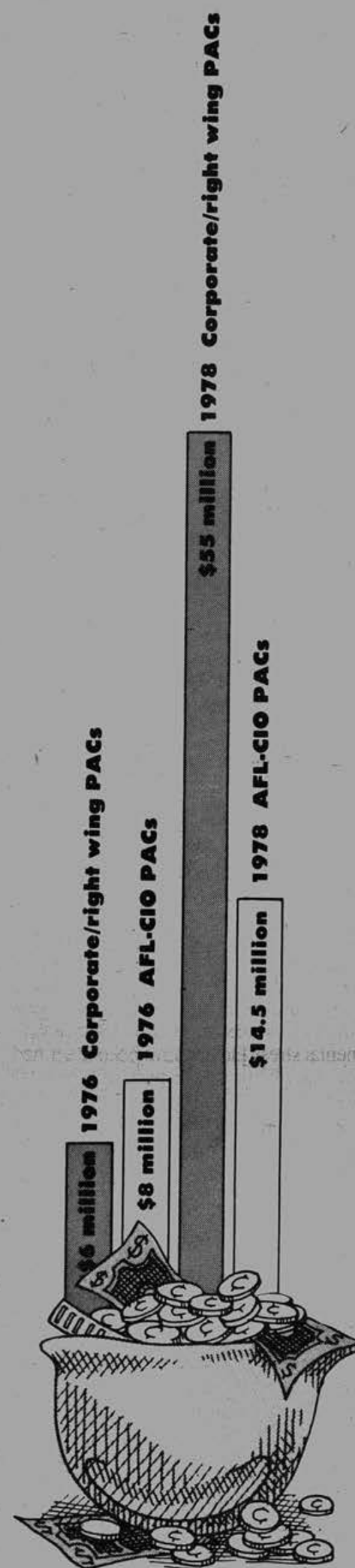
- Bakery Workers—seven local unions have secured a check off towards an adopted goal of 25 cents per month per member.

- Furniture Workers—Three locals with 4,200 members have a check off system and 3,300 of those members have authorized a check off deduction of \$2 per year.

- Machinists—Check off has been secured at 10 companies through negotiations with a potential of 75 to 80,000 members contributing 50 cents per month.

- Paperworkers—Thirty-one locals with 12,000 members have a check off, with 6,000 of those members already authorizing a one cent a day contribution.

- Steelworkers—a conference of locals in Texas voted to seek \$1 per month from its 40,000 members.



there is only one thing the American labor movement can do to counteract this influence. That is "fight fire with fire." Members of trade unions do not have individually the big money to counteract corporate political spending, but we do have the numbers.

In the building trades alone, there are three million workers. If each member gave only \$5 a year to a union PAC, we could raise over \$15 million. That's more than all of labor raised in PAC money in 1978.

The problem with most trade union PACs is the difficulty in establishing a workable system for political contributions. For instance, Local 3 has established SELFEC (Supporters of Engineers Local No. 3 Federal Endorsed Candidates), and the international union has established EPEC (Engineers Political Education Fund). But these organiza-

(Continued on Page 7)

Learning How to Handle Stress

(Editor's Note: The following is the first in a series of articles written for operating engineers on how to deal with forms of stress. Bill Delaney is currently working with the Local 3 Trust Fund department on a number of promotive health programs and research projects.)

By Bill Delaney

WHAT IS STRESS? Stress is a factor that has been with mankind since the beginning, but it is only within the last two decades or so that it has been clearly conceptualized and related to one's overall health. Simply put, stress is the physical and mental response we make to work and living. It also can be viewed as the rate of wear and tear we experience as we adjust to the ups-and-downs of everyday life.

Until recently, most emphasis has been placed on physical factors of stress. For instance, thanks to some earlier research, we know that operating engineers suffer fairly high rates of wear and tear from such factors as dust, noise, vibration and possibly diesel exhaust. One way to assess how you are holding up under these kinds of stresses is to have a physical examination—now made easier with the new benefit that covers the member's health exam.

Besides getting a run down on how your body is performing, the health check-up gets you thinking about your health and maybe taking a little better care of your body. But noise, dust and fumes are only the concrete forms of stress. A whole list of somewhat hidden mental stress factors have been identified that may be just as important for health maintenance as the physical stressors.

For instance, the nervousness you feel when you go on a new job, the worries that come with loans and mortgages, the pain and disillusionment of a divorce,

and the sense of helplessness when a family member is sick. These are all forms of stress. It might seem that stress is everywhere and impossible to avoid. This is in fact true. The main point is to realize there are two forms of stress, good stress and bad stress.

One way to recognize bad stress is to ask: is what I'm doing right now causing me to feel pressured and tense in any unpleasant way? If so, make a mental note of those things that cause you to feel tense, hurried and upset. Bad stress is when you are trying to do something that really does not fit your make-up. If you are a laid-back, easy-going fisherman type, you probably don't want to be dragged to a fast-action poker table in Reno for a weekend of "fun."

In the same vein, if you are the race horse type who enjoys the heat of the kitchen, the challenge of competition, you don't want to be dragged to the quiet cabin in the woods. Finding out what you truly like and how you function in different settings is how you begin to remove bad stress from your life and replace it with good stress.

Good stress comes in the form of intense, absorbing activities that leave a person feeling invigorated and relaxed. Active hobbies and sports like racquetball are a case in point. The importance of recognizing that some stress is necessary and healthy is to keep people from thinking that all stress is bad.

THINKING IN TERMS of stress and becoming more sensitive to what influences our daily equilibrium is the first step in gaining more control over our lives and work. All of us have watched and admired the man who can walk into a hot, troubled situation, keep his cool, face the conflict, and solve the problem. This ability to switch off stress is a key to winning on the job while keep-



ing your sanity and health in your daily life.

The problem is that some guys have an argument with the foreman, words are exchanged, and then things go back to normal. But some workers do not get back to normal. They sit there and relive the encounter in their minds over and over again during the day. This is bad stress because it is unnecessary. Winners learn how to switch off the unnecessary stress.

But many personal problems are tough precisely because they cannot be switched off or wished away. And this gets to the important point of how you adjust to unavoidable stress, or what is called your coping style. In coping with

the stresses of work and living, mankind has used just about everything under the sun.

Tobacco, alcohol, drugs, music, dancing, humor, prayer, sleep and even work are all used as ways of coping. It may come as a shock, but mental illness, in the form of fears and phobias, anxiety, depression and delusions, is also now viewed as a means of coping, a painfully limited and faulty means, but a means nonetheless, of trying to cope with life's problems.

ONE THING WE CAN DO as members of Local 3 and players in a pretty tough game called life is admit that we all have troubles coping from time to time. Grief can bring the strongest man to his knees. A marital or family problem can rip out a person's meaningful view of life and replace it with dark bitterness or violence.

Easily said but difficult to practice is the lesson that it's the response that counts. We all get thrown a full share of insults, put-downs, disappointments and heartbreakers. The trick is to come back somehow, to weather the storm, to reach back for those inner reserves that make it bearable to continue.

In attempting to endure the challenges of living and work, each person develops their own special ways of coping. It may seem ironic but we know much more about faulty coping, or techniques that sap and destroy psychic reserves and morale, than we do about successful coping.

We have learned, however, that mentally and physically healthy persons often use a mixed bag of techniques for coping with stress, and avoid overusing any one technique. It is when a person begins relying on one technique, whether it be jogging, gambling, drinking or sleeping, to the exclusion of others, that a signal of trouble can be detected.

In a forthcoming article, alcohol will be examined as a widely used response to stress that must be watched closely for its power to take over as the single technique for dealing with all of life's problems.

The PAC Check Off: A Little Bit Goes a Long Way

(Continued from Page 6)

tions receive political contributions on a limited basis because there is no efficient way of contacting members and asking for a political contribution.

For Local 3's SELFEC, funds are obtained through the exchange of baseball caps for a \$5 contribution.

The problem with this system is that contributions are limited by the ability of the supplier to provide hats and the time it takes for business agents to take them to rank and file members.

Other building trades unions appear to have similar problems. Last year the 17 building trades unions gave about \$2 million to pro-labor candidates. That's an average of only 65 cents per member. Almost all of it was raised through traditional methods—collections at district meetings, special events, on the jobsite and through mailings.

To catch up with the anti-labor crowd, the labor movement is going to have to update its methods. Otherwise our friends in the Senate and the House will be in the hopeless position of being outspent and outvoted in the 1980 and future elections. Then we can expect our currently successful effort to preserve the Davis-Bacon Act to evaporate—a condition that would spell disaster to the building trades.

We can toss out any notion of passing a

labor law reform bill which will improve labor's ability to organize open shops. We can expect the passage of a national right-to-work law that would in one stroke of the pen deal a crushing blow to trade unions. These are not wild-eyed, blown-up predictions. They are the facts of life in the world of politics. If labor can't stand on equal footing with big business in protecting its allies, labor will lose.

The Need for a Check Off System

The only way labor unions can efficiently raise money for political contributions is through the "check-off" system, that is, a PAC contribution to be deducted regularly from a worker's paycheck—just like other voluntary payroll deductions.

PAC check offs have many advantages. They are easy for union members to use. It is an efficient and therefore inexpensive way to collect contributions. This means more of the contribution actually sees its way into an election campaign and less is used to administrate the PAC.

The amount each member would be asked to give through a check off system is miniscule. The international union of Operating Engineers is striving to achieve a goal of 2¢ an hour check off to be contributed by each operating engineer to his local union PAC. That

amounts to less than the price of a cup of coffee per day. In return, the member is actively participating in the protection of his own employment future. It's a bargain in any sense of the word.

How to Set Up a Check Off

There are a number of ways to establish a check off system for a PAC. One way is to ask for it, that is, work out a voluntary agreement with the employers who have a good relationship with the union.

Another way that works under certain conditions is to demand it from the employer. Under the federal election law, if an employer has a PAC check off for its executives and managers or stockholders, the union has an automatic right to a PAC check off for its own members working for that employer.

A third way is to negotiate it into the contract—just like any other contract issue.

In a construction trades union, there are major obstacles to all of these methods. To begin with, there are few employers who are friendly enough to willingly let union members establish a PAC check off system. Secondly—and most importantly—the very nature of the building and construction trades makes it difficult for a check off system to be established through a contractor.

Operating Engineers frequently travel from one jobsite to the next, working for

many contractors in the process. It would be too complicated to set up a check off system this way. That is the same reason employer operated pension and medical plans never got off the ground in the construction industry.

A Little Bit Goes a Long Way

The best way to set up a PAC check off system for construction union members is through an already existing system—for example the vacation pay trust fund. An operating engineer, who as of Nov. 1 is earning \$1.35 an hour into his vacation plan could voluntarily check off 2 cents of that to the local union PAC. Since the mechanism for disbursing those funds through the existing trust fund is already established, it would be extremely inexpensive to administer and easy for the member to contribute, and it would not require any approval from the employer—only the member.

At 2 cents an hour, the average member could expect to contribute about \$40 during the course of the entire year.

The important thing to remember about a PAC check off is that it is entirely voluntary. Even if the plan is approved by the membership, only those who voluntarily sign an authorization form will have the opportunity to contribute.

But as Business Manager Dale Marr

(Continued on Page 8)

Georgine Rips Oil Industry, Open Shop At Building Trades 60th Convention

Passage of a real oil windfall profits tax is absolutely necessary to prevent another oil rip-off, President Robert A. Georgine of the Building and Construction Trades Department warned delegates this month at the organization's 60th convention in San Diego.

"The question before Congress now is whether there will be a real windfall profits tax that benefits the nation as a whole, or whether big oil will be permitted to gouge the public again," he stated. "I think a real windfall profits tax is necessary to prevent yet another rip-off."

In a position paper sent to all members of the U.S. Senate this month Georgine argued that the Senate should strengthen the proposed tax on excess oil company profits, rather than weakening the House-passed version of the bill as the Senate Finance Committee has been doing.

The oil companies will earn vast new profits as a result of the decision to decontrol prices of domestic oil, he charged. These new profits represent windfalls in every sense of the word, since they result from the oil companies being allowed to charge full OPEC price, even on oil from fields which were producing profitably several years ago when oil prices were only a fraction of what they are today.

Further windfalls will result in the future, as the oil producers are able to raise their prices in concert with whatever actions are taken by OPEC.

According to Georgine, "The oil companies have been profiting tremendously from the current energy situation. In fact, at this time of 'energy crisis,' oil company profits are higher than they ever have been. During the first six months of 1979, consumer energy costs rose at an annual rate of 47 percent. At the same time, the profits of the 20 major U.S. oil corporations grew by \$3.2 billion, representing a 59 percent increase."

Georgine argued that the version of the Windfall Profits Tax proposed by President Carter and passed by the House of Representatives is too mild, referring to estimates that the increase in domestic oil producers' revenues resulting from decontrol will amount to \$153.2 billion between 1980 and 1984.

Even after the proposed tax, the oil companies will still receive windfall



Standing ovation honors Ray Marshall as President Carter opens his speech to the building trades convention in San Diego, by summoning to his side "one of the finest Secretaries of Labor who ever served."

gains of \$42.2 billion over the next five years, representing an increase of 87 percent over their current after-tax income.

He criticized efforts currently underway in the Senate Finance Committee to weaken this already modest measure, pointing out that the Committee has voted to exempt two major categories of oil from the Windfall Profits Tax, including all newly discovered oil. The result would be to slash the revenues expected from the tax by \$25 billion, or one quarter of the total.

"If all of the proposed exemptions and modifications which have been proposed were to be adopted, the effect would be to reduce the rate of taxation by more than 70 percent. The result would be a loss of between \$99.7 billion and \$196 billion in revenues over the next ten years which could be used to promote a secure energy supply for the future."

Instead of a further weakening of the tax, Georgine calls for the adoption of the following measures to make the bill even stronger:

- make all oil, including new discoveries, subject to the tax;
- make the tax permanent on "tier two" and "tier three" oil;
- raise the basic rate of taxation to 85 percent of windfall profits, rather than the present 60 percent; and
- defeat all efforts to exempt certain classes of oil from the tax or to allow tax credits or plowbacks to the oil companies.

Georgine also called upon the Senate to take steps to ensure that revenue from the Windfall Profits Tax is directed into "uses which will best serve the public interest in helping to reduce our dependence both on imported oil and the giant oil companies."

Noting that the Senate Finance Committee has been allocating these future revenues into "a grab-bag of new tax credits, mostly for corporations," Georgine urges instead that the funds be channeled through an Energy Security Trust Fund similar to that proposed by President Carter.

Specifically, these funds would be used to provide assistance with energy bills for low-income families, to improve mass transit systems, to help stimulate

the production of new synthetic fuels, and to help speed the development of solar and other emerging energy technologies.

Tide Has Turned On Open Shop Growth

Turning to the growth of open shops, Georgine said that leaders of America's building trades are ready to take the offensive against union-busting contractors and their right-wing allies. "The tide has turned," he declared because building trades unions are being strengthened by the adversity created from the open shop movement.

With the help of a new organizing division, he reported, the building trades repulsed a move to make Los Angeles County an open-shop area.

The battle began when 275 building contractors withdrew from the master collective bargaining agreement and declared their intent to start using non-union subcontractors.

It ended, Georgine reported, with more than 10,000 additional workers in the area's construction unions and 95 percent of the construction work being awarded to union contractors.

"This effort must and will be duplicated all over the country," he said.

But Georgine told the delegates that the most dangerous enemies of their unions have been the big corporations that have been pulling the strings in the drive to destroy construction unions as a first step toward a "union-free environment." The Business Roundtable, he charged, was formed 10 years ago to use the vast purchasing power of billion-dollar corporations to pressure contractors into going non-union in order to bring down construction costs.

Georgine called on the construction crafts to form alliances with other victims of the abuse of corporate power and profiteering. A resolution brought to the convention floor by the department's executive council spelled out goals towards this objective. They include a corporate counterpart of the Landrum-Griffin Act to assure democratic decision-making in the governance of corporations, disclosure of pertinent information and strong

(Continued on Page 9)

President Carter Courts Labor At San Diego Convention

President Carter made a pre-campaign swing into California this month with an appearance at the Building and Construction Trades' 60th Convention in San Diego. He won the applause of construction union leaders by pledging: "I guarantee I will not fight inflation with your jobs," but the results of his speech did not make it clear how many endorsements he will get from the building and construction trades for his upcoming reelection campaign.

Carter disputed economists' predictions that the Federal government's action to tighten the money supply with higher interest rates will slow construction.

"In fighting inflation, we do not sacrifice construction jobs," he declared. "Interest rates are too high, inflation is too high, but we have tried to build into the system protection for construction workers and especially housing construction."

"We cannot spend our way out of this inflation," he told the delegates. "Austerity is unavoidable and inevitable. We all recognize that—labor, business and government leaders. We can no longer postpone it."

"If we all continue shoving each other to get more, we will only get more inflation and ultimately less of everything," he continued. "But if we respect each others' needs and capabilities and if we restrain ourselves and cooperate with one another, we can have less inflation, more jobs and a steadily expanding economy."

Carter received his most enthusiastic applause from the delegates when he pledged "to oppose in the Congress anti-labor legislation and to support positive labor legislation such as common situs picketing and labor law reform."

He also criticized those who complain about inflation and then attack labor. These people, Carter said, want "to put the sacrifice, all the sacrifice, on the shoulders of the working men and women of this country. And this we cannot and will not permit. The sacrifice must be shared."

Carter called on the building and construction trades to support his efforts to get Congress to approve both a windfall profits tax on oil companies and the SALT II treaty with the Soviet Union.

The tax would generate \$70 billion to finance an Energy Security Corp. that would provide "one of the biggest construction projects in the history of the world"—domestic energy developments to reduce the need for imported energy. "That will provide jobs on a scale which will even exceed the construction of our interstate highway system," the President stated.

SALT II, he added, "permits our nation to put its precious financial resources where they pay the greatest dividend for American quality of life."

"I know that we can solve those tough problems," Carter said. "But first we must restore our confidence in one another and our faith in the future."

PACs

(Continued from Page 7)

recently pointed out, it is an opportunity that every Local 3 member should be anxious to take.

"I am convinced that we have already entered an era when rank and file union members will have to unite more than ever politically if we want to preserve what we have so painstakingly gained over the years," Marr said. "We have to be willing to make an investment in our future."

"Operating Engineers in Local 3 enjoy the highest wage scales of any other heavy equipment operators in the country—bar none. Our medical benefits—particularly with the new increases announced this month—are the best in the construction industry," he continued. "We have all this and so much more to lose if we fail to preserve our political strength."

A PAC check off plan, Marr stressed, is an investment in our own livelihoods that we as operating engineers cannot afford to put off any longer.

Unions Post Membership Increase

National and international unions based in the United States have reported an increase of 605,000 members during the 1976-78 period, reversing a decline of two years ago.

Their 1978 total membership of 21.7 million is the highest ever recorded.

The report, by the Labor Dept.'s

Bureau of Labor Statistics, included Canadian members of U.S.-headquartered unions. The membership gains were mostly in non-manufacturing and government. Losses were reported in manufacturing industries.

Membership in employee associations declined during the two-year period from 3 million to 2.6

million, but the total combined membership of unions and associations reached 24,295,000, also a record.

An important factor in the loss of employee association membership was the shift of professional and state association members to labor unions. One of the largest shifts was the 207,000-member Civil Service Employee Association in New York State to the State, County & Municipal Employees.

When Canadian members are excluded from the total, membership in U.S. unions and associations increased to 22.8 million in 1978. As a proportion of the total labor force, however, membership declined by more than one percentage point between 1976 and 1978. In 1978, U.S. labor organizations represented 22.2 percent of the labor force.

The increasing number of women in labor organizations also was reflected in the 1978 data, when some 6.7 million women were members of unions and employee associations. Women now constitute 27.4 percent of all organized workers.

Labor unions gained 455,000 women members between 1976 and 1978.

With only brief declines, the bureau says, union membership in the United States has grown for nearly two decades. Much of the increase—604,000 or about 3 percent from 1976 to 1978—reflects a more buoyant economy over the two years, including an increase in average production worker employment of 8.5 percent.

Fresno Remains Busy

"We would like to say thanks to the Brothers in the Fresno District for their donations to the City of Hope," reports District Representative Claude Odom.

The City of Fresno is still very busy with construction work and is likely to stay that way all winter and well into next year.

A pre-job was held with J. C. Plumbing Company of Los Angeles for 80,000 feet of sewer pipe line for the City of Corcoran. The contract calls for trenching, laying pipe, backfilling and paving at a cost of \$3,326,750 over a period of one year.

This project will provide work for 10 or 12 Engineers for 10 to 12 months, depending on the weather.

The refinery work now under construction by Procon Inc. at the Beacon Oil Company Plant in Hanford is just a small portion of work to be done at the site. Beacon Oil is planning to spend \$40 million to \$50 million in the next three to four years.

Increasing cost of fossil fuel energy and the growing opposition to Nuclear power plants may cause a rush for sites to build small scale hydroelectric plants, according to a discussion by the Madera Irrigation District Board of Directors.

State law permits several agencies to apply for power plant sites, and not wanting to miss out on good locations, MID directors last week voted to apply as quickly as possible to the Federal Energy Regulatory Commission for approval to build Hydroelectric plants at five locations.

Three sites are on the Madera Canal, the others are at Hidden and Buchanan Dams.

MID officials said one application on the Madera Canal is completed, but a few weeks work remain on the other two canal sites. No time table was given for the two dam site projects. Also to be explored is whether the district would sell the power to a utility company, use it itself or sell it directly to power users.

Winter Weather Slows Marysville Work

Work on the west side of the Marysville District is coming to a halt, and most of the larger jobs are winding down, according to Business Agent, George Morgan.

P. K. S. in Colusa, is moving along on its bridge job, but is having a difficult time in getting the steel in. Ball, Ball & Brosamer is still plugging away on the canal. They've finished the trimming and lining, and with the finishing of a few structures and clean up, they should be done by Thanksgiving.

A pre-job was held with Underground Construction worth \$10.8 million located in the Orland-Artois area with Water District Distribution System. This job consists of 40 miles of pipeline and two pumping stations. It will be getting underway with the clearing in November of this year, and, hopefully, will be getting into full swing in the beginning of the year 1980.

There will be approximately 22 operating engineers on this job with Underground Construction.

Survey work for the Orland-Artois job will be done by Dennis DeWalt. Fence work will be done by Alameda Fence Company, and the tank erection will be done by American Bridge Company.

This project will last until April of 1981.

The work picture on the east side is starting to slow down some according to Business Agent, Dan Mostats.

Five bids were made on the Water Treatment facility to be built for Oroville Wyandotte-Irrigation District in Oroville. Baldwin Contracting was low bidder in the amount of \$2.8 million.

As to the volume and pressure problem in the Oroville Wyandotte-Irrigation District, it was decided that the water transmission

lines would be replaced. Lawrence L. Jaeger, Inc., of Yuba City, was awarded the bid in the amount of \$2.1 million.

There has been expressed a concern for the need for more housing for the elderly in the City of Marysville. A project is getting underway to build a 6-story, 100-unit, pre-cast concrete apartment house to be built by Campbell Construction of Sacramento. The bid for this project was \$4.4 million. East Bay District, from West Sacramento, is doing the excavating.

Stearns-Rogers is still going strong on the Collins Pines project. Reliable Crane & Rigging is doing the hoisting.

A new project will be starting any day now on the Highway 70 overlay job. Robinson Construction was the low bidder on this job in the amount of \$1.2 million.

35 YEARS

At its meeting on September 16th the Executive Board approved Honorary Memberships for the following Retirees who have 35 or more years of membership in Local 3:

Name	Reg. No.	Initiated by	Local No.
Woodrow Anderson	369517	7/42	3A
Ernest F. Bachtell	422743	6/43	3A
Frank G. Bishop	456427	8/44	3
Gustave E. Bjorson	459108	9/44	3
Chester Bolton	445779	(2/44 transferred to 3)	370
Merle M. Botts	369017	7/42	3
Carlo Buonlamperti	452072	6/44	3A
Norman W. Carr	399303	12/42	3
Merl H. Clark	369574	7/42	3A
Charles T. Collett	313302	7/41	3A
Cliff W. Cotter	294555	12/40	3
Melvin L. Cross	292167	10/40	3A
Bert G. Dahl	360565	6/42	3
Arthur A. Duarte	456540	8/44	3A
George W. Dupree	418383	5/43	3A
Ernest Fagundes	272327	4/39	3A
Herbert M. Farrester	238285	10/36	59B
George E. Forsey	386731	10/42	3A
Walter Gavrilko	434420	10/43	3A
John T. Harger	416223	4/43	3A
Max F. Hawk	385034	(9/42 transferred to 3)	428
Karl Heastrup	395054	11/42	3A
Charles H. Johnson	395084	11/42	3A
Robert L. Jones	395089	11/42	3A
Edward F. Kaffka	459221	9/44	3A
Leo A. Krainer	454357	7/44	3B
Leo Lowery	459140	9/44	3
D. N. Margetts	310045	4/41	353
Wallace E. McLean	459138	9/44	3
Charles Mohr	402637	1/43	3
Robert F. Pasch	369725	7/42	3A
Lawrence D. Ritchie	329184	11/41	3
Floyd Roadcap	408912	2/43	3A
Samuel G. Sammis	459156	9/44	3
Ray W. Smith	459158	9/44	3
Charles Tatge	447091	4/44	3B
Roy H. Watson	315147	(7/41 transferred to 3)	701B
Floyd E. Welch	459268	9/44	3A
Vernon Whiting	454248	7/44	3
Ralph D. Wolfe	329214	11/41	3
Edwin A. Wright	386999	10/42	3A
Gilbert D. Wright	447015	4/44	3
William L. Zitelli	456511	8/44	3

On October 21 the Executive Board approved Honorary Memberships for the following Retirees who have 35 or more years of membership in Local 3:

Name	Reg. No.	Initiated by	Local No.
William Abright	405475	12/42	635
S. Victor Anderson	439852	12/43	3
Clarence W. Boegle	459109	9/44	3
Joe Case	459114	9/44	3
Tom L. Christy	351376	4/42	3A
John Craft	418294	5/43	3
Wilbur I. Frank	456550	8/44	3A
John E. Gardner	461203	10/44	3A
William Elmer Kimbley	461223	10/44	3A
Jake H. Loewen	461127	10/44	3
Lawrence Luevano	351524	4/42	3B
W. W. McCathern	382170	9/42	3A
Frank Tappa	461169	10/44	3
William Marion Teague	461298	10/44	3A
George Leslie White	324042	(9/41—initiated by 701B)	
		(10/44—transferred to 3)	
David J. Williams	429487	8/43	3B

Building Trades Meet in San Diego

(Continued from Page 8)

curbs on wrongdoings.

The resolution called on building trades members to "join hands with other groups in our society who are the victims of the abuse of corporate power . . . to head off a total corporatist takeover in our land."

AFL-CIO Sec.-Treas. Lane Kirkland, in an address to the delegates, assailed the latest sharp rise in bank interest rates as "more than anything else, strangling the construction industry."

The new "National Accord" between labor and the Administration gives the trade union movement an opportunity

to make its case, Kirkland said, and to participate in devising "effective policies that will address the nation's real problems."

But Kirkland warned that there is no assurance that the trade union movement's voice will be heeded, "either by the Administration or Congress, unless we can demonstrate that labor itself is united and determined to bring about the changes that are needed."

Labor Sec. Ray Marshall assured the delegates that labor's voice is and will continue to be heeded—in the White House as well as in the Labor Dept.

President Carter was scheduled to

address the convention the day after Marshall's appearance, and the Secretary of Labor suggested that the National Accord negotiated with the AFL-CIO could become the President's "greatest domestic accomplishment."

Reports to the convention highlighted the successful defense of the Davis-Bacon Act against right-wing assaults in Congress and the still-continuing struggle to preserve prevailing wage laws in the states.

Georgine warned bluntly that the battle in the states is "critical and urgent," with prevailing wage laws repealed in two states, saved by gubernatorial vetoes in two other states and under court or legislative attack in other states.

The battle will be intensified when legislatures now adjourned are recon-

vened early in 1980, Georgine warned. And he stressed that in this as in other issues, "it is crucial to win support outside of the labor movement."

If there was a cloud over a generally optimistic convention, it was the threat of deepening recession on a construction industry that, as Georgine noted, had been showing "faint signs in 1978 and 1979 of working its way out of its deepest depression in four decades."

As for the blame for inflation, one thing delegates were sure of was that no one could point the finger at the nation's largest industry.

In the face of soaring living costs, construction wages went up a modest 5.9 percent last year, up from only a 5.5 percent increase the previous year.

When You Should Seek Second Surgical Opinion

There is a relatively new weapon being used these days in the war against unneeded and expensive surgery. It is called the Second Surgical Opinion and par-

ticipants and their eligible dependents in the Bay Area Pipe Trades Health and Welfare Trust are being encouraged to use it.

What Is It?

A second Surgical Opinion is a separate additional consultation with another doctor or specialist that you get when surgery is recommended for a medical problem. Surgery is a serious matter and no one wants to have surgery unless there is no other satisfactory alternative.

Medicine is not an exact science and sometimes doctors disagree on the best way to treat a specific medical condition. In fact, doctors themselves often seek second opinions in many cases before they recommend surgery. A second opinion makes the patient aware of all the risks and benefits of a proposed surgery.

When To Get One

Sometimes surgery is done on an emergency basis and it must be performed immediately like acute appendicitis or injuries from an accident. However, most often surgery is not an emergency. You can choose when you want to have it and even if you want to have it.

Whenever non-emergency surgery is recommended by your doctor, you should get a second opinion. It may not be possible to avoid the surgery; however, you will feel confident that the proposed surgery is the only acceptable alternative for your condition. If a second opinion results in a conflict, you can seek a third opinion. The point is to get enough information in order to make the proper choice about having elective surgery.

How To Get One

You can get a second opinion with or without your doctor's knowledge. If you tell your doctor that you are planning to get a second opinion, he can have your medical records sent to the specialist and you will avoid having to repeat tests that have already been done. Your doctor may even suggest a specialist for consultation. Most county medical societies

have a specialist referral service.

Plan Pays

The Bay Area Pipe Trades Health and Welfare Plan will cover the costs in connection with a second surgical opinion for non-emergency surgery under the Basic and Major Medical Benefits. Basic benefits include the doctor's office visit at \$6.00; all excess charges covered under the Major Medical Benefit. Major Medical is subject to a \$100. annual deductible and pays 80% of the first \$2,500. and 100% thereafter per disability. The Plan will also cover third consultations where there is a conflict of opinion. Claims are handled in the same manner as all other medical claims. Simply fill out your portion of the claim form, have the doctor complete his portion of the form and submit to the Trust Fund Office.

Retiree Assoc. Meetings

OAKLAND-HAYWARD		CONCORD	
DATE:	Thursday November 8, 1979	DATE:	Friday November 9, 1979
TIME:	10:00 AM	TIME:	10:00 AM
PLACE:	Lake Merritt Sailboat House 568 Bellvue Avenue (Off Grand Avenue) Oakland, California	PLACE:	Teamsters Local #315 Hall 2727 Alhambra (Off Main Street) Martinez, California

A Final Note

Second opinions are part of good medical practice—making sure that you receive the care that is best for you. Second opinions are not for doctor shopping or for looking around for an excuse not to have a much needed surgical pro-

cedure. Second opinions are a way for you to get expert advice from a doctor who specializes in treating symptoms like yours. Second opinions do not tell you what to do. They provide you with as much information as possible. The final decision regarding surgery is always yours; the choice is up to you.

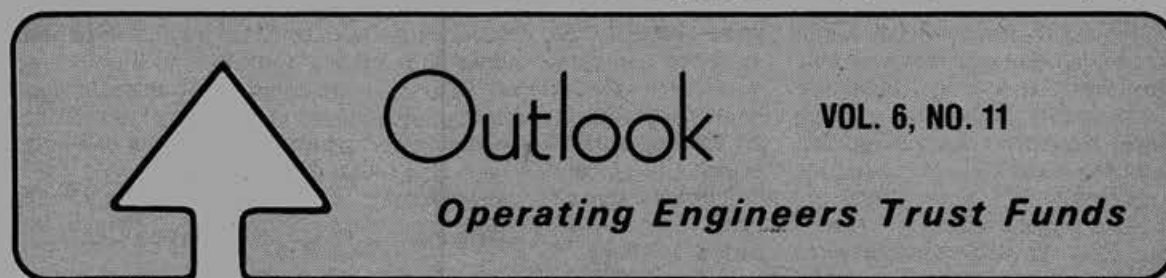
FRINGE ACTION

QUESTION: What are generic drugs and how do I get prescriptions filled with them?

ANSWER: A generic drug is the chemical equivalent of a specific name brand drug. For example, "BAYER" is the brand name and "ASPIRIN" is the generic equivalent. A generic drug may not necessarily have the same size, color, shape or flavor as a brand name drug, however, it must have the same active chemical ingredients. Both the same action chemical ingredients. Both "BAYER" and "ASPIRIN" are essentially the same.

Not all prescription drugs are available in a generic form. Pharmaceutical companies who develop new drugs receive a patent giving the exclusion rights to manufacture certain drugs. Once a patent has expired, other pharmaceutical companies are free to make a generic equivalent which usually sells at a substantially lower cost.

Your pharmacist and your physician are primarily concerned with your well-being. Most pharmacies fill prescriptions with the exact drug prescribed regardless of generic equivalents. Therefore, you should consult with your physician at the time he prescribes medication about the availability and use of generic equivalents. We hope this helps!



For Pension Participants

Full Supplemental Benefit Check Approved

Local Business Manager and International Vice President, Dale Marr, announced that the Board of Trustees of the Pension Trust have approved a full supplemental benefit check for all retirees and beneficiaries who retired prior to January 1, 1979. This will be the ninth supplemental benefit check issued to Operating Engineer retirees since January 1975 when the bonus checks were first introduced. It will be the first additional benefit check issued for the fall award and the second check issued in 1979. In February 1979 a check was issued for one half the usual amount.

The Trustee action to award this supplemental benefit check comes as a result of the annual Actuarial Valuation which reflected the continuing improved work picture and substantial investment returns for 1978. The cost to the Trust will run approximately 1.5 million dollars for the total payout.

Payment will be made to all retiree and beneficiaries of deceased retirees who retired prior to January 1, 1979 and currently receiving benefits. New York Life Insurance Company will issue the checks during November.

In a related action, the Trustees also increased Pre-Retirement Death Benefits from 36 monthly payments to 60 payments for beneficiaries of Operating Engineers who died or die after January 1, 1979.

This represents an increase in the Pension Plan's death benefit protection of 67% for Operating Engineers and their families. This change will extend the monthly benefits to beneficiaries of members who died during 1979. Beneficiaries affected by the change will be contacted directly by the Trust Fund Office.

Fringe Benefits Forum

By MIKE KRAYNICK,
Director of Fringe Benefits



November is the month when many of us start to look back over the year and reflect on all that has happened. As winter approaches and work winds down, we have a little extra time to enjoy the fruits of our labor. Traditionally this month, we will give thanks for our prosperity, good health and happiness. We have much to be thankful for; 1979 was another boom year, the work outlook remains good and we've seen some substantial health and welfare improvements very recently.

This month let's focus in on our three new "promotive health" benefits. As you already know, on November 1, 1979, Physical Examinations, Alcohol Rehabilitation and Counseling and Mental Health Care were added for active Operating Engineers in the Utah, Nevada and Northern California Health and Welfare plans. As Business Manager Dale Marr pointed out in last month's announcement, these benefits are aimed at making "promotive health" more accessible to our

members.

Our Business Manager is absolutely right; we now have proper tools for good health maintenance. The only question remaining is "How many Engineers will take advantage of these benefits?"

A regular physical examination or checkup by your doctor makes good sense. However, I know there are some tough old birds on rigs out there that haven't been off sick a day in their lives. At the same time, many of them have not had the benefit of a good sound physical examination either.

The new physical examination benefit will allow active Engineers to get a routine physical examination annually. Young healthy Engineers won't need a checkup that often; older members, especially whenever there is an existing medical condition, should be seen annually by their doctor. Engineers who work in areas where they are constantly exposed to excessive noise, dust, exhaust fumes or vibrations should also be seen annually. Check with your doctor and discuss how often you should receive a routine physical examination.

Understanding that there are Operating Engineers who have not seen a physician in a long time and do not have a family doctor, the Trust Fund will be scheduling a mobilized multiphasic testing facility to visit the district offices and perform physical examinations. We will be publishing more information on this as it becomes available.

We know that the Alcohol Rehabilitation and Counseling will be discounted and even ignored by many because of a degrading image. After all, "Aren't alcoholics all down and out?"

The fact is, they are not. Health experts explain that at least one person in every ten has a drinking problem and that the vast majority of them hold responsible jobs. For years our health plans have been treating the physical effects of alcohol abuse. This benefit is aimed at going directly to the cause and getting the individual involved. There are many new and successful treatments for alcohol abuse and the social stigma associated with alcoholism is rapidly disappearing.

Mental Health care is another area where past prejudices are moving aside. Some months ago we reported to you about the concern of Local 3's leadership on the quantity and quality of Operating Engineers' lives. The new Mental Health Benefit is consistent with that "promotive health" policy.

Today's typical Local 3 working member is saddled with more job responsibility, production schedules, equipment and manpower than ever before. Job stress can become monumental if not properly controlled. Good mental health is essential for the well-being of every working man. This benefit adds some new alternatives for dealing with stress.

We've looked briefly at our three new employee benefits and I hope you can appreciate their true value. "Promotive health" in Local 3 cannot be achieved by improving benefits alone. No one can design a health and welfare benefit that will make or keep us all healthy and happy. Health can only be achieved by the individual. What we now have is the means to take charge over the direction of our health if we so choose. This Thanksgiving take a minute to look at your health and ways to improve on it.

Also, be sure to read Bill Delaney's first of three articles dealing with stress. Happy Thanksgiving to all.

Teaching Techs



By ART PENNEBAKER
Administrator,
Surveyors' JAC

The Journeyman Surveyor has been the prime motivating force that has made the NCSJAC Training Program a huge success. It has been their demand for excellence that has allowed the Program to develop over the years into the number one Surveyors Training Program in the nation.



Relatively small numbers of workmen in a very large geography and mobility, necessitated by diverse job site locations, have been major difficulties in providing the required service to the Registered Apprentice. Because the program has been adequately financed, services have been provided for the Registered Apprentices, even in remote areas.

The ridiculous, but very real price of gasoline, has further confused the issue making it economically difficult for the participants to drive their cars many miles in order to partake of the opportunity to advance and broaden their skills and knowledge toward the best interest of themselves and their Employers.

The JAC recognized the problem and instigated the proposition that a person could use the Related Training Classes as a resource and do much of the studying at home. This policy by the JAC has meant many dollars saved by the Registered Apprentice in traveling to and from the Related Training Class sites.

Fortunately, work books and study guides are designed for just this sort of circumstance. It is understood that classroom instruction is the best situation, but mobility, geography, numbers of participants and the price of gasoline rules out that concept. Next best is regular weekly classes incorporating individualized instruction, and that has been the thrust to now.

When the cost of gasoline escalated and therefore the cost of participating in the Program was effected, the JAC had a hard time coming to the policy of self study and only intermittent attendance in the classroom. The excellence of product demanded by the Journeymen over the past 18 years can simply not be diluted.

Because a lot of out of pocket dollars were involved on the part of Registered Apprentice traveling to and from Related Training Classes, the decision to loosen attendance requirements was made reluctantly. The issue of excellence of product was still paramount.

An attitude of "Try It Out and See What Happens" prevailed. The obvious happened. Some respected their responsibility and some slacked off. The Administrative Office brought attention to deficiencies by letter, telephone



Working at Pleasant Hill subdivision are Party Chief John Lopez (left) and Rodman-Chairman Rick Morales.



Rodman-Chairman Greg Wolfe (left) and Party Chief Dave Silva do the survey work at Alhambra Blvd. in Martinez.

and personal conversation. Some reactions were positive and some otherwise.

At this point the unofficial attitude of the JAC and Sub Committee members appears to be "those who can will" and those who don't will be relieved of the opportunity to participate until they can get in gear with the program.

It is a difficult predicament. The problem of the JAC is to somehow protect the valuable excellence of product and still give enough elbowroom to conserve the dollar intensive travel to and from the Related Training Classes. There is no alternative to the enforcement of keeping up. Because it is the third best educational method, some Apprentices will suffer who can't cope with the method.

There will be a hue and cry from those who won't study on their own and expect the Instructor to somehow physically stuff the knowledge in their ears. There are others who will try very hard and just won't make it under the present circumstances. Over the next few months a sorting out process will take place. Having made a policy of easing attendance requirements and looking to experience with the project for guidance, each individual will be evaluated separately as to progress.

If the resulting discipline seems too severe, then so be it. The number one priority is protecting the standards. At the bargaining table, productivity is a major issue and that is hard dollars on the pay check. Backing off on high achievement Standards will surely mean backing off on expectations at the bargaining table.

Every competent Journeyman understands the dollar value of continued insistence for high standards of excellence within the JAC Training Program.

A little extra effort by the Individual Apprentices at this time can produce an adequate record for the Sub Committee to evaluate.

We remind you that there was a shortage of qualified Chief of Parties and Chairmen this work season. A few extra hours with the books during the winter months could make a big difference in the paycheck during the next work season.

Talking To Techs



PAUL SCHISLER
Gene Machado
Frank Morales
Gene Ward

Demand for housing in Northern California is higher than ever, yet fewer houses will be built this year than last, 20 percent fewer.

This creates an acute artificially induced housing shortage. Its effect is pushing costs higher and higher. No growth advocates, ill informed environmentalists have continued to speak out and the politicians have been listening. This in effect is public opinion.

Public opinion elects state and local officials, wins political issues, wins votes on planning boards. Your personal participation in your community affairs is extremely important. The reality today is that our children can't afford to buy a new home in the community where they grew up. If each and every one of us working in the construction industry speaks out it will make the public as aware of us and our contributions as they are of the no-growth advocates and ill-informed environmentalists.

OIL—A Point of Information

An estimated 300 billion barrels of heavy crude, almost twice as much as all of Saudi Arabia's known recoverable oil lies under American soil.

Many oil companies could increase production by an additional half-a-million barrels a day, but at the \$6.00 a barrel they are allowed, it simply doesn't pay.

In California alone, 10 billion to 15 billion barrels of the semi-asphaltic crude could be extracted according to the experts. Surprisingly, most of this heavy crude is located in Kern County.

If the oil companies are allowed to increase the price of domestic oil to a level that is profitable, they would start drilling and pumping American crude. This would decrease our dependence on foreign oil, the OPEC countries in particular, who have taken advantage of their situation in the last five or six years.

Along with this increased self-reliance, we would be creating more jobs for Americans. Jobs such as, but not limited to; geologists, drilling crews, surveyors, testing and inspection people, engineers, etc. Construction of new refineries to handle the increased crude would put many construction people to work in all phases and job classifications.

If the people in this country, especially the working man, would get more actively involved in politics and tell our government which direction we would like to go in, maybe we could accomplish oil self-reliance within the next ten years.

Surveyors

Prevailing wages on Public Work Projects are still being challenged in the courts by private engineering association groups. These groups are "The Consulting Engineers Association of Engineers and Land Surveyors," plus several private engineering firms.

Their argument is that the STATE LAW is being misrepresented, simply because field surveying is not "Public Works" and that field surveyors are not "workmen." Perhaps these "PROFESSIONAL ENGINEERS" should spend some time in the field observing the typical field surveyor swinging a ten-pound sledge hammer, using chainsaws, brush hooks, machettes, axes, etc.!! Perhaps these "PROFESSIONAL ENGINEERS" should spend some time packing equipment tools and materials up mountainous terrain, not to mention, tunnel work, or HYDRO work. That can, at best, be extremely demanding.

These engineering groups also complain that the prevailing hourly rates set by the Department of Industrial Relations are in conflict with what they now pay, and these wages (are you ready for this!!!) range from \$4.50 per hour to \$5.35 per hour, and the only fringe benefit is the job.

EFFECTIVE 12/1/79
1977 - 1980

TECHNICAL ENGINEERS MASTER AGREEMENT Wage Rates and Fringe Benefit Rates SCHEDULE "A"

Wage Rates	Effective Dates
Classification	7/16/79 12/1/79
Certified Chief of Party	\$13.90 \$14.19
Chief of Party	13.60 13.89
Inspector	13.60 13.89
Instrumentman	12.66 12.85
Soils & Materials Tester	12.66 12.85
Senior Tech	11.78 11.85
Chairman/Rodman	11.48 11.55

8th Period Apprentice	Paid at Base Wage level for
7th Period Apprentice	work performed but not less
6th Period Apprentice	than 5th Period Apprentice
5th Period Apprentice	11.48 11.55
4th Period Apprentice/3-man crew	7.86 7.91
4th Period Apprentice/2-man crew	11.23 11.30
3rd Period Apprentice/3-man crew	6.74 6.78
3rd Period Apprentice/2-man crew	11.23 11.30
2nd Period Apprentice/3-man crew	5.62 5.65
1st Period Apprentice/3-man crew	4.49 4.52

Fringe Benefits	Effective Dates
Journeyman	12/1/78 12/1/79
Health and Welfare	\$1.50 \$1.60
Pensioned Health and Welfare	.33 .39
Pension	2.35 2.50
Vacation/Holiday Pay Plan	1.15 1.35
Affirmative Action	.24 .29
*1st-4th Period Apprentice	12/1/78 8/1/79
Health and Welfare	\$1.50 \$1.50
Pensioned Health and Welfare	— .05
Pension	— .10
Vacation/Holiday Pay Plan	.30 .30
Affirmative Action	.24 .24

*When Performing Work On a 3-Man Crew

EFFECTIVE 12/1/79 Wage Rates and Fringe Benefit Rates SCHEDULE "B"

Wage Rates	Effective Dates
Classifications	7/16/79 12/1/79
Certified Chief of Party	\$9.15 \$9.18
Chief of Party	8.85 8.88
Inspector	8.85 8.88
Instrumentman	7.60 7.60
Soils & Materials Tester	7.60 7.60
Senior Tech	6.65 6.65
Chairman/Rodman	6.35 6.35

8th Period Apprentice	Paid at Base Wage level for
7th Period Apprentice	work performed but not less
6th Period Apprentice	than 5th Period Apprentice
5th Period Apprentice	6.35 6.35
4th Period Apprentice/3-man crew	4.45 4.45
4th Period Apprentice/2-man crew	6.35 6.35
3rd Period Apprentice/3-man crew	3.81 3.81
3rd Period Apprentice/2-man crew	6.35 6.35
2nd Period Apprentice/3-man crew	3.18 3.18
1st Period Apprentice/3-man crew	2.90 2.90

Fringe Benefits	Effective Dates
Journeyman	8/1/78 8/1/79
Health and Welfare	\$1.50 \$1.50
Pensioned Health and Welfare	.05 .05
Pension	.10 .10
Vacation/Holiday Pay Plan	.15 .30
Affirmative Action	.24 .24
1st-4th Period Apprentice	8/1/78 8/1/79
Health and Welfare	\$1.50 \$1.50
Pensioned Health and Welfare	— .05
Pension	— .10
Vacation/Holiday Pay Plan	.30 .30
Affirmative Action	.24 .24

Recent Redding Barbecue A 'Resounding' Success

The V.O.T.E. barbecue held August 18th, at Anderson River Park was a resounding success thanks to the help of many people too numerous to name, reports District Representative Ken Green.

Ben "Pineapple" Carvalho outdid himself again this year on the cooking of the beef.

Bill Gregory spent 17 months feeding and caring for the two fine beefs he provided.

"To all our V.O.T.E. volunteers who so willingly gave of their time in building the barbecue itself, cooking the beef, preparing and serving the food, selling tickets, cleaning the park and all the other little jobs it takes to put together a well organized barbecue, from the office staff—we heartily thank each and everyone of you," Green said.

"We had an accurate count of the number of people fed and in 1 hour and 15 minutes from the time we started to cut the meat we served 752 people."

Executive Board Member Willie Houghtby was in charge of cutting the meat—and Brother Frank Townley made sure he had the meat to cut.



Oil Field Rep. Frank Townley assists "Pineapple" Carvalho who was chief chef at the barbecue.

Assemblyman Stan Statham and his wife attended the V.O.T.E. barbecue for the third time and had some nice things to say about the leadership of Local 3.

Vice President Bob Mayfield explained some of the highlights of his trip to the City of Hope. Bob and his wife Eva have been in attendance for all seven barbecues held in Redding.

President Harold Huston and his wife Loretta and Recording Corresponding Secretary James "Red" Ivy and his wife Mary were also in attendance. Brother James "Red" Ivy and his wife Mary have attended the past seven barbecues—they have always made a special effort to attend.

Again to V.O.T.E. and my office staff—thanks for making the 7th Annual Barbecue an outstanding success.

As reported earlier—we have projects going from one end of our district to the other, reports Business Rep. Bob Havenhill.

In addition to the projects already let which include industrial parks, shopping centers, residential sub-divisions, highways, waste water facilities, tunnels, bridges, military installations, portable water treatment plants and schools etc., the Redding district is looking for the Alaska-Canadian pipeline, the Allen Camp Dam, the Cottonwood Dam and several geothermal generating exploration projects to get additional funding next year.

The Victor Avenue overcrossing will hopefully go this year since the Hiway Commissioner has approved funding for the project. This is probably one of the most dangerous intersections in Shasta County.

It appears the new Shasta County Justice Center will also be started sometime late this Summer—providing a decision can be reached where it will be located.

J. F. Shea Company is progressing according to schedule on both of their road jobs in Siskiyou County. One of these is the Montague Ager Road and the other is the Hiway 97 at Grass Lake project.

Ladd Construction has just about finished the Paynes Creek job and is trying to do the same to



Johny Hinote gets help hoisting the beef from some able Retirees.

the Forest Glen job before Winter sets in. John M. Frank and K. G. Walters are busy on their respective phases of the Fall River Mills Waste Water Project.

Santa Fe Engineers, Inc., and C. J. Peterson are working on two different projects at Herlong. Santa Fe is putting the finishing touches on their big til-up while Peterson is just starting their bridge job. O'Hair Construction has work going in Weed, Newell, Lookout and Oregon.

"We have had many of the Brothers working for Morrison-Knudsen on the big Northwestern Pacific Railroad Tunnel job in S.W. Trinity County since December of last year and there is no firm date of completion as yet," Havenhill commented. Project Superintendent Pinky Gard says maybe February or March of next year. This job is working 10 hours a day and alternating, 5 days one week and six the next.

The men on the job have to stay in a company provided camp and most of them don't get to come home—but—once every two weeks. There is no television or radio reception so about the only diversion is listening to stereo tapes and counting the days before the "go home" weekend.

A contract was awarded to Morrison-Knudsen in October 1978 to go in and repair the tunnel. For the next two months Morrison-Knudsen was collecting the men and supplies necessary to

do the job. A camp was built as close as possible to both portals to house the men who would do the actual work.

On Dec. 18, 1978, the bulkheads were removed and the very dangerous business of mucking out was begun. The work was slow and tedious because of the necessity to protect the men from fall-outs from the crown. Even with every possible precaution being taken, there was a fall-out on the Island Mountain side which resulted in a loss of three weeks progress.

There were numerous other fall-outs and other problems later that resulted in the injury of some of the employees, a loss of headway and damage to equipment; but because of the very excellent safety practices and the able supervision on the part of Morrison-Knudsen—no serious injuries occurred.

In September, a hole-thru was made on the top heading with muck-out of the bench coming twenty-one days later.

This was a great job for the

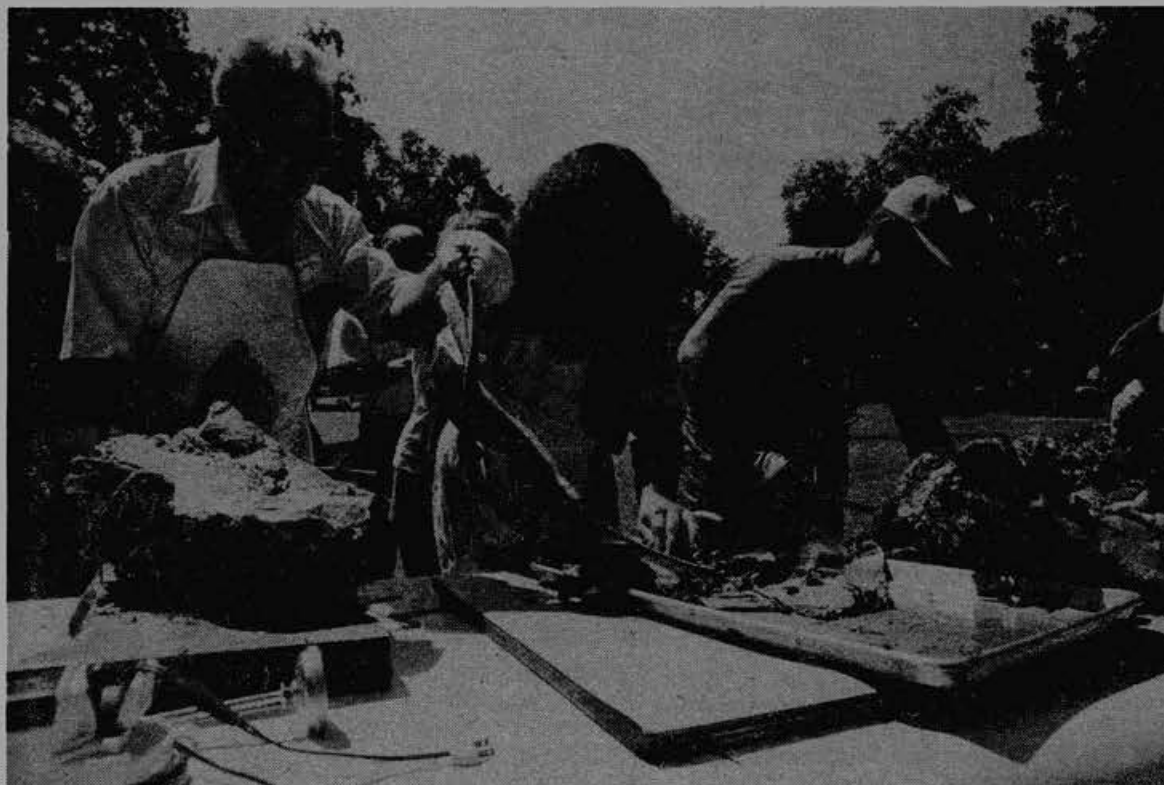
operators and miners who worked there with paychecks averaging better than a thousand dollars a week, Green said. It also was a great job for Morrison-Knudsen; they were able to save the tunnel and in so doing save the rail-service for coastal areas of Northern California.

"We in the Redding office wish to congratulate everyone who had a part in this project—from the Supervision down, for a job extremely well done."

Business Rep. Bob Havenhill reports that the Calaveras Cement Plant is starting to take shape now with most of the site preparation and foundation work completed and the iron starting to go up. A joint venture of Natkin/U.S. Steel was the successful low-bidder (\$12 million for the erection of the plant.)

It is estimated the plant will be turned over to the Flintcote Corporation around November of 1980. This project will just about double the cement production of the Mt. Gate plant and will provide em-

(Continued from Page 13)



Cutting the beef into serving sizes are (left to right) former Executive Board member Joe Ames, Rachel Carvalho and Willy Houghtby.



From the barbecue pit to the table...



Credit Union

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



DALE HANAN
General Manager

Do you have \$5,000 or \$10,000 in a bank or savings and loan passbook account?

Would you like to earn a better return?

Then you may be interested in your Credit Union's new investment opportunities.

If you have \$5,000, you can purchase an Investment Certificate that will pay you 8% per-annum with a two-year maturity. This certificate combines good return with a relatively short maturity.

If you have \$10,000, you can purchase an Investment Certificate that will guarantee you a 9% per-annum return with a one-year maturity.

If you're thinking of investing in these certificates, you may want to also bring your regular share (savings) account up to \$2,000 to earn the Life Savings Insurance that's provided to insurable savers at no additional charge. Investment Certificates do not earn Life Savings insurance.

Like our 7% per-annum, one-year maturity, \$1,000 Investment Certificates, neither of our new certificates is insured under the Federal Share Insurance Act that provides coverage for regular share accounts to a maximum of \$40,000. Our certificates, however, enjoy greater protection because they are a preferred obligation and retain a higher repayment priority in the event of insolvency or financial difficulties.

Your Credit Union is in excellent financial condition with more than \$38,000,000 in assets and \$1,800,000 in reserves.

You can redeem your Investment Certificates before maturity without a 90-day loss of interest. Early redemption, however, does mean an interest adjustment to 5½% per-annum through the last full month the Investment Certificate was outstanding.

If you're interested in your Credit Union's Investment Certificates, use the coupon on the back page of this issue to obtain more information. You can also call Linda Hirsch, Lin Robinson or Roy Nord at the Credit Union, telephone (415) 829-4400.

Utah Zirconium Plant Construction Nears End

The main part of the construction at the Western Zirconium Plant at Little Mountain, Utah is winding down, reports Business Rep. Rex Daugherty. Fred J. Earley Company, H. C. Smith Company, and R. W. Taylor Steel Company have completed their projects at the site. Another contract has been let by Western Zirconium to Casey, Inc. of Portland, Oregon. This contract includes a million dollars worth of labor, placing heavy machinery in different buildings.

A steel mill, to be erected near Plymouth, Utah, should be on line by next March, 1980. Nucore, the owners, has steel mills in Texas, South Carolina and Nebraska. Estimated cost is \$60 million.

Jack B. Parson Construction

Company is well underway on its project from Wasatch to the Wyoming State Line. This job consists of widening the shoulders and the complete overlay of concrete on both the east and west bound lanes. The eastbound lane has been completed, as well as approximately 50 percent of the westbound. Members on the project are working 12 to 14 hour days in an attempt to complete the project before winter.

Peter Kiewit Sons' Company is on the third season on its project from Castle Rock to Emery. The eastbound lane has been completed and they have started excavation on the westbound. The asphalt paving has been subbed out to Rick Jensen Construction.

(Continued on Page 14)

More from Mayfield

(Continued from Page 5)

being extended into Southern Nevada, which is Local #12's jurisdiction. The balance would be built in Northern Nevada and/or into Utah. I'm also told that the price tag of this monstrous defense project is around \$34 billion, and that the signing of Salt II is what will expedite this project; the reason being that Salt II would limit or prohibit underground nuclear test blasts and MX would be a series of hidden missiles and war heads hidden in the hundreds of potential underground sites that would house the MX missiles. Much more will be written, I'm certain, about MX very soon as more exact details are learned, but this project from what I've been told will entail one of the largest mass excavations ever undertaken and, of course, that type of work is Operating Engineers' type of work. Figures even now that have been thrown around are that approximately 25,000 craftsmen will be required, and with excavation, paving, hoisting and tunnel workers (which is ours), somewhere between 30-50% alone of these numbers could be jobs done by Operating Engineers.

Out-of-Work List Hits 15-Year-Low

Sacramento Wrapping Up Banner Year

It has been a banner year for the Operating Engineers in the Sacramento area, reports District Representative Clem Hoover. Our out-of-work list was the lowest it has been in 15 years. We were down to a total of 45 men at one time and 75 percent of those were C men (non-members). This makes all of us happy, except the dispatcher. It is rather difficult to fill orders with no one to fill them with."

Subdivisions have been the bulk of the work, although there were several large jobs that kept many of the Brothers busy.

Madonna Const. has finished the last stretch of Interstate 5. The Opening Ceremony, which will open Interstate 5 from Canada to Mexico, was scheduled for October 12. This will be a great help to motorists passing through Sacramento, as they will not have to mingle with as much local traffic.

A. Teichert has been running on schedule on their Interstate 505 project, which runs north from Winters. This project is the only major freeway project in the entire district.

Huber, Hunt & Nichols, on the treatment plant, have been grinding down, as they are getting close to completing the new plant. Once they have completed it, and it is put on line, they have some work to do on the old plant, which will keep some of the Brothers busy. This has been a good job for many Brothers.

Most of the large pipeline jobs connected with the treatment plant have been completed or will be by the end of the year, but there are

several others that will be going out to bid next year.

The building in the downtown area is still going strong. A \$16 million expansion to the Sacramento Medical Center was bid. Continental Heller was the low bidder. A \$20 million Justice Dept. building was bid. The low bidder is not known at this time. A \$14 million twin-office building, near Cal-Expo, will go to bid shortly as well as a new Holiday Inn off Interstate 80 at Madison Avenue. A new Super Six Motel is under construction in that area at the present time.

The subdivision work doesn't look as promising next year as the last two years because of the high interest rate which caused a slowdown in the housing market.

Negotiations have been completed with Action Equipment, a newly organized shop. "We were very fortunate in obtaining a very good agreement for a first time agreement," Hoover said. "We were able to negotiate a three-year agreement, which was ratified by the members 100 percent."

Business Rep. Bill Marshall reports that H. M. Byars was the low bidder on the pipeline starting at the Sugar Pine Dam site and will end about one mile from Foresthill at the water treatment plant. This job will be a real challenge since it will be coming down Shirttail Canyon and anyone who knows that country will have to agree, this project will employ a lot of Brothers. It will be about eight miles of rock, dirt, and placing pipe in the ditch.

Auburn Constructors has been

increasing the number of Brothers employed week after week on their Sugar Pine Dam project. In talking with Brother Robert Santos, General Superintendent on the project, he says that next year will be their busiest year. This project is back in the boonies, and several Brothers have refused to work there because of the difficult problem of finding a place to stay, which results in a long commute drive everyday.

Redding

(Continued from Page 12)

ployment through this Winter for 12 to 15 operators. Total construction manning will peak at around 125 men sometime between December and February.

Cal-Ore Constructors was the successful low-bidder on the new passenger terminal for the Redding Municipal airport and will be moving into the project by the time this goes to press. They are currently working full bore on the Hiway 44 re-alignment, widening and passing lane near Lassen Volcanic Park and hope to complete the job before the Winter snow drives them out.

J. F. Shea Company has pulled off the Hiway 97 job near Grass Lake and will move back in next Spring after the snow melts. They are still working on the Montague-Ager Road truck bypass and should have it wound up before the snow comes.

As everyone in our District knows—this has been a terrific year and next year looks just as good.



WHAT SOME PEOPLE DON'T KNOW ABOUT POWER LINES IS SHOCKING.

There are two ways construction workers can find out about overhead power lines.

The easy way. And the hard way.

The easy way is PG&E's public safety information program called "Why Bet Your Life?"

This free program is designed to show construction contractors and their employees how to avoid accidents and injuries when working near overhead and underground power lines. How to handle high-rising equipment, booms, cranes, machinery, and construction materials, so they don't become

dangerous electrical conductors. And how to handle emergencies, if they do arise.

All you have to do is call your nearest PG&E office. We'll arrange for your group to see a 16mm color movie or slide film and receive our free power safety pamphlets.

English and Spanish language versions of all materials are available.

Now that you know there's an easy way to find out about power lines, give PG&E a call.

Why wait to find out the hard way?

PG&E'S "WHY BET YOUR LIFE" PROGRAM

Jack B. Parson Has 'Recycling' Job

Jack B. Parson should be able to start on its new project located at Rattlesnake Pass, located about 20 miles out of Tremonton. This project consists of widening the shoulders and recycling the old asphalt into new. The excavation and crushing should go into the late fall.

J. W. Vickery Company has

completed their concrete runway at Hill Air Force Base. Gibbons and Reed Company has been the subcontractor for all the excavation work, which included removing the existing concrete runway. Brother Joe Jensen has been the superintendent for this project.

The Ogden Shopping Mall is off to a good start. Earnest Haun Company has the contract for the construction of the Mall, and M. Morrin & Son, the parking plaza. The total contract is approximately \$60 million.

Business Representative Bill Markus started an organizing attempt on the employees of Escalante Sawmill on August 4th of this year.

The Escalante Sawmill is located on the outskirts of the small southern Utah town of Escalante, which is located approximately seventy miles due east of Panguitch and thirty miles west of the Boulder Mountain area.

Due to the nature of the logging industry, organizing efforts had to be done on weekends when the employees were out of the mountains and at home with their families.

Usually, small out-lying communities are anti-union and do not take kindly to outsiders interrupting their lifestyle. However, thanks to three employees who could see the advantages to working under a union contract, and were willing to stand up for their rights, an organizing drive got under way and the Union filed for an election on August 21st.

Of the 61 employees eligible to vote, 40 cast their votes in favor of representation by Local #3. "Now the task of obtaining a good contract for the men and women working at the Escalante Sawmill lies ahead and we will do our best for them," Markus said. A progress report on negotiations will be forthcoming next month.

Personal Notes

Eureka

It is with great happiness we announce the birth of a new daughter to Brother John Sears and his wife on July 23, 1979.

We also announce the birth of a new daughter to Brother Ladd Kirk and his wife on September 22, 1979.

We also announce the birth of a new daughter to Brother Chuck Vaughan and his wife, little Shannon Sue arrived October 7, 1979.

Reno

Congratulations to the new parents: Robert and Susan Eaton, a son born 8/31/79; Richard and Jill Johnson, a daughter born 9/21/79.

We would like to extend condolences to the family and friends of James R. Meek who died as a result of a car accident on 9/7/79, and to the family and friends of Fred C. Leiker who passed away on 9/15/79.

Congratulations to the new parents: Dennis and Bari Odom, a son born 7/13/79; Wade and Cheryl Mothershead, a daughter born 7/24/79.

We would like to extend condolences to the family and friends of Gene Akins who passed away on 8/5/79 and Forbes McCain who passed away on 8/14/79. Also to James Fletcher whose wife Estelle passed away on 7/14/79 and Roy Kissick whose wife Grace passed away on 8/28/79.

We are happy to report that Paul Brothers, who recently suffered a heart attack, is out of the intensive care unit of Saint Mary's Hospital.

Sacramento

Our sympathies are extended to the families and friends of our deceased Brothers Thomas McCoy, Virgil Moore, Lloyd Rice, Anton Seifert, Virgil Shanks, and Wayne Whitman.

We regret to hear the passing of Rose MacIntyre, wife of Jack MacIntyre, DeWillma Pinard, wife of Morris Pinard, Iva Britt, wife of Joseph Britt, and Kevin Banta, son of Earl Banta.

Dale Wayne Young, 34, of Citrus Heights was killed in a Plumas County vehicle accident. According to a Plumas County sheriff's officer, Mr. Young was killed September 29, 1979, when the open four-wheel drive vehicle in which he was riding overturned on Eureka Ridge, throwing him out of the vehicle. Mr. Young was working for Ed Mallory Const.

Surviving are his wife, Shirley; sons Dale B. Young, Kenneth Young and Troy Fulkerson; daughters, Sharel Young, Debra Fulkerson and Jodie Fulkerson; his mother, Lula Sila; brothers, Albert and Ray; and sisters, Charlotte Williams, Mary Todd and Loretta Payton.

Our condolences are extended to Shirley and her family and friends.

A speedy recovery is wished for Justine Maynard, wife of Harold Maynard, who underwent surgery on her leg at Mercy San Juan Hospital.

ATTEND YOUR UNION MEETINGS



Dredge Hands Celebrate Wedding

No, it's not a dredge hand convention, just the wedding reception of Susan Wilson and Robert Cole who were recently married. Susan is the daughter of dredgeman "Oakie" Cecil Wilson. Dredge hands from Local 3 in attendance are (left to right) Chris Peterson, Jimmy Center, Jim Metz, Jim

Cooper, Kirk Kuneshige, Steve Doughty, dredge rep. Gil Anderson, Cecil Wilson, Oren Center (seated), Tom Baker, Jerry Edwards, Frank Cross, Randy Campbell, Harry Reiners, Phil Stanfield, Ron Glantz, Jim Riley and Sam Wilson.

DEPARTED BROTHERS

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

NAME/ADDRESS	DECEASED
Austin, Sylvester (Glenda Jefferson—Dtr.) P.O. Box 613, Benicia, California	9-17-79
Carden, James (Sharon—Wife) 154 W Adams, Elko, Nevada	8-1-79
Carlson, Herman (Patricia—Wife) P.O. Box 282, Lucern, California	9-6-79
Corbett, Stanley (Agnes—Wife) 1466 Elizabeth Rd., Vacaville, California	9-27-79
Cunha, Leonard (Janice Costalupes—Dtr.) 3207 Riverside Dr., Riverbank, California	9-28-79
Darrigo, Ray (Martha—Wife) 2328 Farley St., Castro Valley, California	9-8-79
Duff, Edgar L. (Bertha Vielhauer—frnd) 555 Holly Park Circle, San Francisco, Calif.	9-19-79
Enos, Frank (Rose—Wife) P.O. Box 237, Mountain View, Calif.	8-29-79
Farr, Aaron L. (Gladys—Wife) P.O. Box 146, Gridley, California	9-24-79
Farrelly, James (Florence Kraxberger—Sister) 1545 SE 129th Ave., Portland, Oregon	9-28-79

Fitzgerald, Glenn A. (Dorothy—Wife) 8853 Kibbe Rd., Marysville, California	9-15-79
Giordano, Peter F. (David—Son) 1333 Glen Dell Dr., San Jose, California	9-13-79
Harpole, Charles (Grace—Wife) 2345 West Lake Dr., Kelseyville, California	9-13-79
Johnson, Arthur (Bernice—Wife) 130 Balboa Way, San Bruno, California	9-13-79
Jones, Kenneth (Gloria—Wife) 299 Mobile Home Pk, Alturas, California	9-4-79
Kaulia, Edwin (Merna—Wife) 87 - 223 Heleuma St., Waianae, Hawaii	9-8-79
Kennedy, Patrick (Elsie—Wife) 409 Evelyn Ave. No. 105, Albany, California	9-14-79
Larson, Albert (Ethel—Wife) P.O. Box 412, Provo, Utah	9-15-79
Leiker, Fred C. (Eva—Wife) 1460 Alturas Ave., Reno, Nevada	9-15-79
Marlen, Arthur, (Olga—Wife) 1223 Deer Rd., Fremont, California	9-6-79
Meek, James (Nadine—Wife) 1684 Driftwood Drive, Sparks, Nevada	9-7-79
Pahukoa, Abraham (Wanda—Wife) 41-238 Huli Street, Waimanalo, Hawaii	8-26-79
Porter, Leo E. (Virgie—Wife) 414 W Hanford, Le Moore, California	8-29-79
Power, Edward (Jean Byers—mother) 3239 Annapolis, Richmond, California	9-15-79
Schafer, Willie Paul (Wilma Morey—Sister) 3407 Killeen Circle, Sacramento, California	9-4-79

Schultze, George (Mrs. Geo. Schultze—Wife) 1053 Tulane Dr., Mountain View, Calif.	9-25-79
Stirton, Roy (Arnette—Wife) 4970 Foothill Blvd., Grants Pass, Oregon	9-4-79
Shanks, Virgil (Ruth—Wife) 3500 Bodega Ct., Sacramento, Calif.	4-26-79
Tate, Howard (Flora—Wife) 1205 "I" St., Orange Cove, Calif.	9-11-79
Tucker, Lester (Lowell—Wife) 2411 Bordeaux Avenue, Stockton, California	9-10-79
Walker, Arthur P.O. Box 211, Pleasant Grove, Utah	8-17-79
Whitman, Wayne W. (Bertha—Wife) 5852 Green Glen Way, Sacramento, California	8-27-79
Wilson, Warren (Carrie—Wife) P.O. Box 2144, Concord, California	8-31-79
Young, Dale W. (Dale & Kenneth—Sons) 7685 Prath Avenue, Citrus Heights, Calif.	9-29-79

83 Deceased Members July 1979 thru September 1979
3 Accidental Deaths July 1979 thru September 1979

DECEASED DEPENDENTS

Banta, Kevin—Deceased September 30, 1979 Son of Earl Banta	9-30-79
Britt, Iva—Deceased September 10, 1979 Wife of Joseph Britt	9-10-79
Kissick, Grace—Deceased August 28, 1979 Wife of Roy Kissick	8-28-79
Martinez, Lila—Deceased August 29, 1979 Wife of A. L. Martinez	8-29-79

Swap Shop:

Free Want Ads for Engineers

FOR SALE: 72 CJ5 V/8 \$3,500.; 73 Aristocrat Lowliner \$2,500. S/C, both like new-one owner. D.R. Fellion, 1501 Harper St., Santa Cruz, Ca. 95062. 408/475-8011 after 6 pm. Reg. No. 1461545. 9-79

FOR SALE: OAKDALE, CA. 2100 sq' home, beautiful 4 bdrm., 2 bath custom home on 1 acre of pasture, barn, workshop, doughboy pool w/dome top, also connections for mobil home in back, large patio, double garage, w/bathrm. & utility rm. all this for ... \$110,000. Michael Hydash, 10301 Sawyer Ave., Oakdale, Ca. 95361. Reg. No. 1115320. 9-79

FOR SALE: SUPER B Buckeye Trencher, digging depth 11 ft., 3-53 G.M. Diesel, Cleveland 110, Trencher, Digging depth 5 1/2', 2-71 G.M. Diesel. Tel 415/968-4383 ask for Jim Rudolph. Reg. No. 1192150. 9-79

FOR SALE: '79 CAMARO Z28, pls, plo, Air, AM/FM tape, 6000 mi., immaculate yellow beauty. \$7,500. Bob Baroni, 2275 Orleans Dr., Pinole, Ca. 94564. 415/724-8144. Reg. No. 1225929. 9-79

FOR SALE: CASE 100 D, diesel crawler, 1 1/2 yd., 4 way bucket w/ripper, high-low range, 4 sp. forward and backward, gd. cond., \$11,500. Mike Sedgwick, P.O. Box 5073, Santa Rosa, Ca. 95402. 707/528-9442. Reg. No. 1774945. 9-79

FOR SALE: 1969 BRONCO 302 eng., new tires w/Jackson wheels, good gas mileage, real sharp, \$2,400. Ronald D. Phillips, 12867 Lake Valley Ln., Sonoma, Ca. 95370. 209/532-5979. Reg. No. 1157835. 9-79

FOR SALE: DUNE BUGGY & TRAILER, Chyneweth frame, off road, new Volkswagen eng., sand tire, steel steering brakes, \$2,000 or offer. Fred Scatena, 16755 Vista Del Valle Ct., Morgan Hill, Ca. 95037. 408/779-8734. Reg. 1511228. 9-79

FOR SALE: FORD 1 ton 360 eng. '74, 10,000 mi., like new, 4 sp., R & H 1000 lb. lift gate, \$7,500. 12' bed. E.E. Norris, 760 Shell Ave. #1, Martinez, Ca. 228-8343. 9-79

FOR SALE: SAILBOAT—Fiberglass Silverline/Dolphin length 16'9" beam 6' depth 3'4" approx. wgt 575 lbs. 22' Anodized aluminum mast, 163 sq' Dacron Sail Draft, Board down 4'3" Draft Board up 8"—never used. No gasoline required & a lot of fun. 415/757-7811 or 757-2611 ask for Mary Fulton. Reg. No. 1637625. 9-79

FOR SALE: 1965 MOTOR GRADER Alis Chalmers D-Blade, good cond. \$10,500. John Amos, 938 Runnymede St., E. Palo Alto, Ca. Reg. No. 1578822. 10-79

FOR SALE: AUBURN INCOME PROPERTY 1.3 Ac. valley & Sierra view, 6 rental units 1 bdr. 4-plex, cottage, 4 bdr. home & garage. Owner financed at 10% \$190,000. Chester Brzyszc, 3520 Bell Rd., Auburn, Ca. 95603. 916/885-1294. Reg. No. 0562703. 10-79

FOR SALE: 14' GLASSPAR BOAT w/canvas top & side curtains, 65 hp evinrude motor, elect., start w/little dude tilt down trailer, super sixty hummingbird depth finder, Luhr Jensen down-riggers, A.M.F. water-skis. \$1,750. George Hurt, 19142 N. Jacktone Rd. Sp. 21, Lockeford, Ca. 95237. 209/727-3155. Reg. No. 1087414. 10-79

FOR SALE: LINCOLN portable welder \$400, valve seat set \$150., camper for 8' pickup telescope top \$400. Edd Goforth, 9679 Walnut Ave., Elk Grove, Ca. 95624. 916/685-4756. Reg. No. 1494172

FOR SALE: 6 ACRES LOT, \$15,000 cash Malad Summit Subdivision, near proposed Bighorn ski area, & interstate I-15 good hunting & fishing. Call Carl & Lorraine Isaacson, 208/766-4456, 291 N. 300 W. Malad, Idaho. 83252. Reg. No. 0854136. 10-79

FOR SALE: 77' MGB white, black stripes, low mileage, perfect comp. inside/out. Must sell. 566-1807

FOR SALE: 550 FORD BACK HOE, excellent cond. used only 1,000 hours, 12' & 24' bucket. Must sell \$19,500. Glen Sasser, 2964 Holly, Tracy, Ca. 209/835-3892. Reg. No. 1219693. 10-79

FOR SALE: RIVERFRONT 1 1/2 ac. Sprague River S. Ore. well & septic tank operating, mobil & storage building. Exc. fishing & hunting. Elmer Powell, 5159 LaHonda Rd. El Sobrante, Ca. 94803. 415/223-4337. Reg. No. 598622

FOR SALE: 76 Ylawaiour Tri Ylull 17', i/o V8 215 hp. 20 gal. touk low hrs. w/trailer \$7,300. exel. cond. Rudolf Elpel, #6 Fuchsia Ct., Sacramento, Ca. 95823. 916/428-2590. Reg. No. 1075422. 10-79

WANTED: U.S. & FOREIGN COINS & World paper money. Please write or call Gerry Lambert, P.O. Box 21427, San Jose, Ca. 95151. 408/226-0729. Reg. No. 1225584. 10-79

FOR SALE: SURVEYORS working belt-fully loaded new or in excel. cond., T-58 calculator-survey & aviation modlbe like new. Call 6 pm. Andy Lotito, 347-3209, 1201 Monte Diablo Ave. #210, San Mateo, Ca. 94401. Reg. No. 1105886. 10-79

FOR SALE: '76 INTERNATIONAL Back Hoe Loader Model 2500B, '66 Chevy 5 yd. dump truck 4 sp.-2 sp. axel; '65 John Deere Tilt Trailer (Tandem Axels) John Cardoza, 1950 Ouerhill Rd., Concord, Ca. 94520. 415/757-7841. Reg. No. 0569617. 10-79

FOR SALE: 1963 FORD BUS 6 cyl. 4 sp. conventional drive, good cond., & good tires make nice mobile homes; 1962 International bus, V8, 5 sp., 4 wheel drive, low mileage & good rubber; 1972 A.M.C. Motador, AT, V8, P & P.B. & A/C Radiale \$695. Albert F.

Paulazzo, 915 W. Miner St. #16, Yreka, Ca. 96097. 916/842-2181. Reg. No. 0603448. 10-79

FOR SALE: 50 lb. black Smith hammer, comp. rebuild, ele. motor \$600. Mike Jennings, 415 Maher Rd., Watsonville, Ca. 95076. Reg. No. 1745269. 10-79

FOR SALE: TWO BURIAL PLOTS, moved out of state sell for half price location Vallejo, Ca. Call Martin Ronning, 218-739-2372 or 707/642-9029. 407 Vasa Ave. E., Fergus Falls, Minn. 56537. Reg. No. 0899450. 10-79

FOR SALE: 1963 FORD DRILL RIG, Sunset type: \$13,000. Augers, 8' to 24' DIA. \$500. ea.; Joe Sperial, 2151 S. Vasco Rd., Livermore, Ca. 94550. Reg. No. 1733052. 10-79

FOR SALE: 1928 FORD 1 1/2 ton truck, comp., needs restoring \$1,450.; 1916 Model T truck & misc. parts, no body, has fire wall \$950. or trade for HAY or Cattle. John Meyer, P.O. 308, Valley Springs, Ca. 95252. 209/786-2224. Reg. No. 0409005. 10-79

FOR SALE: 12 x 16 MELODY HOME, 3 bd., 2 bath, washer/dryer, stove, ref., small freezer, AC, good cond. \$8,500 Jim Donaghe, P.O. Box 9053, Fresno, Ca. 93705 209/485-1734. Reg. #931017 11-79

FOR SALE: 10 x 14, 1 bd., A/C; 8 x 45, 2 bds., A/C; 2 ea. 10 x 55, 2 bds., A/C, new carpets. Robert C. Siler, 128 'A' St., Concord, Ca. 415/798-7616 Reg. #1262993 11-79

FOR SALE: 1956 WHITE TANK TRUCK, 5 stainless steel tanks - 2500 gal. capacity; 6 cylinder gas engine; liquid pump & hoses; \$6,000 or offer. June Stewart, 36005 Bettencourt St., Newark, Ca. 94560 415/792-1993 Reg. #1785752 11-79

FOR SALE: 1964 CHEV. PICKUP w/elec. hydraulic tail gate \$1,250; new mid states welder tire are 160 wire welder, 2 rolls wire, etc. \$1,000 firm. William Kinby, Box 373, Sutter, Ca. 95982 916/755-0651 Reg. #0976286 11-79

FOR SALE: 1978 PROWLER 5th wheel 30' long, twin beds, full bath & shower, fully self-contained, 1973 Ford pick-up 429 motor excel. cond., asking \$15,000 for both. 415-592-6871 Reg. #555812 11-79

FOR SALE: 2 bdrms, 1 bath, refr.-stove, oil furnace, 106 acres, 2 barns tack & feed, 2 car shed, chick coops, bird aviaries, all fenced & cross fenced, part in birds & fowl stay. C.W. Gardner, 195N 2W, Monroe, Utah 84754 Reg. #0351398 11-79

FOR SALE: VOLTAGE regulator for Caterpillar 977 Calteader, new for 1/2 price; used tires 8.25 x 20, 900 x 20, 11.00 x 20. \$5 and up; K5 Drep Ins like new \$25; K7 Drep Ins \$90; dump boxes 13' x 14' w/Garwood Hoists, all in good working cond., 6 cylinder crankshaft for Cummins Motor. L. Mulhair, 97 Southridge Way, Daly City, Ca. 94014 415/333-9006 Reg. #154371 11-79

FOR SALE: INTERNATIONAL 10 wheeler dump truck—450 Diamond Motor w/heavy duty Garwood Hoist, ex. clean dump box etc. \$1,750; Diamond T dump truck—Continental motor w/Garwood Hoist; dump boxes 8-10 yard ex. clean dump boxes etc., 2 walking beams for 1974 Ford dump truck \$200. L. Mulhair, 97 Southridge Way, Daly City, Ca. 94104 415/333-9006 Reg. #154371 11-79

FOR SALE: 1964 V.W. dunebuggy, off the road \$400. Brian Yung, 1215 Harper St., Santa Cruz, Ca. 95062 phone 475-7106 Reg. #1265340 11-79

FOR SALE: 550 HOPTO, 8 buckets, 5 ext., 45 swivel, eng. & pump recently overhauled, some extras. \$41,000. moving to Midwest. Don Brown, 4339 Santa Rita Rd., El Sobrante, Ca. 94803 Ph # 415/223-4674 or 223-4676 Reg. #1025346 11-79

FOR SALE: 10 ACRE Ranchette cn Shasta River, 2 bdrm, 2 bath w/all amenities, 3 car garage, irrigated pasture, ponds & barn, fantastic view, secluded yet close to town, additional acres available. Joe Thompson, P.O. Box 544, Montague, Ca. 96364 916/842-3384 Reg. #0491027 11-79

FOR SALE: 1968 BORN PONTIAC, 4 doors, loaded, good cond., \$500 or offer. Mrs. Wayne Whitaker, 531 Fairview Dr., Gilroy, Ca. 95020 408/847-2359 Reg. #0586524 11-79

FOR SALE: STEEL BOAT 35' x 12' x 7' no motor, cabin almost finished, lots of extras, in Los Molinos, Ca. Call Dave Hanny, 916/384-2841 asking \$2,500. Reg. #284751 11-79

FOR SALE: 15 ACRES, small pond, trees & pasture, large 4 bdrm, 2 bath, all new siding, attached shop ideal for small business, 45 miles from Okla. City on US 66, 16 x 110 concrete floor barn \$46,500. Thomas Stevens, 1548 Hudson St., #201, Redwood City, Ca. 94061 call 415/369-1625 for more info. Reg. #1509085 11-79

FOR SALE: 1977 John Deere 410 loader backhoe 1.600 hrs cab, radio, heater, cab pressurizer, buckets hd. 18" x 2' x 41" \$27,000; 1977 Tumdum axle 825-20 air brakes tilt bed 24", 20,000 lb axle \$4,000; 1972 Pet Cabover 3 axle 1693 cat-10 sp. spier 220" WB 10 new 16 ply radial on new polished alum. 11.24.5 \$17,000; good 10 yd dump box air gate \$1,600; John Fullenwider, 1211 Esther Way, Minden, Neb. 89423 702/782-4358 11-79

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 Eureka

(Continued from Page 4)

picked-up by Huffman-Sullivan of Lakeport. The job consists of approximately one mile of continuous poured-in-place concrete pipe ranging from 34 to 54 inch diameter. The location of this project is in the Bertch-Tract area of Crescent City.

Other projects continuing in the Crescent City area include J & W Pipelines, Inc. of San Jose, who still have about 30 of the brothers employed. Unfortunately it appears this project will be winding down very rapidly by the end of the month, at which time they should have all of their main-line in the ground. All that will remain will be testing and leak repairs and a few laterals. This has been a very good job for a lot of the local brothers.

C. K. Moseman is doing very well up on the South Fork of the Smith River, with seven of the brothers still going strong on their bridge project.

M. C. M. & Solana Concrete J. V. of Sacramento are in the process of stripping their bridge project south of the Garberville area on Hiway 101.

David R. Wilkins has six en-

gineers working on his \$334,000 slide stabilization project on Hiway 101 near Pepperwood. They hope to have this project completed before the rains hit.

Nally Enterprises has completed the widening of Central Avenue in McKinleyville, and Redwood Empire Aggregates of Arcata is in the finishing touches of the paving of this project. This project is a very big improvement over what they had in the past, and makes for a much safer condition thru town.

North Coast Paving, located at Smith River, will have their new asphalt plant fully erected by the middle of October, and be back to paving by the end of the month, with enough work to last til winter sets in.

James O. Johnson of Garberville is getting started on his improvements to the Hoopa Valley water system. This is about a \$100,000 project and he has three brothers employed.

The local equipment dealers have had a very good season and are still quite busy. New to our area's list of Local #3 organized shops is Hogue Equipment Company, in Arcata, the local Case dealer.

SPECIAL!!! Group Discount Program For... OPERATING ENGINEERS LOCAL 3 FOR MEMBERS ONLY

THIS IS NOT A "LIMITED TIME SALE" IT IS CAPITOL'S CONTINUOUS PROGRAM

RADIALS

78 SERIES RADIAL

35,000-MILE TREADWEAR WARRANTY
Whitewalls. The soft riding radial tire that you can afford. Lifetime road hazard, workmanship and materials warranties.

SIZE	GROUP PRICE	F.E.T.
BR78-13	38.35	1.90
DR78-14	39.81	2.15
ER78-14	40.94	2.27
FR78-14	42.76	2.38
GR78-14	43.78	2.57
HR78-14	47.83	2.75
FR78-15	43.90	2.39
GR78-15	45.73	2.66
HR78-15	47.65	2.84
JR78-15	49.84	3.02
LR78-15	50.87	3.13

78 SERIES STEEL RADIAL

45,000-MILE TREADWEAR WARRANTY
Whitewalls. 2 strong belts of steel and 2 polyester cord plies. Lifetime road hazard, workmanship and materials warranties.

SIZE	GROUP PRICE	F.E.T.
BR78-13 (P175-80R13)	44.90	1.98
DR78-14 (P195-75R14)	47.86	2.28
ER78-14 (P195-75R14)	48.91	2.38
FR78-14 (P205-75R14)	50.84	2.55
GR78-14 (P215-75R14)	51.97	2.65
HR78-14 (P225-75R14)	57.80	2.95
GR78-15 (P215-75R15)	53.85	2.73
GR70-15 (P215-70R15)	60.67	2.93
HR78-15 (P225-75R15)	55.93	2.96
JR78-15 (P225-75R15)	58.71	3.14
LR78-15 (P235-75R15)	63.69	3.30

COMPACT

BLACKWALLS & WHITEWALLS

18,000-MILE TREADWEAR WARRANTY
Tubeless blackwalls and whitewalls. Lifetime road hazard, workmanship and materials warranties.

SIZE	GROUP PRICE	F.E.T.
600-12	19.90	1.46
P155/80D-13	19.90	1.44
615-13	19.90	1.57
560-15	19.90	1.57
600-15	21.90	1.64

*Add \$2.00 for whitewalls

POLYESTER

4-PLY POLYESTER

18,000-MILE TREADWEAR WARRANTY
Blackwall. A dependable tire at a very popular price. Lifetime road hazard, workmanship and material warranties.

SIZE	GROUP PRICE	F.E.T.
A78-13	19.98	1.62
C78-14	22.72	1.88
E78-14	24.71	2.10
F78-14	27.15	2.22
G78-14	28.45	2.38
G78-15	28.53	2.44

TRUCK/CAMPER

STEEL RADIAL TRUCK

Steel belts polyester cord body designed to deliver more mileage, fuel economy and lower cost per mile. Lifetime workmanship and materials warranties.

Size	Load Range	Group Price	F.E.T.
875-R16.5	D	79.90	4.44
950-R16.5	D	87.90	5.04
750R16(II)	D	82.90	4.42

CAMPER—DUPLEX TYPE NYLON CORD-TUBELESS

Lifetime workmanship & materials warranties

Size	Load	Hwy Range Design	Trac Design	F.E.T.
800-16.5	D	49.90	3.50	3.56
875-16.5	D	56.90	3.93	4.09
950-16.5	D	60.90	4.49	4.67
10-16.5	D	63.90	4.55	4.78
12-16.5	D	76.90	5.60	80.90

78 SERIES BELTED TUBELESS

Nylon cord body plies with strong nylon cord belts. Fits most campers, vans and pick-ups. No added expenditure for special wheel. Lifetime workmanship and materials warranties.

Size	Load	Hwy Range Design	Trac Design	F.E.T.
G78-15	C	44.90	3.44	46.90
H78-15	C	47.90	3.75	49.90
H78-15	C	50.90	3.65	52.90
L78-16 (II)	D	54.90	4.15	58.90

The Load Range System is now being used instead of Ply Rating. C 6-ply rating. D 8-ply rating.

USE THE
CAPITOL
"BUDGET PAY PLAN"



03-100-12064
FREE Mounting

MOST CARS & TRUCKS
(Mud & Snow tires not included)

This is a partial list only.

Your union I.D. is required to make purchases.

CAPITOL TIRE SALES/WAREHOUSES, INC.

America's Original and Largest Discount Tire Program

SAN FRANCISCO (94103)

(415) 621-2336

101 S. Van Ness Ave.

SAN JOSE (95112)

(408) 287-9112

1760 Rogers Ave.

SAN LEANDRO (94577)

(415) 351-8434

2059 Williams St.

SAN MATEO (94402)

(415) 344-5732

733 So. Claremont

CONCORD (94520)

(415) 825-2072

2465-J Vista Del Monte

Because of fluctuating manufacturers costs, our prices are subject to change without notice.

Attend Your Union Meetings

All District and subdistrict meetings convene at 8 p.m., with the exception of Honolulu (7 p.m.) and Hilo and Maui (7:30 p.m.).

November

- 1st **Oakland:** Labor Temple, 23rd and Valdez St.
- 6th **Stockton:** Engineers Bldg., 2626 No. Cali. St.
- 8th **Ukiah:** Grange Hall, 740 S. State St.
- 13th **Fresno:** Engineers Bldg., 3121 E. Olive St.
- 27th **Sacramento:** Woodlake Quality Inn, Hwy 160 and Canterbury Road
- 29th **Watsonville:** Veterans Bldg., 215 Third St.

December

- 5th **Ogden:** Ramada Inn, 2433 Adams Ave.
- 6th **Reno:** Musicians Hall, 124 West Taylor

January

- 8th **Eureka:** Engineers Bldg., 2806 Broadway
- 9th **Redding:** Engineers Bldg., 100 Lake Blvd.
- 10th **Oroville:** Prospectors Village, Oroville Dam Blvd.
- 17th **San Francisco:** Engineers Bldg., 474 Valencia St.
- 23rd **Honolulu:** Washington School, 1633 So. King St.
- 24th **Hilo:** Kapiolani School, 966 Kilauea Ave.
- 25th **Maui:** Kahului Elem. School, So. Hina Ave.

DUES SCHEDULE FOR PERIOD 10/1/79—9/30/80

Local 3	\$102.	(Per Qtr.)	vance of an increase at the
Local 3A	\$99.	(Per Qtr.)	"old" rate (the rate in effect
Local 3B	\$99.	(Per Qtr.)	prior to the effective date of
Local 3C	\$99.	(Per Qtr.)	such increase). Therefore, the
Local 3E	\$99.	(Per Qtr.)	dues rates for the periods as
Local 3R	\$99.	(Per Qtr.)	indicated above apply regard-
Local 3D	*Variable by Unit		less of when payment is made.

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 ad-

*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.

For More Information:

Please send me the information I've checked below.

- ☐ Joining
- ☐ Saving
- ☐ Borrowing
- ☐ New Car, Truck, Van or Boat Loans
- ☐ Investment Certificate Program
- ☐ Monthly Vacation Pay Transfer
- ☐ Save From Home Kit
- ☐ Easyway Transfer

NAME _____

ADDRESS _____

CITY/STATE _____ ZIP _____

SOC. SECURITY NO. _____

TELEPHONE _____

OPERATING ENGINEERS LOCAL UNION NO. 3
CREDIT UNION P.O. BOX 2082, Dublin, Ca. 94566
(415) 829-4400

IMPORTANT

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



REG. NO. _____

LOCAL UNION NO. _____

SOC. SECURITY NO. _____

NAME _____

NEW ADDRESS _____

CITY & STATE _____ ZIP _____

Clip and mail to Engineers News, 474 Valencia St., San Francisco, CA 94103
Incomplete forms will not be processed.

PR Director Ken Erwin Retires After 12 Years with Local 3

Ken Erwin, public relations director of Local 3 and managing editor of *Engineers News* for 12 years has announced his plans for retirement effective December 1. The announcement came in accordance with recommendations from his physicians following his recuperation from a series of heart attacks last spring.

Local 3 Business Manager Dale Marr, who worked closely with Erwin throughout his employment with the union, said, "We regret Ken's retirement at this time and under the present circumstances. Through his influence in state and local politics, his skill as a journalist and his dedication to the labor movement, he has been a tremendous asset for Local 3."

As public relations director, Erwin has been active in campaign planning, fund raising, voter registration and get-out-the-vote programs in a number of political campaigns for offices at every level of government.

He served in 1974 as campaign labor coordinator and special assistant to Governor Jerry Brown. He was a member of the Democratic Party's Executive Committee and co-chaired the resolutions committee for the past five years.

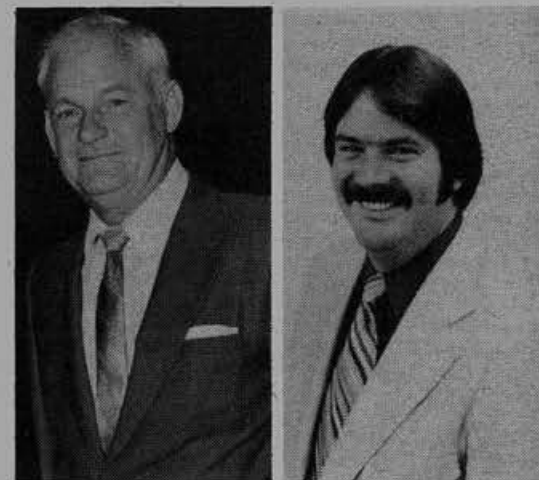
Erwin also serves on the executive committee of the Coro Foundation in northern California and has been active as a consultant and fundraiser for Frontlash—both nationwide educational and political organizations serving American youth in labor and public affairs. He is a member of the International Labor Press Association and has been a delegate to numerous state, regional and national conventions.

He helped to establish and write the constitution and by-laws for Supporters of Engineers Local 3 Federal Endorsed Candidates (SELFEC) and the Local 3 Retirees Association, serving as Executive Secretary to both groups.

Before joining Local 3, Erwin spent 15 years as publications editor, post historian and public relations officer for the Sixth U.S. Army at the Presidio of San Francisco. In 1952 he established the *Star Presidian*, which won numerous military and civilian awards.

During his civilian service with the Army, Erwin won nine outstanding civil service awards and was decorated with the Department of the Army's Meritorious Award for Outstanding Civilian Service, the highest award given to civilians.

Before being called to the Presidio and following nine years of military service, Erwin became civilian managing editor of the *Camp Roberts Parade*, official weekly newspaper of the Seventh Armored Division and Infantry & Combat Training Command during the Korean War.



Ken Erwin

Bob Marr

During World War II, Erwin served aboard the U.S.S. Essex and the U.S.S. Albermarle as a First Class Aviation Metalsmith. He edited shipboard newspapers and later became the Navy's first rated journalist, when that classification was established in 1949.

He served as administrative assistant to the noted newspaper editor and author, Capt. Allen R. Bosworth, and was sports editor of *The Carrier*, award winning official weekly newspaper of the U.S. Naval Air Station, Alameda, CA from 1947 to 1950.

Besides numerous articles for magazines and newspapers, Erwin has written a history of the Navy's Mars flying boats and a history of the Presidio. He also served as a vice president of the American Federation of Government Employees, AFL-CIO, during his years at the Presidio.

Erwin began his newspaper career as a copy boy on the old New York Herald Tribune.

Replacing Erwin as public relations director is Robert P. Marr, who has been a member of Local 3 for 11 years. Marr served as director of research for Local 3 for nearly two years before his current appointment.

Prior to that, he was political relations representative for Local 3 with the responsibility of promoting project developments in Alameda and Contra Costa counties. He is a member of the Economic Development Committee for Alameda County, advisory member for the Greater Oakland Economic Council and the San Leandro Economic Development Committee.

Marr also serves on the board of directors for the Coalition of Labor and Business (COLAB). From January 1974 to April 1977, he was employed as a Local 3 business representative in the Oakland District. He is also a member of the Joint Apprenticeship Committee for Northern California, Operating Engineers.



Ken Erwin with Business Manager Dale Marr and General President Jay Turner.