

Western Conference Hits Key Issues Public Employee Initiative Squashed

Resolutions Hammer Out New Policies

By KEN ERWIN,
Managing Editor

The Western Conference of Operating Engineers, at their recent annual convention in San Diego, California, have passed five major policy resolutions that are expected to have a far-reaching impact on the social, political and economic climate of the thirteen western states.

In addition to a resolution opposing the right-to-work initiative in California, the Conference called for a mass transit fund separate from state and federal highway funding and based on a mass transit users tax; rejected local and regional coalitions with environmental groups; called for increased organizing efforts on the part of locals, regions and the parent international in the fields of agricultural heavy equipment mechanics and operators, land clearers, surveyors, water testers, core drillers, water drillers and heavy drilling industry and related service tradesmen not represented by Operating Engineers and outside the craft jurisdictions.

The Conference, which represents some twenty-three local unions and 124,185 heavy construction equipment operators, in Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, Wyoming and the Pacific Trust Territories including American Samoa and Guam, also

(Continued on Page 12, Col. 3)



ENGINEERS NEWS

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

Jurisdiction: N. California, N. Nevada, Utah, Hawaii & Mid-Pacific Islands

Vol. 36 — No. 12 San Francisco, Calif.



192

December, 1977



SECRETARY-TREASURER JIM TWOMBLY of the Western Conference of Operating Engineers introduces Senator James R. Mills, President Pro Tempore of the California State Senate during the recent an-

nual convention in San Diego. Mills was the keynote speaker at the conference. His remarks can be found on the back page, as well as a full coverage of the convention in a special report on pages 12 and 13.

Petition Drive Dissolves in Final Weeks

By JAMES EARP,

The public employee, no strike initiative, heralded by San Diego Mayor Pete Wilson and backed by big business has gone down in defeat.

The announcement came last week from the proponent Committee for Citizens Rights just two days before the deadline for submitting the necessary 499,846 signatures. Dan McGurk, a committee spokesman conceded his people were "tired and discouraged" at obtaining only 480,000 signatures.

While committee supporters are dismayed, labor leaders are not. They are gratified that the immediate threat of a right-to-work intrusion in California is weakened. They are relieved that millions of dollars in membership dues won't need to be funneled into a campaign to protect workers rights against an initiative that would have opened the door for a full fledged right to work law.

And more than a few labor leaders are surprised at the outcome as much as they are happy. How did the initiative fail? An initiative which its supporters claimed was the answer to the public's so called "outrage" against public employee strikes. An initiative backed by people who have carried successful initiative campaigns before. An initiative that even Governor Brown

(Continued on Page 2, Col. 1)

DALE MARR and Local Union No. 3 were spotlighted recently on the cover of the U.S. Labor Department's *Job Safety and Health* magazine. In an article entitled "Surviving the 70's" writer Ralph Wirfs explains the techniques the largest construction local in the world uses to stay competitive. (See page 14. Reprinted by permission Dept. of Labor.)

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 7, 1978, at 1:00 p.m., at the Masonic Auditorium, 1111 California Street between Taylor & Jones Streets, San Francisco.



Surviving the 70's—
IUOE Local 3



Ray Marshall
Secretary of Labor

Eula Bingham
Assistant Secretary of Labor
for Occupational Safety
and Health

Job Safety and Health is the official magazine of the Occupational Safety and Health Administration, U.S. Department of Labor. It is available by subscription from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20540, for \$12.00 per year, or \$17.50 if mailed to a foreign address. Single copies are \$1.20. The Secretary of Labor has determined that the publication of this periodical is necessary in the transaction of the public business required by law of this Department. Use of funds for printing this periodical has been approved by the Director of the Office of Management and Budget through July 1978.

Expressions of opinion in articles from sources outside the U.S. Department of Labor do not necessarily represent the views of the Department. Mention of depletion of companies or trade name products in no way constitutes endorsement by the Department of Labor.

Material contained in this publication is in the public domain and may be reproduced fully or partially, without permission of the Federal Government. Source credit is requested but not required. Permission is required only to reproduce copyrighted photos and other copyrighted material contained herein.

Editorial comments should be addressed to the Editor, *Job Safety and Health*, Occupational Safety and Health Administration, 225 Constitution Ave. N.W., Washington, D.C. 20210. Change of address: Write to Superintendent of Documents, Government Printing Office, Washington, D.C. 20540.

On Our Cover . . .

It takes able leaders as well as capable workers to keep industry operating safely. Construction sites, with their heavy equipment and heavier work—work that must be done right and managed right, for the good of all concerned—are a notable example. In this issue, we present a story of the leadership, regulation, and training techniques used by one construction local to keep its members ahead of the competition. Read "Surviving the 70's—IUOE Local 3," beginning on page 8.



By DALE MARR, Business Manager

Looking At Labor

Battle for Labor Law Reform Still Goes On

The battle for reform (labor law) goes on today against the injunction, ineffective and tardy law enforcement, unsafe working conditions and short-changed payrolls and benefits. Jay Turner, General President.

Early in 1978 the American labor movement will face a tidal wave of management opposition unparalleled since the passage of the National Labor Relations Act some 42 years ago.

All the vicious canards and outright lies that characterized later campaigns in which anti-labor amendments, such as Taft-Hartley, 1947, and Landrum-Griffin, 1959, were enacted will be trotted out by the U. S. Chamber of Commerce, National Association of Manufacturers and the National Right to Work Committee.

Since successful passage of Labor Law Reform (H.R. 8410) out of the House, 257-163, despite six strident and unsuccessful efforts by the bosses' briefcase propagandists to weaken the bill with amendments, you can bet the above groups and their fellow travelers will take dead aim at the U. S. Senate in an unbridled effort to defeat, or at least stalemate the bill through filibuster. Expect the worst.

The National Action Committee, which is an umbrella group representing the most powerful corporations, employer organizations and right-wing groups in the country, recently put together, almost overnight, a \$2 million kitty to defeat Labor Law Reform. So, you can see, this is a battle they intend to win.

The only way we can offset this naked power play is through unity and singleness of purpose. In the November issue of *The International Operating Engineer*, you will find two easily detached cards that should be filled out, stamped and mailed to the office of our General President indicating your support for S-1883, the Senate version of Labor Law Reform. Additional cards will be made available through your district offices and business agents in case you missed or misplaced your union magazine. We will also send cards to the various retiree meetings in January. So, every member should be able to obtain a card.

fill it out and invest 18 cents in support of this vital legislation. Mail your cards as soon as possible, since time is of the essence in making the voice of the rank-and-file heard.

If other members of your family, or your friends and neighbors wish to support your efforts, a simple post card from a private citizen carries great weight with their elected representatives. A personal letter is even better.

In the meantime, explain to your friends and neighbors that Labor is not seeking any special privilege, just simple justice for the working tradesman.

Because of the many abuses and delays in law enforcement under the N.L.R.B., most cases take over a year, and on appeal, up to two years. In some cases, two to four years pass before court enforcement can be obtained. So Labor is asking for a speed-up in representation elections; more effective penalties on employers who break the law; to establish machinery for quicker resolution of unfair labor practices for employers as well as workers.

Despite some compromise on union representation elections, the following formula seems fair:

- When the majority of workers in a clearly defined unit petition for an election, the NLRB must hold it within 25 days. The bill originally set a 15-day limit.

- When less than half the workers have signed authorization cards, or there are questions about the size of the bargaining unit, the election would have to be held within 50 days. The original bill set a 45-day limit.

- An issue of "extreme novelty or complexity" with regard to labor law would allow the NLRB to delay the vote for up to 75 days, unchanged from the original bill.

Key issues kept in the bill that went to the Senate included:

- Double backpay reimbursement for workers fired for union activity and directs the NLRB to seek injunctions for immediate reinstatement.

- Machinery to reimburse workers for wage increases denied them because of an

employer's willful refusal to bargain on an initial contract after a union wins representation rights.

- Allows guards to join any union that does not represent other employees at the same plant, lifting the severe restrictions in the present law on union membership by plant guards.

- Enlarges the NLRB from five to seven members, so as to enable more panels to deal with unfair labor practice cases.

Again, we need your help and support for this vital legislation. So don't delay a minute.

This issue of *Engineers News* contains a special report on the Western Conference of Operating Engineers and a recently concluded meeting in San Diego. We feel that although most of our older members are familiar with the many meetings and conventions that govern our union family, some of the younger brothers would benefit from knowing more about the process. So from time to time we will be bringing you more of these special reports.

We would like to thank all of you for the tremendous response in the recent special referendum to adopt a change in our International Constitution, which we chaired and supported. The vote in favor of adopting the amendment was 83,156; the vote opposed was 10,594. Your support is appreciated.

In case you hadn't noticed, your International magazine, *The International Operating Engineer*, has become one of, if not the best, union publications in the nation. Not only is the visual format outstanding, but the contents are timely and well written. Not only should every member make a practice of reading this fine journal from cover to cover, he should also encourage his family to enjoy *The International Operating Engineer*, since there are articles of interest for everyone of every age.

Finally, on behalf of the officers and staff, I would like to wish each of you and your family a Happy Holiday Season!

ENGINEERS NEWS

WIPA

DALE MARR
Business Manager
and EditorHAROLD HUSTON
PresidentBOB MAYFIELD
Vice-PresidentJAMES "RED" IVY
Recording-Corresponding
SecretaryHAROLD K. LEWIS
Financial SecretaryDON KINCHLOE
TreasurerKEN ERWIN
Director of Public Relations
and Managing Editor

Publication No. 176560

Advertising Rates Available
on Request

The *Engineers News* is published monthly by Local Union No. 3 of the International Union of Operating Engineers, 474 Valencia Street, San Francisco, CA 94103 (No. California, No. Nevada, Utah, Hawaii and Guam). Subscription price \$27.50 per year. Second class postage paid at San Francisco, California.

Crucial Role by Labor

No Strike Measure Fails Ballot

(Continued from Page 1)

conceded to the *Engineers News* would pass overwhelmingly if it qualified.

Secretary-Treasurer John F. Henning of the California Labor Federation commented that it was the "good sense of the people of California" that prompted them to reject the "anti-worker petition."

"The initiative had the sole purpose of denying to public employees any real voice in determining their working conditions," he said. "Its failure is a blow against the opportunists who have been attacking public employee rights in San Francisco and elsewhere during the past two years."

As Henning implied, many voters with "good sense" realized the petition was an overkill. Rather than zero in on preventing only public employee strikes—which would have received support even

from many public employees—the initiative threw in clauses pertaining to binding arbitration, union representation and agency shop that provided many unions from the private sector a good reason for opposing it.

The measure was worded so strongly against public employees that many doubted its ability to make good its claims.

Business Manager Dale Marr of Local Union No. 3, whose *Engineers News* led the early fight against the initiative said, "We read the tea leaves right early in June, and it was simply a question of research and education on the initiative and its thinly disguised attack on the entire labor movement."

Marr pointed out that the "labor press and the national union leadership were quick to recognize this old gimmick of divide and conquer at its source, and

responded to the challenge.

"Wide circulation of the excellent research by our public relations department to other labor media provided a joint impetus on the part of labor leaders and their membership that put politicians on notice and helped stem the tide that polls indicated would be a popular issue," Marr continued. There were a few employee associations that preferred to keep a low profile, he noted, but "the general feeling on the part of all of us in labor was that unless we defeated the initiative at its source, we could be in real costly trouble. And we did!"

The effects of labor's pressure was substantial, especially among state politicians, who by mid October began to examine the political realities of the initiative. One high ranking statesman told the *Engineers News* privately that he and several other incum-

AFL American Federation of Teachers AFL-CIO
11 Dupont Circle, N.W.
Washington, D. C. 20036
(202) 797-4400

November 16, 1977

Ken Erwin, Managing Editor
Engineers News
474 Valencia Street
San Francisco, CA 94103

Dear Brother Erwin:

Someone put me on your mailing list and I am most appreciative. Having looked through *Engineers News* for the first time, I find it a well-designed and most interesting publication. You have our congratulations.

Fraternally,

Larry Sibelman
Assistant to the President

it
opeiu2
afl-cio

bents and candidates had formed a coalition, devised press statements and were prepared to come out collectively against the initiative if it qualified.

However, the initiative failed, and as one pollster put it, "The

collective sigh of relief can be heard from San Diego to the Oregon border. Nobody wanted that baby to pass—Democrat or Republican."

Even Governor Brown is no (Continued on Page 14, Col. 1)

ALBERT SHANKER
President

Urgent Need for Dam Safety Program Now

"This program could be more effective in terms of honest to God, permanent employment than any kind of artificial, make work federal program. It would employ tens of thousands of construction people for so many years it would amount to full employment."—Rep. Leo Ryan, Chairman, House Subcommittee on the Environment, Energy and Natural Resources.

Tacoia, GA; Buffalo Creek; Johnstown, PA; Teton Dam. The names spark faint recollections in our minds of newspaper headlines and stories of collapsing dams and sudden flood disasters.

But to those whose homes were destroyed, whose families were lost and whose lives were thrown into calamity, these names are inseparably connected with the grief and bitterness that comes from knowing the disasters could have been avoided.

The U.S. Corps of Engineers estimates that throughout the country there are over 20,000 federal, state and privately owned dams that fit criteria for being "high hazard"—i.e. dams whose condition and location present a very real potential for disasters like the ones mentioned above.

Many of them—particularly private dams—are in need of immediate reconstruction and repair. Yet, because the situation has not been given serious consideration by Congress, the money for an adequate dam safety program has never been allocated.

In an exclusive interview with the *Engineers News* following the Tacoia, GA disaster, Congressman Leo Ryan of San Mateo said that, as of this time, the only program that has been carried out for dam safety is a "post card analysis."

"You send out a questionnaire to all the dam owners in the country and ask what kind of dam they have, how old it is, how many people are downstream, and so on," Ryan explained. "I think there are four or five volumes of computer printouts, but that's all they've got."

Ryan, who is chairman of the House panel investigating dam safety emphasized that every dam

in the country needs to be inspected on a "more or less continuous basis." Most dams are at least 40 to 50 years old and have had no maintenance work performed on them, Ryan pointed out. "We've been getting by for free for two generations," Ryan said. Now the price for this negligence is beginning to show—with disastrous results.

What would a comprehensive federal dam safety program cost? Ryan said that until more is known about the condition of the dams on the high hazard list, an accurate estimate is impossible. However, the cost of a safety inspection program alone for the nation's 50,000 dams would be at least \$370 million, according to the Corps of Engineers.

A genuine dam safety program for maintaining dam safety would require a financial expenditure "within the same range" as the federal interstate program devised under the Eisenhower administration, Ryan said.

Congress this year approved \$15 million to finance a "pilot program" to permit the Corps of Engineers to inspect privately owned dams, but the office of management and budget has not implemented the program.

Ryan charges that the amount is only "a drop in the bucket."

"What can you do with \$15 million when you have over 50,000 dams in inventory?" he asked. "Divide that up and you come up with a few thousand dollars per dam, and you can't do any kind of inspection with that amount of money."

Although California has a program for inspection of dams, most states do not. Pointing to Local 3's well known involvement in safety programs, Ryan said,

"There is a crying need for state legislatures and for organized groups such as the Operating Engineers to pressure for inspection of dams."

The implementation of a dam safety program of the magnitude described by Congressman Ryan would have very beneficial effects for operating engineers, who have suffered economically from the steady depletion of the interstate highway program.

"This program alone could be more effective in terms of honest to God, permanent employment than any kind of artificial, make work federal program," said Ryan of the dam safety program. "It would employ tens of thousands of construction people for so many years it would amount to full employment."

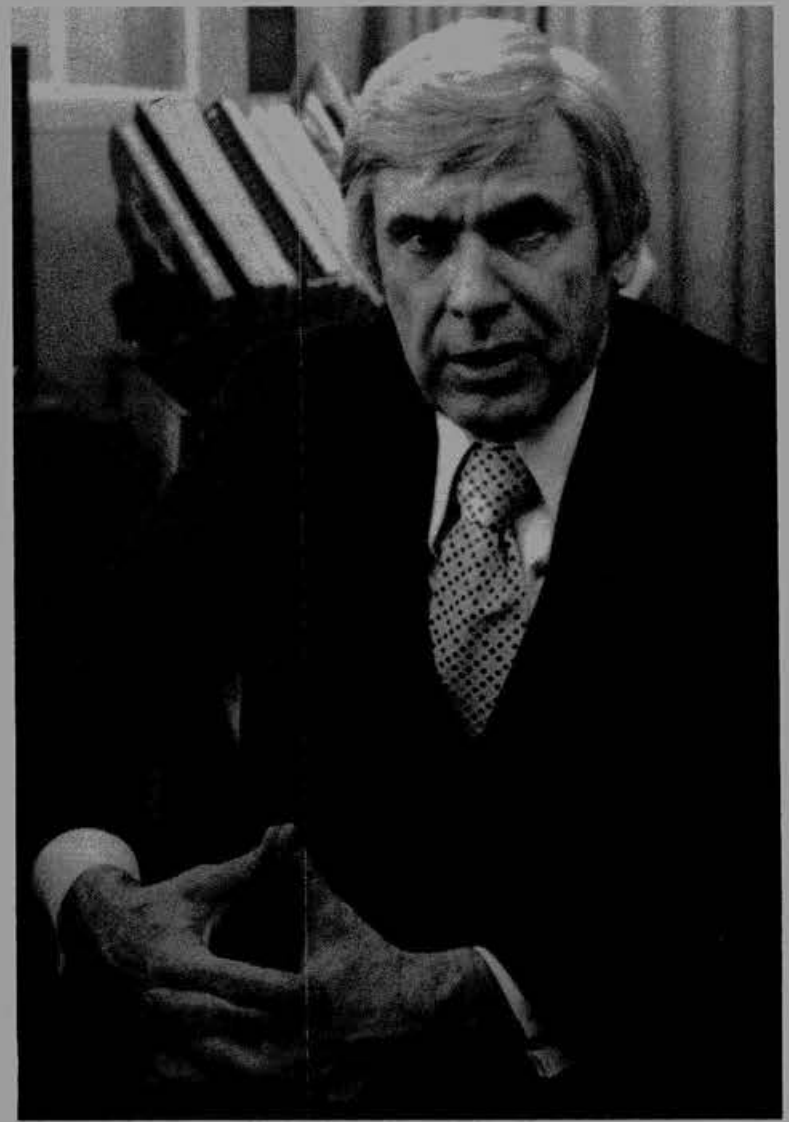
Until such a program is implemented, however, construction workers will suffer from the negative effects the dam safety issue has brought.

Environmentalists may find added leverage from the recent dam disasters in their attempts to halt vital projects, such as the Warm Springs Dam.

As chairman of the Subcommittee for Environments, Energy and Natural Resources, Ryan is in a unique position to ascertain the effects further stoppages on dam projects would have on drought afflicted California.

"One of the most important considerations this country has now and must deal with is the problem of catching as much water as possible within the continental limits of this country," Ryan said.

"The time will come around the year 2,000 when this country will use more water than actually falls on the continental United States. Anyone that says don't build any-



Congressman Leo Ryan

more dams is either being totally irresponsible or totally misunderstands the nature of the problem."

Along with environmental hang-ups, union construction workers are being increasingly victimized by nonunion contractors who are finding ways of getting projects that are federally funded, and technically fall under the provisions of the Davis-Bacon Act.

Congressman Ryan is currently working on legislation that would prevent the awarding of federally funded construction contracts where "there is an outstanding

labor dispute," until those disputes are settled. He is seeking the help of Local 3 on that legislation, which has also received the endorsement of the San Mateo County Building and Construction Trades Council.

With the recent dam disasters, dam safety will play an increasingly important and controversial role in the west, the region with the largest federal dams, the most problems with earthquake faults and the greatest need for continued water development projects.

SPECIAL NOTICE TO THE MEMBERSHIP

The following Resolution to amend Article VI of the Local Union By-Laws will be presented to the Membership for their consideration at the Semi-Annual Meeting on January 7, 1978, following the general report of the Executive Board as a special order of business.

ARTICLE VI DUES

Be it resolved that Article VI of the By-Laws of Local Union No. 3 be amended as follows:

Section 1

No Change

Section 2

Amend Section 2(4) by deleting:

"(4) Local 3D:

In October of 1966 and subsequent years there shall be an automatic increase of fifty cents (\$.50) in the monthly rate of dues in each Local 3D Bargaining Unit in which the 'total wage package' at mid-year has increased by \$1.00 per day. The hourly rate used for this comparison shall be the average of the four (4) top classifications in the Bargaining Unit, all other definitions for this purpose being the same as set forth above for the Parent Local and Sub-divisions A, B, C, E and Registered Apprentice."

and inserting in lieu thereof the following:

"(4) Local 3D and Industrial Bargaining Units:

There shall be an automatic increase of fifty cents (\$.50) in the monthly rate of dues in each Local 3D and Industrial Bargaining Unit for each one dollar

(\$1.00) per day increase in the 'total wage package,' as that term is defined in (1)(a) of this Section.

The dues increase shall be effective the first (1st) day of the second (2nd) month following the contractual effective date of the 'total wage package' increase or contract ratification, whichever is later. At the Executive Board meeting following said increase or ratification, the Local Union Executive Board may temporarily suspend all or part of the automatic dues increase. This temporary suspension shall be submitted to the Membership at the Semi-Annual Meeting the following July for adoption. If the Membership does not adopt, the total automatic increase will be effective the first (1st) day of August following the Semi-Annual Meeting."

Sections 3 through 5

No change

Section 6

Delete

"A member who has been suspended for dues delinquency shall be required to pay a reinstatement fee in accordance with the following schedule:

(a) Parent Local and Sub-divisions A, B, C, E and Registered Apprentice.

International Reinstatement Fee \$ 5.00

Local Fund Payment \$30.00

Plus an amount equal to the dues that would have been applicable to him during the period since the end of the period for which he was last in good standing

through the end of the quarter of his reinstatement.
(b) Sub-division D

International Reinstatement Fee \$ 5.00

Plus an amount equal to the dues that would have been applicable to him during the period since the end of the period for which he was last in good standing through the end of the quarter of his reinstatement."

and insert in lieu thereof the following:
"A member who has been suspended for dues delinquency shall be required to pay a reinstatement fee in accordance with the following schedule:

(a) Parent Local and Sub-divisions A, B, C, E and Registered Apprentice.

International Reinstatement Fee \$ 5.00

Local Fund Payment \$30.00

Applicable International Tax, if any

Plus an amount equal to the dues that would have been applicable to him during the period since the end of the period for which he was last in good standing through the end of the quarter of his reinstatement."

(b) Sub-division D

International Reinstatement Fee \$ 5.00

Applicable International Tax, if any

Plus an amount equal to the dues that would have been applicable to him during the period since the end of the period for which he was last in good standing through the end of the quarter of his reinstatement."

Sections 7 through 12

No change



By HAROLD HUSTON, President

A Personal Note From The President's Pen

My personal thanks to all the brother engineers, and friends who attended the Dumbarton Bridge Hearings, night after night, and gave us your 100 per cent support! By working together we got the job done. The troubled political controversy over the long awaited Dumbarton Bridge appears to be finally over.

The State Toll Bridge Authority has approved a financing plan for construction of the \$103 million project to span San Francisco Bay. Bids for the first contract on the bridge should go out soon and awarded in January.

Cal Trans project engineer, Jerry Hauke, has informed us that his department had obtained all the necessary permits, except the last one from the Corps of Engineers, which he should have by now.

The lawsuits filed by the cities of Atherton and Menlo Park took a lot of high level negotiations to get them dropped. Cal Trans was successful in this by agreeing to reduce the size of the on-ramp from the west end of the project to two lanes.

We have held pre-negotiation meetings with the brothers employed at Pacific States Steel Corporation and American Forge Company located at Union

City. The meetings were well attended, and each brother had an opportunity to express his wishes to the negotiating committee. We hope to commence negotiations real soon and know these will be tough negotiations.

Steel Mills are closing down throughout the United States with the main problem being foreign steel companies are undercutting American competitors by selling heavy structural steel in the United States at a substantial loss according to the Treasurer's Department.

United States Companies which have suffered sagging profits, plant closing, and mass lay-offs in recent months, attributed the problems in part to low-price steel imports.

Treasury officials told a news conference their investigation tentatively showed that five Japanese companies "have been marketing carbon steel plate in the United States at prices below the cost of production."

As an example of their alleged underselling, Treasury officials said it costs the Japanese \$285 a ton to make carbon steel plate, including an 8 per cent profit margin, while a department formula shows

the firms sold steel in America for about \$216 a ton.

Sixteen thousand workers in the basic steel industry have been laid off in recent weeks. As many as 100,000 steel workers may have lost their jobs over the last two years.

America's anti-dumping law says this country may restrict foreign imports from another nation that "dumps" its products into the United States. But the law is fairly vague and hard to implement.

The draining profits by the American steel industry has resulted in a failure to reinvest profits in new, modern steel plants.

I believe the American steel industry would replace and modernize its plants in return for government help in the current crisis.

FEDERAL HELP appears essential because neither the unions nor industry can directly influence what foreign nations and companies do about steel and the effects their actions have on United States jobs and profits.

WE HOPE ALL OF YOU HAD A "HAPPY THANKSGIVING HOLIDAY" AND TOOK TIME OUT TO COUNT YOUR BLESSINGS. I ALSO WANT TO WISH YOU AND YOUR FAMILIES A "MERRY CHRISTMAS" AND A "HAPPY NEW YEAR."

Redding Work, Weather Holding Up Well

District Representative Ken Green reports the weather in Northern California has held up rather well so far this work season. North Valley Construction has been working on their parking area in Anderson. The major part of the Anderson shopping center has been non-union. Fortunately most of the site preparation and parking has been signatory contractors.

The water level is at about 3 feet. Therefore, the sub-base has a tendency to pump. North Valley's portion of the work is cost plus up to the sub-base — then they are responsible for the base not to pump, Green said.

Lema Construction Company has sold its Canyon Road job near Happy Valley. Chuck Lema had a good job for several brothers but for just a short time. The Happy Valley road originally built was an up and down curvie piece of pavement linking Olinda to Redding and Anderson. Slowly through the years the old alignment has given way to a straighter and wider stretch of new pavement.

Easley Construction has completed its Clear Creek slide out project. The stretch of pavement above Clear Creek bridge about six miles west of Old 99 has through the years been sliding away from the cut. Easley set in with his SS-24's and made the first cut and had to pioneer back up to get the slide as it started to give away again. Brother George Coleman and Paul Schellpfeffer were operating the SS-24's and George Erdahl was the operator on one of the pioneer dozers.

Cal-Ore Construction is working on their sewer project north of Anderson. Most projects where water and sewers are placed in the same general location the contracting authority will allow them to be laid at the same time. Not so for Cal-Ore. After opening up the first ditch and back filling, Cal-Ore will have to back up and dig along side of the old

cut and place the new lane in the fresh cut.

Senator Allen Cranston was in town the first week of November and had a meeting with labor. We asked him many questions concerning highway construction in the Six Northern Counties and never received a positive answer to any of our questions. We asked him about water release from Shasta Dam and better water management and he made a joke and said that is a real problem — but gave no real solutions.

Business Representative Bob

Havenhill reports that O'Hair Construction is nearly paved out on its Tionesta job (Timber Access Road) up near Medicine Lake — elevation 5,000 feet. This was a pretty good job consisting of the construction and paving of thirteen miles of two lane road.

J. F. Shea Company has completed the grading work on its Hiway 139 job in Modoc County and turned it over to O'Hair for paving. Shea also is the apparent low-bidder on the Hiway 3 job (\$1.3 million) near Yreka and may be able to get some things

going up there before the snow shuts them off.

C. L. Fogle Construction should finish his small job in Mt. Shasta but will have to come back to Happy Camp next Spring to finish the sewer job there — and in addition will be starting the City of Weed sewer collection system also.

Kirkwood-Bly is putting the finishing touches to the Shasta River Bridge job near Yreka. This job is similar to the I-5 Pit River Bridge job coming up that requires the complete removal of

the old deck, reinforcing the bridge super structure and installation of a new deck.

J. F. Shea Company also has been working on a couple of bridges on the same road (old Hiway 99 north) and should also be winding up shortly. When Shea and Kirkwood-Bly finish up, the old road will be re-opened to traffic headed down the Klamath River and will eliminate the necessity for heavily loaded log trucks to pull the Collier Grade on Hiway 1-5, Havenhill said.

(Continued on Page 23, Col. 4)

GRIEVANCE COMMITTEE ELECTIONS

Recording-Corresponding Secretary James R. Ivy has announced that in accordance with Local 3 By-Laws, Article X, Section 10, the election of Grievance Committeemen shall take place at the first regular quarterly district or sub-district meeting of 1978. The schedule of such meetings at which the Grievance Committee members will be elected is as follows:

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

9—SAN JOSE March 16th Labor Temple, 2102 Almaden Rd., San Jose
8:00 p.m.

ARTICLE X GRIEVANCE COMMITTEES

Section 1

District and Sub-district Grievance Committee.

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

Section 4

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

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

Section 10

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



By BOB MAYFIELD
Vice-President

Rigging Lines

In many respects, it seems as though this year has really only just started. However, a closer check of the calendar tells me that in reality only 30 days are left (with Christmas and New Year's both left) and that December will be short lived and gone all too soon.

In looking back over the entire year, I can honestly say that it has been the busiest for me since taking office. Most other Officers and many Business Representatives certainly can be classified the same, as their activities have been hectic. Contracts throughout the local union have been negotiated and ratified, covering most all of the categories this local union represents and in numbers of over 25,000 people working under such contracts.

This would cover construction contracts for Northern California and Northern Nevada, as well as Dredge, Surveying, Crane Owners, Pile Driving, Sand & Gravel, Equipment Dealers, Shops, mining interests of all types, and those properties which this local union has been successful in organizing.

With only a couple of notable exceptions, these renewals of the contracts have been accomplished in an honorable manner without having to resort to a strike, which should be a reality only as a last resort. These contracts and wages and fringe benefit increases in these kinds of numbers with such few strikes, I'm certain, is a record that can't be matched by any other labor organization today, and I'm proud of this record.

For the most part, all major agreements are completed for this year. It will be in the early spring before several mining and other miscellaneous agreements are opened and I, for one, am welcoming this break. The entire construction agreement for the State of Utah will expire next July and will be the biggest agreement opening with which I will be involved next year. At the present time, all oil, gas and geothermal drilling contracts have been opened for a Health & Welfare increase only. This is routine and expected by the owners, with a majority of them already signing the Memorandum covering the increase needed to maintain what we have learned to lean on heavily for all of our health and dental care for ourselves and our families.

This month, in the State of Utah, we filed with the National Labor Relations Board for an election covering the workers at a mine near Salina, Utah. The name of this mine is the Western States Coal Mine and its principal product as far as I know is coal. This situation is very interesting as this mine is owned (as far as I can find out) as a wholly owned subsidiary of one of the companies with whom we have done a lot of business over these past few years in construction.

I'm speaking of the S. J. Groves Construction Company, whom we all have known as a very large union contractor who has had many large jobs these past three years in California, Nevada and Utah. Can you believe this very large union contractor by its designated attorneys refused to recognize an authorization card check by an impartial third party and is forcing us, the union, to go through a long and sticky process of forcing the full election procedure, when a card count would do the same thing, only quicker, more accurately and with less hurt feelings. It makes one really wonder if given a chance how quickly any of the so-called fair employers might work non-union or open shop under some other name or entity.

Coal could be a long range answer to many of this country's energy problems. As yet, this local union has many mines organized but none in the coal industry. The people who are supposed to know say that half the world's coal supply lies within the borders of the United States. Also, they say 17 percent of all of this lies within the borders of the State of Utah. In effect, by rough measure this would mean one-tenth of the world's coal lies in that state. As this illustration points out, it is extremely important that we get involved in this type of organizing in a big way as soon as possible. The United Mine Workers, throughout this country's history of labor's beginnings, had many historic moments born under the leadership of the great John L. Lewis in our coal mines.

Sadly enough, the problems of that union have continued almost from the day this man left, and today the fate of these workers seems more uncertain than ever. Only something over 50 percent of this industry nationwide is organized under the Mine Workers.

This type of industry appears to be a natural to the Operating Engineers, as heavy equipment operators is our strong suit. Daily, this important industry has less and less hand work, and daily this work is being done with new and heavy construction type equipment. Only time will tell how successful this local union is in this important endeavor.

In closing, I would only say this year has been a better one overall than for some time. We know this because of the large increase of total pension hours paid in on members this year. I hope this has affected each family on the positive side, in order that you and your families will have plentiful and joyous holidays.

Many Small Jobs

East Bay Work 'Still Booming'

Business Rep. Chuck Ivie reports that the work picture in Eastern Contra Costa County is still the same: "booming to beat hell and praying for rain at the same time."

"I couldn't begin to count the jobs in the area there's so many," said Ivie. Most of them are small jobs with three to five operators on them, but these are the jobs that keep everybody busy. The Kiewit job at the Antioch Bridge at peak had only about 18 operators on the job with a price tag of over \$33 million. The small jobs costing \$24,000 and up will often have a higher ratio of operators on the job, said Ivie.

"In the September, 1977 Engineers Newspaper I did a write up on the Madonna job on Highway 4 in Concord," Ivie mentioned. "In writing the article I missed one man. This man was one of the first on the job and is still there. The bad part about this story is that his wife didn't see his name in the paper and was a little disappointed. Well Mrs. Fitzsimmons, I don't blame you and I apologize. Lewis 'Lew' Fitzsimmons has been a member for over 29 years and a good union member at that. Lew runs the service truck for Madonna."

A hopeful job in the future is P.G.&E.'s power plant they propose to build next to their present facility at Pittsburg. The new plan will be a combined cycle plant using combustion and steam turbines. The job's price tag will be several hundred million dollars, requiring four years to build with manpower of approximately 600 jobs during peak of construction and 50 permanent jobs after completion. The only bad part about this job is that P.G.&E. figures

it will take 36 months of public hearings to get this job off the blackboard and into production.

Central Contra Costa

Central Contra Costa County continues to hold its own, providing many housing starts, reports Dewitt Markham. There are four or five tracts in the Danville area which the contractors are bidding on that should be good for the members.

Joe Foster has started his other unit at Twin Creeks. This should keep this crew working most of the winter. Independent Construction is still finishing seven or eight jobs up and down the valley, and we understand they have picked up a few more.

Gallagher & Burk has done an excellent job in Rossmore. They're just now reaching the finish stage. "It's been a tough one to make, but the hands have done real well here," Markham commented.

Rigisch, Pestana, M.W., M.J.B., J.W., Silva Bros., and Duran Jones are all busy ripping up the grades and dropping pipe up and down the valley. As usual, the spreads look like battlefields when these boys pull out, but then that's good for the finish crews, Markham said.

Wimpy Jones is just about finished with the tank site at Blackhawk. Joe Foster has paved out and the sticks are going up here, so the new unit should be going soon.

Rental Cranes

Business Rep. Bill Dorresteyn reports that most of the crane rental companies are busy as of this writing and look very good

for this year. They have been working a lot of overtime hours and a lot of small jobs as fill in hours.

Valley is doing good and Husky Crane Company is doing work all over the place. This company was started by Billy Johns with a small hydro and is expanding very fast as he has been doing work most everywhere. He is at the Port of Sacramento and also doing some pipe fabing on a sewer outfall line in Stockton.

Sheedy Crane is very busy and they have rigs up north and down south. They had some work for Hewlett Packard and a lot of small picks up and down the waterfront. Their 150 American is a real horse.

Bigge has had two 140's loading ships and also a shutdown at Union and Pacific Oil Companies. They've had a lot of ins and outs. They also had a couple of small accidents this week. "Not too serious but expensive," Dorresteyn said. They damaged their 60 P&H and bent the boom on one of the 75 hydros. It seems as though they put the hydro pulling piling.

Bay Cities is in Mare Island and was in Exxon also. They may rent one of Jones' rigs also for the Mare Island job.

Winton had some cranes at Pacific and is doing good. Tom Byars cracked one of his ribs playing with his grandson... tough grandson.

San Jose Crane & Rigging is a bit slow. Charlie Chigara is back in Florida at the Cape disassembling the Apollo Launch Towers. He has a pretty big chore as it is a lot of system with approximately 6,000 tons of steel in the tower. He is leasing a rig there.

Job Stewards Activated

Week Ending November 10, 1977		
Dist.	Name	Agent
20	Steve Baginsky	R. Butler
20	Duke Brockshire	C. Ivie
20	Edward Burns	H. Munroe
20	Joe Campbell	R. Butler
20	Mark Geiser	R. Butler
20	Randy Harrell	R. Butler
20	Charles Murphy	G. Anderson
20	William Rodriguez	G. Anderson
20	Frank Stipanich	G. Anderson
20	Cliff Wilkins	H. Munroe
30	David Gantz	S. Winnett
30	Marvin Litzinger	S. Winnett
30	Anthony Rose	J. Victor
31	Jim Bennett	J. Victor
31	Gordon Thomas	J. Victor
50	Mervin D. Thomas	H. Smith
50	Marion Whitson	B. Merriott
50	Sam Williams	B. Merriott
80	Frank L. White	J. Brown
11	Reno Rizzo	D. Young
11	Tina Ann Timbrel	M. Yarbro
12	Dee Beal	R. Daugherty
12	Ernie Lisonbee	V. Abbott

Job Stewards Inactivated

Week Ending November 10, 1977		
Dist.	Name	Agent
20	Charles F. Bay	H. Munroe
20	Edward Bayne	H. Munroe
20	Atha Beam	H. Munroe
20	Gordon Bedford	R. Butler
20	Donald Bennett	J. Johnston
20	Edward H. Brooks	J. Johnston
20	T. J. Browning	J. Johnston
20	Hal Burlison	H. Munroe
20	Art Cole	J. Johnston
20	Charles Collett	H. Munroe
20	Ronald Crabbs	B. Barks
20	David Culp	R. Butler
20	Mike Derryberry	R. Butler
20	Gary Downer	R. Butler
20	Jan Geerlings	R. Butler
20	Billy Graham	J. Johnston
20	Les Gunn	H. Munroe
20	Ed Hayes	R. Butler
20	Jack Hayes	R. Butler
20	Robert Hayes	R. Butler
20	Ben Hutcheson	J. Johnston
20	Carl Johnson	C. Ivie
20	Richard Jones	R. Butler
20	Norman Kirby	B. Barks
20	John Lait	H. Munroe
20	Larry Nobors	R. Butler
20	Larry Nusz	H. Munroe
20	James Pak	H. Dorresteyn
20	Don L. Patters	H. Munroe
20	Lloyd R. Peterman	R. Butler
20	Kennedy Price	B. Barks
20	Richard Reynolds	H. Munroe
20	Eugene Roberts	H. Munroe
20	Robert Rump	B. Barks
20	Mel Sackett	B. Barks
20	Donald J. Scribner	R. Butler
20	Cecil Sharpe	R. Butler
20	Richard Ulebarri	B. Barks
20	Medford Wood	B. Barks
30	Walter McCleskey	J. Victor
50	Roscoe Pierce	H. Smith
80	Chester Petrochi	B. Marshall

35 YEARS

Yesterday the Executive Board granted Honorary Memberships to the members listed below. Please take the necessary action.

Name	Reg. No.	Initiated by	Local No.
Bon E. Acre	394150	11/42	3
Alaric Alves	372963	8/42	3
Frank H. Beck	394179	11/42	3
Harold W. Bockman	386647	10/42	3A
George Chaves	324355	10/41	12A
(transferred 6/42 to 3A)			
Thomas A. Dennis	347186	3/42	3B
Frank L. Dillard	386710	10/42	3A
Alfred Dodini	360576	6/24	3
Lee Drummond	385978	10/24	3
Ralph C. Garcia	395014	11/42	3A
Antonio Evola	382026	9/42	3A
Stanley Gilbert	351402	4/42	3A
Earl O. Hagle	307911	6/41	3
D. O. Hawkins	395051	11/42	3A
Walter Jackson	217848	9/34	45
Hubert Jessee	295796	12/40	12
(transferred 6/41 to 3)			
Clifford Jones	386056	10/42	3
Lawrence E. Kinkad	325352	9/41	423
(transferred 11/42 to 3)			
Mike Krawesky	347014	3/42	3
Herschel Maddox	382180	9/42	3A
Charles A. Marines	394389	11/42	3
Mike McCord	395596	11/42	3B
Alvin M. Quaini	342588	2/42	3
Charles A. Russell	395391	11/42	3A
John Sausedo	395396	11/42	3A

Paul Shelton	382274	9/42	3A
Virgil Small	394612	11/42	3
Archie M. Smith	394613	11/42	3
Darrell F. Wilson	289245	8/40	3A
Melvin F. Wissler	342619	2/42	3

More Work, Battles and Victories Mark the Year '77

... political involvement not only pays off, but is a necessity of survival for construction unions.

Considering the lean table operating engineers have unwillingly become accustomed to eating from throughout this decade, 1977 may very likely be considered a "near feast" over previous years. As the works statistics flow in, it is becoming apparent that in most districts, the members were able to find more steady work this year than they have in several years.

Unusually dry weather and a slightly improving economy have played their part, but the political involvement of Local 3, as an individual union and through collective efforts has contributed greatly in making 1977 a better than average year. Indeed, this year provides a classic study of Local 3's involvement in promoting work for its members. From mega-million dollar state and national projects to community developments, from large battles affecting thousands of members to skirmishes for a handful of jobs here and there, Local 3 has been in the ring. More often than not we have won.



"I would have to say that our union is a watchdog more than anything else," Business Manager Dale Marr said. "Because of our size and strength, we are able to do a better job in providing work for the members than most unions. At the same time the kind of work required for our members demands every ounce of might we can muster."

"Even small projects by our standards that call for only a half dozen members rarely dip below the half million dollar mark," Marr explained. "The money for these projects almost always comes from the tax dollar—a dollar that is in great demand from hundreds of competing groups. It takes a constant effort from our business agents and staff to keep an eye on where this money is going."

The Vigilance Pays Off

Right now operating engineers are working on a \$1 billion waste water treatment project that would probably not be there, had Local 3 not been in the forefront with the money and the manpower to educate civic leaders and the public.

Even after construction work began, government agencies threatened to bring it to a halt a number of times in order to carry out archaeological research. Once again our union was in the front lines, calling for an end to nonsense and a return to common sense and jobs.

In Monterey County, flood control work in the region devastated by the giant Marble Cone fire is being contracted out by the Soils and Conservation Service at Davis-Bacon wages because Local 3 kept its eyes open.

In Eureka, we have been called in to help save a multi-million dollar waste treatment project that is currently being threatened by environmentalists.

The \$100 million Dumbarton Bridge is finally going out to bid after countless public hearings and years of struggle.

Over 100 operators are moving 5 million yards of dirt on the last reaches of the Tehama-Colusa Canal, a \$45 million project that Local 3 and many other groups fought long and hard for.

The last link of I-5 between Stockton and Sacramento is now under construction—a testimony to those working on this job that political involvement not only pays off, but is a necessity for survival among construction unions.

These projects give only a partial view of Local 3's activity this year. Vigilance over today's work is only half the job. The jobs members have today are in large part the result of yesterday's foresight. This year is also filled with examples of making realities out of tomorrow's possibilities.

Dow Chemical—A Sour Ending

The year started out on a bad note in January when the long sought Dow Chemical plant for Solano County went down in defeat. Years of public hearings, permits and red tape proved to be too great a burden. In announcing the company's decision to pull out of the struggle to get the project on line, general manager Ray Brubaker of Dow's western division said "the permit process for new facilities has proven to be so involved and expensive that for the time being at least, it is impractical to continue with this project."

However, it was the uproar that Local 3, COLAB and other labor and business groups raised over the loss of the Dow project that became the key to Governor Brown's recent turnaround this year towards a more positive cooperation with business and labor. He now realizes he needs both to get elected next year.

As March approached, it became apparent that the drought would stretch into two years. Agricultural and some industrial interests were affected by the strict limitations placed on the consumption of water. Rationing affected construction jobs in Sonoma County and the Monterey Peninsula, as contractors began having a difficult time in obtaining water.

However, the main effect of the drought was a prolonging of the work season on through the winter with hardly a break. Many highway jobs pressed on ahead of schedule. The Antioch Bridge on Highway 4, due to the dry weather is now a full year ahead of schedule.

March also saw the successful end to a battle that began in 1976—state apprenticeship. A program initiated by the state Department of Industrial Relations that would have enabled workers in the California State Employees Association and the Service Employees International Union to train in the building trades crafts was significantly altered in March, due to pressure from Local 3 and the Building and Construction Trades Council.

"This was a significant victory for us," Marr recalled, "because it prevented the opening of a door that would have produced a massive influx of apprentices into the construction industry, most of which would probably have ended up in the open shop market."

Local 3 Heads Force Account Fight

Local 3 completed the apprenticeship battle only to embark headlong into a much larger one on the issue of force account work.

In January, labor union and construction industry groups throughout the state converged in Sacramento for the first meeting



of the Construction Industry Force Account Council, a group dedicated to eliminate the wasteful tax dollar expenditure of construction work performed by city and county agencies.

In March, Business Manager Dale Marr was elected to head this statewide group. Also at this time, the council sponsored legislation designed to put unemployed construction craftsmen from the unions back to work, by eliminating most of the force account work, and requiring that it be put out to competitive bid.

Throughout the year, Local 3 has investigated force account work abuses, uncovering information proving that several counties have crews and equipment yards more extensive than many of the large construction companies in the state.

In October, Marr blasted Monterey County for force account abuses, particularly in the flood control work following the Marble Cone fire.

"There is a lot more to be done in this area," Marr commented. "Not only do we have to keep an eye out for the cities and counties that try to slip construction projects onto their own personnel, we have to keep a firm rein on private contractors who are just as interested in getting force account work, but who want to keep it open shop."

Open Shop—A Growing Threat

"If there is anything we have to be concerned with at this time," continued Marr, "it is the rapid spread of open shop in this state."

With the rise of construction work in the state this year, has come an increase in open shop contractors. Reports have filtered in more and more frequently from the districts of nonunion contractors getting contracts for jobs, nearly always at wage rates considerably below those in force by collective bargaining agreements.

Closely associated with the rise of the open shop movement is the campaign by the Committee for Citizens' Rights to put a right-to-work law on the books against public employees. Local 3 has been in the

(Continued on Page 8, Col. 1)



Best Work in Years

Districts Report Employment Up in '77

District Representatives in many districts throughout Local 3 have reported that this year has surpassed the activity of the past several years.

Al McNamara from Stockton says this year "has been the best work year in the Stockton-Modesto area in the past 10 years." Projects like the \$120 million New Melones Dam, the \$40 million power house, \$16 million treatment plant in Stockton and a lot of road work and private jobs have kept most of the brothers busy in the area, McNamara said.

Other projects currently underway in Stockton are the Main Water Quality Control Plant, \$7.5 million; North-South Interception Sewer Line, \$5 million; Interstate 5 San Joaquin Co., \$16.5 million; Interstate

5, Hammer Lane to Highway 5, \$6.6 million; Camp Nine Road Relocation and Budge \$2.5 million; Fred J. Early Co., Turlock Water Treatment Plant, \$11 million; El Camino Const., Ceres Water Treatment Plant, \$4 million; S. J. Groves' Parrott Ferry road relocation and bridge at \$10 million; Bertelsen Const., Tuolumne Co. Water District at \$1 million.

"There has been a lot of underground work going on in the small towns in the foothills east of Stockton as their water supply has run out," McNamara added. "The subdivision work in the cities in the valley, both grading and underground has been great this year as all the contractors have been getting their share of the work."

The San Mateo office marked a 25 per cent increase in the number men it dispatched through October this year as compared to the same period in 1976. A list of major projects currently underway in the area includes everything from a major garage expansion at the SFO airport to a linear accelerator at Stanford, totaling approximately \$120 million.

Alex Cellini from Marysville reports that the out of work list is down from 200 in October 1976 to 143 in October 1977. He also noted that more members are employed in permanent jobs than in previous years.

"We have been fortunate in having the Canal Job, which has kept quite a few of the Operators busy. This job is still in progress at the present time."

Sacramento marked nearly a 100 per cent increase in total dispatches through October of this year as compared to 1976. Some of the major construction projects in the area include a \$6.1 million pipeline job by Granite Construction, a \$4.1 sewer line job by Teichert Construction, a \$4 million aggregate plant for Lone Star by Bradley-Olsen, J. V., the \$10.3 million Madonna I-5 job and the \$147 million Sacramento Regional Wastewater Treatment Plant.



Throughout the year, Engineers News has published photographs capturing many events and issues that Local 3 has been involved in. On these two pages and continuing on page 8 is a brief portfolio of these pictures. Beginning clockwise from the top is a trio of scrapers coming down a steep embankment on the Parrot's Ferry Bridge job. Next is a crane lift at the Antioch Bridge, demonstrating the skill required of operating engineers to get the job done.

Directly above is a panel of public officials at a hearing following Dow Chemical's announcement that it had scrapped its plans for a major petro chemical plant in Solano County. To the right is the daughter of one of the loggers who came down in a massive convoy last spring to San Francisco to protest the expansion of the Redwoods National Park.

Next is the California State Capitol Building undergoing its \$43 million restoration. Closely associated with the capitol is Governor Brown, whose activity or inactivity in many issues concerning Local 3 has been noticeable, if not always helpful. The dry lake bottom is the Nicasio Reservoir in Marin County, one of the areas hardest hit by the long drought in California.

The trench pictured at the extreme low left is the Alyeskan oil pipeline, which may eventually affect many construction workers in California as exports generated by its production may require oil terminals in California. Last is the San Francisco Sewer project, which after long debates and a controversial beginning is finally a reality for the many Local 3 members working on it.

The Year Captured In Pictures



1977 A Year of Improvement for Local 3

(Continued from Page 6)

forefront of this fight, in the belief that such a law levied against public employees will open the door to a full fledged right-to-work law against all unions.

Another vital area of involvement for Local 3 this year was our close cooperation and planning with public utilities, congressmen and international union leaders towards the construction of a natural gas pipeline from the North Slope through Canada to the United States.

"This project has been a large undertaking," Marr said, "larger than even most international unions are equipped to handle. We are now very optimistic from President Carter's recent announcement, that our members can look forward to working on a western leg of this pipeline that will traverse California."

The pipeline will provide \$10 billion in construction work, stretching 4,800 miles from the Arctic to southern Canada and branching to the east, as well as west to a point in central California.

"Negotiations on this system involved the highest levels of Canadian and American Governments," Marr continued. "It has major foreign policy implications. It is the largest cooperative effort in energy attempted to date by our nation. It involves the President, the Canadian Prime Minister, the Cabinet, Governors of the 13 western states and a large number of state and national legislators. Should we succeed, it will be an achievement unequalled in closing the gap between the working people and environmental interests."

Heavy Year for Negotiations

1977 was a heavy year for contract negotiations. Local 3's negotiated Master Construction Agreement provided for an eight percent increase in wages and fringes, with a continuation of the provision for a "hard dollar" cost-of-living increase each year during the life of the three-year contract.

The Master Agreement for Nevada, together with the California agreement were the best negotiated contracts this year among the building and construction trade unions.

The activity in contract negotiations was extremely high in other areas as well. Contracts with equipment dealers, dredging

contractors, and mining contracts with Kennecott and Anaconda in Utah, as well as a myriad of contracts with independent dealers kept the officers and district representatives of Local 3 busy throughout the year.

In other areas, Local 3 has made significant strides in revising its apprenticeship program to conform to its current needs. A new 400-hour program, the result of many months of research and negotiations has now been implemented at the Rancho Murieta Training Center. It replaces in large part the traditional four-year program, and provides better training and testing than the old program.

Closely linked with job training is safety training. Safety has been a vital area of involvement for Local 3 over the years. This year, the union has continued to upgrade and emphasize many of the programs initiated by Business Manager Dale Marr during the years he worked as Director of Safety.

Despite the emphasis on safety, our safety representatives report that there are still too many injuries and deaths resulting from negligence on the part of the employer and the workers. Marr emphasized that the union's carefully designed safety programs are only as good as the members' own awareness and dedication in adhering to them.

Challenges Ahead

What does Local 3 have to look forward to in 1978?

"We will continue to place our greatest efforts in getting construction projects on line," said Dale Marr. "Wastewater treatment, water development and energy related projects will pay an ever increasing role in the kind of work our members will be involved in."

Marr added that an increase in work in these areas would partially offset the winding down of the interstate program. He emphasized that Local 3 will continue to play a vital role in getting missing links to the highway system on line.

"We are however, now in the stage where more and more of our highway work will be in the area of maintenance and rehabilitation," Marr explained. "That is why we are so concerned about placing legislation that will require more of this

kind of work to go out to competitive bid, rather than being done by force account work."

"We will always be in the ring fighting for specific projects," Marr emphasized. "We're used to fighting for everything we get, and we've gotten pretty good at it."

But there are other, harder to define battlefronts that Local 3 will be forced to confront.

The incessant rise of open shop construction work poses a constant threat to the strength and unity of the union. It eats away at the amount of work normally available for union members.

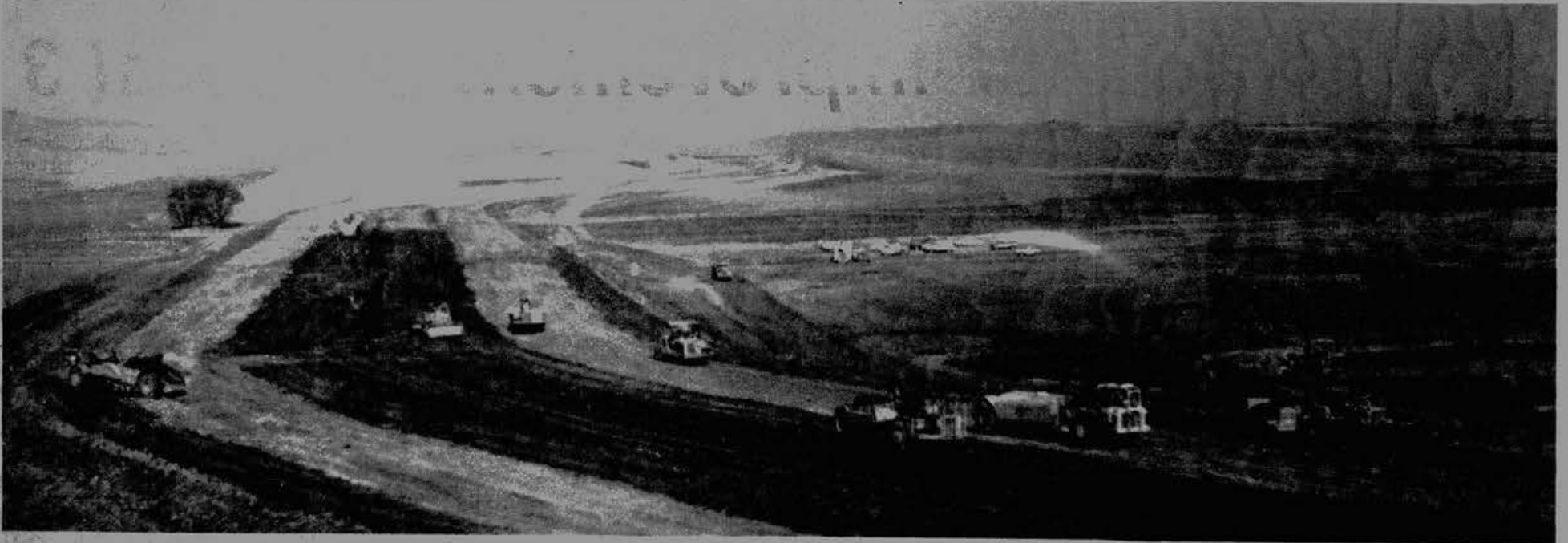
A solution to this problem, Marr said, will require dedication on the part of every member to let their business agents know of nonunion activity.

"We need the continuing loyalty of our membership," Marr added. "By paying dues regularly, attending public hearings when asked and supporting the principles of trade unionism, the union leadership can continue to provide work, wages and fringe benefits the members could never obtain individually. That's the only way it has ever worked. That's the only way it will ever work."



Pictured at the top is Business Manager Dale Marr presenting AFL-CIO President George Meany a desk weight made from a piece of the suspension cable of the Golden Gate Bridge, which is celebrating its 40th anniversary this year. Dale Marr is also pictured (middle right) addressing retirees at the annual picnic in Rancho Mu-

rieta. Directly above is the top level of a quarry in Marin County photographed in the middle of an explosion, which was calculated to release waste material. To the left is a demonstrator for the public employee right-to-work initiative, which failed to qualify, according to a recent announcement by the Committee for Citizens Rights.



FROM THIS VIEW the project could pass for a stretch of interstate highway, but actually it's part of the 13-mile long Reach 6 of the Tehama-Colusa Canal now under construction in the Marysville District. Contracted to Ball, Ball and Brosamer, the job is employing over 100 members from

Local 3. It calls for moving 5 million yards of dirt, with several siphons and other structures at a cost of \$21 million. The next reach of the canal for \$13 million is due to be awarded soon.



WORKERS SET a concrete form (above) onto the largest siphon on Reach 6 of the canal.

Tehama-Colusa Canal Good Job for Members

Dist. Representative Alex Cellini reports that Ball, Ball and Brosamer is moving along well on the Tehama-Colusa Canal job—they have approximately 100 operators working on this job. Baldwin Contracting is winding up a subdivision job in Co.usa.

They are also working on a subdivision job in Yuba City. Jaeger Construction is finishing up their street work in Yuba City. The Sand and Gravel Plants have been up and down.

Business Rep. Dan Mostats reports that things on the East Side are still moving at a moderate pace. Butte Creek Rock in Chester still has a few days left on the overlay job on Highway 36. They have had a few problems with their hot plant in Chester, but should have them all worked out by the end of this project. Things are moving along quite well with Cal-Ore Construction in Quincy on the Airport job. They had a few problems in the beginning, however, it did not slow down the completion of the job.

At the present time, J. P. Pope has still got a few members employed on the Franchman's Lake Job. This job is running longer than expected due to the Division of Forestry making a lot of changes.

According to the Department of Water Resources office in Sacramento, the Miners Ranch Tunnel Project bids have been postponed until the first part of November 1977. The Oroville area still has a small amount of work going on. Robinson Construction has just started a road job at Baggett Road and should be working on that for approximately two months. They still have members working on the Kelley Ridge project and, possibly, will be there next spring with more work, Mostats said.

Robinson has done a fine job in keeping a few members employed at their rock pit in Oroville. Teichert Construction has had a pretty good year at Hallwood keeping about half-a-dozen members employed this season. They will be finishing up with this job in the next few weeks and will hope to be back next spring.

Claude C. Woods Construction is back at Parks Bar Pit on Highway 20 doing some repair work on the crusher and screening plant. They are planning to start the crusher up and make about ten thousand tons more of rip rap to use on two emergency protection sites on the Sacramento River that have been awarded.



SUPPORTS FOR A BRIDGE are being constructed on the north end of the job.



Jim Hilton



Job Steward Dutch Genise and Grievance Committee Member Jim Melton.



SOME OF THE MANY MEMBERS working on the Tehama-Colusa job are (back row, left to right) B. Word, C. Blackburn, G. Santanicola, B. Voris, A. Huntoon, D. Johnson, B. Fortney, L. Cook, A. Hensen, A. Rippey, R. Triplet, A. Willard, B. Tynes, E. Gardner, L. Finley and Business Rep.

George Halsted; (Front row) District Rep. Alex Cellini, R. Owens, J. Bagley, F. Shephard, G. Thiessey, B. Lee, J. Melton, A. Boehn, Dutch Genise, R. Lizarraga and L. Rodriguez.



Twelve Percent Solution

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



DALE HANAN
General Manager

No matter where you live, your Credit Union is as close as your telephone and ready to serve.

Once you've completed the necessary papers, you can withdraw shares and apply for a loan by telephone. All you need on file at the Credit Union is the membership card (to withdraw shares) and the Phone-A-Loan application (to apply for a loan by telephone). Both are available from the Credit Union or your District Office.

Most loan requests are processed in one day. If your request is approved, your check will normally be in the mail the same day.

You can even leave a withdrawal or loan request after business hours by using The All Night Ear, our 24-hour message recording service. Your request will receive immediate attention the next business day.

Vacation Pay

The next semi-annual transfer of Vacation Pay from the Trust Fund to the Credit Union will occur on November 30. Earnings your employer(s) contributed to the Trust Fund for hours you worked from March 1 through August 31, 1977 will be transferred on that date. Funds will be available for withdrawal on November 30.

Your Vacation Pay offers you a beneficial and automatic way to save. Your earnings go from your employer to the Trust Fund and then to the Credit Union where they have the opportunity to earn high dividends. The Credit Union has paid 6.5 per cent per annum return on members' savings since 1974.

Having your Vacation Pay earnings transferred to the Credit Union monthly gives you the opportunity to increase your dividend earnings and have quicker access to your Vacation Pay funds. To authorize monthly transfer, just complete two green Vacation Pay cards (available from the Credit Union or your District Office) and return them to the Credit Union.

Holiday Borrowing

If you want to avoid using your 18 per cent ANNUAL PERCENTAGE RATE charge cards during your Christmas shopping, call the Credit Union for a 12 per cent ANNUAL PERCENTAGE RATE cash advance on your Phone-A-Loan account.

To open a Phone-A-Loan account, just complete an Open-End Account application (available at the Credit Union or your District Office) and return it to the Credit Union.

If you have questions on borrowing or saving, feel free to contact the Credit Union.

Local 3 Disney Cards

(After last month's article in the "Engineers News" about Local 3's Magic Kingdom Club Chapter, we received such a large number of requests for membership cards—that it calls for printing this article again. Ed. Note)

By MARY KELLY

MKC Chapter Secretary

This year marks the 20th anniversary of the Walt Disney Magic Kingdom Club. In 1957 the Club was established at Disneyland in California. Initially designed to offer special ticket values to employees of industrial and military organizations in Southern California, the Magic Kingdom Club has expanded to over 13,000 chapters in the United States, Canada and Mexico, with approximately six million individual members. It now offers ticket values not available to the general public, for Disneyland and Walt Disney World in Florida, and a virtual cornucopia of travel benefits to members of the Magic Kingdom Club.

Since Local 3 established a chapter of the Club some years ago, thousands of Local 3 members have signed up as Magic Kingdom Club members and have reported happy times had at Disneyland and Walt Disney World. Local 3 members from Hawaii, Nevada and Utah, as well as California, travel to Disneyland as members of the Club, and say the membership card is a very good deal. The card is furnished by the Club free of charge on request of individuals to the Chapter Director, and one card made in the name of a Local 3 member covers his entire family.

Local 3's Chapter Director is Ken Erwin. Call him, at 415/431-1568, or write to him at 474 Valencia Street, San Francisco, CA 94103, to ask for your Ma-

gic Kingdom Club membership card. It will be mailed, free of charge, and can be used by you and your family for a year to two years. The expiration date is printed on the card. After it expires, simply ask for another. With the card, you will receive a Magic Kingdom Club Membership Guide, telling about Club benefits.

The Club's Travel Center will, if you ask them, help you to plan your Southern California and Florida vacations, and tell you about other travel plans they arrange for members. Club members receive discounts at Howard Johnson's motels and restaurants around the country, and at the Disneyland Hotel, they receive discounts for golf and tennis facilities, for car rentals, plus the special ticket values. Keep your MKC card handy when you travel.

Last year, the Club started a new plan called Passport to Dis-

neyland. Each Club member was given a little leaflet called a Passport, which could be used through the fall, winter and spring months at Disneyland. The Passport is back again this year! With the Passport, one price pays for admission and unlimited use of all 54 Disneyland rides, attractions and shows. Fall, 1977 Passport values are: \$7.75 for an adult, \$7.25 for juniors (12 thru 17) and \$6.75 for children 3 thru 11 years. ASK for your Passport at Disneyland.

If you haven't visited Disneyland recently, you may want to go there and try out the new attraction — SPACE MOUNTAIN. It includes a ride that's a bit more breathtaking than most of the events, so take note. In Tomorrowland, you'll be launched in rockets into deep space and speed along until a boom and fire burst marks your re-entry and exciting return to the Space Port.

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
- ☐ A 1978 Magic Kingdom Club Membership Guide

My name is: _____
(please print all information)

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

City, State, and Zip Code _____ Social Security Number _____

Wet Winter for Eureka?

A normal winter appears to be in store for the Eureka District, reports District Representative Gene Lake. "At the present time we have two inches above normal rainfall and more rain is predicted." The valves which release water into the Mad River, supplying the Humboldt Bay region with water have been closed at Ruth Dam.



Brother "Mickey" Dillon of Eureka, Calif. proudly displays head of the near trophy mule deer he shot at Davis Creek, Modoc County in October. The four-pointer field dressed at 185 pounds.

The California Department of Transportation has opened bids on the long awaited freeway project on Highway 101 between Scotia and Stafford. The apparent low bid was \$3.26 million by W. Jaxon Baker, Inc. of Redding. The project is for widening and realigning 2.7 miles of highway to create four lanes from the Fleisher Memorial Bridge to south of the Scotia undercrossing. "It is doubtful whether any work can be started on this project this fall," Lake said. "Incidentally this is the only highway project of any size in this district to be done."

Underground work is still where most of the activity is. Bids opened on Nov. 8 showed Nally Enterprises of Rio Dell as low bidder at \$581,420. This is a new venture for Earl Nally who has been primarily a road builder.

Also, the City of Rio Dell has received a \$1.2 million federal grant for construction of a new sewage treatment plant. The \$1.2 million grant was from the federal Environmental Protection Agency.

The money will be for a new plant at the end of Davis Street and for repairs on old cracked or broken sewage lines.

Construction to widen Central Avenue in McKinleyville to five

lanes will begin during the summer of 1979, the Humboldt County Board of Supervisors has decided.

On a vote of 4-0, the board approved widening of Central Avenue and removal of 31 80-year-old Monterey cypress trees which now line a portion of the street.

Cost of the project is estimated at \$1.4 million, with the county's share expected to be about \$101,000.

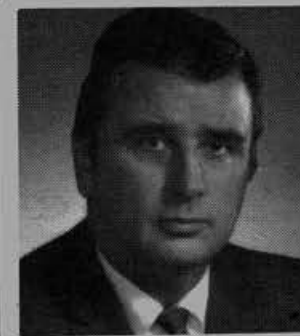
Federal funds will pay for the balance. Construction approved includes a plan to plant a number of trees at least 15 feet high to replace the cypress trees that will be removed.

New Power Plant In The Works

Humboldt Bay Power Co., a corporation formed last month, announced that it intends to build a power plant in Humboldt County to generate electricity.

The plant will be designed to use wood waste as fuel and will be able to generate approximately 30 percent of the electrical power used in Humboldt County, according to the general manager of the new firm.

He said the plant will cost "in excess of \$40 million" and will be functioning within 24-32 months, if all goes smoothly.



Treasurer's Report

By DON KINCHLOE,

Sorry I missed last month's Engineers paper report. I was on vacation and so anxious to leave on vacation I forgot to write anything for the newspaper. The wife and I had a vacation that was real good to the point we didn't bust our bottoms to get there and back. Just took each day as it came.

Two months ago I reported on Scrap Iron negotiations. After being on strike for three weeks and the employer's digging their heels in, looked like for a long strike. On October 14 called the members in to the Oakland office and explained maybe could stay out longer and get no more. After much discussion, a motion was made to have a secret vote. Counting the votes the members decided to return to work by a margin of 31 to 5. So the following Monday members were ready to return to work.

Most of our major negotiations are behind us for the next three years with Rock, Sand & Gravel, Material Dealers open next year for wages and fringes. Utah AGC open next year and the Hawaii GCLA being negotiated now and where the Iron Workers in Hawaii are on strike and nothing moving. I bring this up to you which is very important to you. These contracts each year are getting tougher to negotiate because of the laws, costs, etc. We as your officers can negotiate, but you have to enforce the contracts. Live up to the agreement and see that the employer lives up to his part and keep a record of your hours and keep your pay stubs. For next month, next year or years from now when you are ready to retire you may need proof if some employer has not reported pension hours for you.

More next month. Thanks, Don.

I wish all the members and their families a very merry Christmas and a happy New Year!

Action, Not Hot Air

By JACK BULLARD,
Assistant District Representative

The November *Engineers News* front page headline read "Local 3 Slams Monterey County for Force Account Work Abuses." Business Manager Dale Marr had assigned me to pursue the field investigation.

He directed Public Relations Director Ken Erwin to organize

and coordinate the project. Ken in turn sent Mark Stechbart of our Public Relations Dept. to the Monterey County Board of Supervisor meeting.

Stechbart's questions were specific, an example: "Will the Arroyo Seco Flood Control Project be advertised at Davis-Bacon prevailing wages and fringes?" The answer from U.S. Soil Cons. Serv. was "yes."

It turned out that Soil Conservation did in fact request Davis-Bacon prevailing wages and fringes. The U.S. Dept. of Labor instead sent down a wage and fringe rate of \$7.96 per hour total for equipment operators.

The publicity in our Eng. News regarding the scab wages obviously had its effect. On Nov. 7, I received a revised wage determination. The new determination included our contract wages (with one minor error), and our fringe benefit rates effective July 1, 1977.

The bottom line is this: Business Manager Dale Marr has forced a government contract change from \$7.96 to \$16.70 for a backhoe operator. Other classifications changed the same. Gentlemen and Brothers, that's not hot air, that is action!



Safety Award for Local 3

Director of Safety Jerry Martin of Local 3 was recently recognized by the National Safety Council of Chicago for his work as a member of the CAL/OSHA Standards Board. The Council cited Martin's contribution toward construction of one of the first general safety education centers in the nation. Pictured from left to right are Hunter P. Wharton, former IUOE General President, Jerry Martin and Jay Turner, IUOE General President.

Get Yours!

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

Right Wing Convention

By WILLIAM F. MARTIN,
President-Business Manager
IUOE Local 150, Illinois

(Special to *Engineers News*)

Established in 1964, the American Conservative Union has grown from a small group of conservatives supporting Barry Goldwater for President to a full fledged campaign organization dedicated to raising money, influencing legislation and electing conservative candidates.

However, as shown at a recent meeting of the Illinois Conservative Union in Chicago, their thrust is either against unions directly or against programs like the minimum wage which benefit all workers.

Keynote speakers, Congressmen Ashbrook (R, Oh.) and Phil Crane (R, Ill.) individually have some of the lowest Labor legislative voting records in Congress. The Illinois Conservative Union, as a state affiliate of the ACU, is involved in special labor issues that include opposing broadened coverage and higher payments for unemployment compensation and increases in state minimum wage levels and coverage.

But there is a two-edged sword confronting union members over support of or opposition to organizations like the ACU and its state affiliates. Congressmen Ashbrook openly admitted that he received strong support from union rank and file in Ohio and that contributed to his election.

On one hand, union members are attracted by what they perceive as legitimate conservative positions on issues, but organizations like the Conservative Union then support anti-union causes that damage union members. While the Ill. Conservative Union advocates reduced unemployment coverage and payments, building tradesmen are directly affected when their jobs shut down for the winter and their unemployment compensation is reduced.



AL BRITTON IS ABOUT TO BE GROUNDED PERMANENTLY.

Al didn't bother to check the clearance before working his rig under those high voltage lines. When they touch that crane, the entire rig will become electrified. Al not only risks his own life, but the lives of his co-workers.

So when you're working around power lines, look up, look around, and make sure your equipment clears the lines by at least 10 feet.

Also, a lot of high voltage and natural gas lines are hidden. They're buried, and you can't see where they are.

So to stay healthy, check before you dig or drill. And now, it's easier than ever before to check.

Call, toll-free, the Underground Service Alert (USA), at 800-642-0123, and you'll reach a center in Pleasant Hill that can

tell you where underground facilities are located. Describe where you intend to dig, and then PG&E or any of the other 24 sponsors will describe approximately where their facilities are located or a representative might visit and mark the spots for you.

This service is currently available in 10 counties: Alameda, Contra Costa, Marin, Placer, Sacramento, San Francisco, San Mateo, Santa Clara, Sonoma and Yolo.

More counties will be added as time goes on.

To learn the location of underground PG&E facilities in other counties, call your local PG&E office.

Remember, dial before you dig. After all, there's no sense in putting your life on the line.

PG&E

AAPS Supports Right-to-Work

By LARKIN L. BROWN,
Business Manager,
IUOE Local 369
Memphis, Tenn.

(Special to *Engineers News*)

The 34th annual convention of the Assoc. of American Physicians and Surgeons opened recently in Memphis, Tenn. with a political agenda that would set the clock back 100 years.

The two key speakers were National Right-to-Work Vice President Andy Hare and U.S. Senator S. I. Hayakawa (R, Ca) who both attacked AFL-CIO endorsed national health insurance. The outgoing AAPS President even went as far as proposing that third party payments for health insurance like Blue Cross, Blue Shield, Medicare or Social Security be abolished.

The AAPS is a conservative group of doctors who have organized to oppose what they see as increased government involvement in individual's lives. Unfortunately, the AAPS attacks programs such as union negotiated health insurance programs that benefit millions of workers under collective bargaining agreements.

The AAPS also endorses abolishing union security agreements under the guise of right-to-work, which explains why a National R-T-W Vice President would address a meeting of doctors. Consequently, under the broad banner of advocating individual rights, the AAPS not only promotes issues favorable to doctors, but also joins the multitude of anti-union activities nationwide.

An indication of this anti-union bias is found in the AAPS endorsement of R-T-W, convention distribution of a Reader's Digest article attacking unions, and material from two founding members of the anti-union movement, the Southern States Industrial Council and the United States Industrial Council.



SPECIAL REPORT

NEWS

December, 1977

Western Conference Passes Resolutions, Swears in Officers

(Continued from Page 1)

passed a strong resolution aimed at non-union contractors in the area of labor-management cooperation in coalitions to obtain funds for new construction.

This strongly worded resolution also scored the use of corporate political action committees that "siphon off rank and file donations to anti-union candidates."

Conference President William Dunn said he was pleased with the resolutions, "Not only are these resolutions aimed at long standing and current problems in labor in the western states, but they reflect the growing concerns of our entire membership. It is my hope that every delegate to the Western Conference will expand the impact of these resolutions in their own jurisdictional areas."

Western Conference Secretary-Treasurer J. J. Twombly said, "That, although some of these resolutions deal with problems that are at present of real moment to California, they will have a ripple effect on the rest of the western states and Labor nationally if not dealt with at the source."

A resolution dealing specifically with the delay of a \$30 million waste water treatment plant in Humboldt Bay was also passed by the Conference. This called for a loan and/or loan guarantee from the U.S. Environmental Protection Agency because previously EPA approved funds were being delayed by local court suits filed by no-growth activists. A similar resolution has also been passed by the California State Building and Construction Trades Council.

International Union of Operating Engineers General President J. C. Turner gave a rousing and far-reaching report on the state of the parent body. He examined both problems and progress and called for a special effort on the part of local union business managers to gain membership support for labor law reform now pending before the Senate in the form of S-1883.

General President Turner praised local union leaders and their membership for their outstanding effort on successful passage of the minimum wage and pointed out that the coalition achieved with other interests had led to the success of Labor Law Reform in Congress.

"I would say that President Carter's attitude towards organized labor has changed," said Turner. His stand and support for Labor Law Reform was tremendous and resulted in the lopsided victory we had in the House."

Turner expressed concern on "whether or not we can get cloture—that is a vote to cut off debate. You have to have 60 votes

in the Senate to cut off debate and win the vote on Labor Law Reform."

"Labor Law Reform is probably the most important, if we achieve it, the most important victory we have achieved since the 30's in the Congress of the United States. That's how important it is to us. I want to personally thank all of you representatives, all you business managers and officers for the great job you have done, and I mean everybody has done a hell of a job. You've turned out like nobody dreamed and it was the kind of pressure—letters, telephone calls, all the State Fed Presidents and Secretary-Treasurers were going in and they did a job—and I must say those Congressmen were impressed. We've got to do the same job in the Senate. Winning this bill is the difference as to whether we're going to have a growing labor movement or whether we're going to have a stagnating movement. We can't grow with the kind of law we have on the books today relating to the right to join the union and to bargain collectively."

On the battle with the "environmental elite," General President Turner detailed strong opposition. "We have a bill that McFall has introduced which would say we're just going to have a one-stop deal. Where you're going to decide to do or not to do the job. If you decide to do the job, the injunction would be out the window. It's these \$12.00 lawsuits that are killing us on the job that gets started. I was attending a meeting with Mike McCluskey, President of the Sierra Club, and I said, 'That suit you ended up in New Jersey, it not only tied up all the work in New Jersey for two years, but it tied up all the work in New England.' McCluskey said to me, 'Well you know, we never intended it to go that far.' I said, 'Let me tell you something, Mr. McCluskey, we got a lot of members in New Jersey, New York and the New England states who lost their homes, lost their cars, had to take the kids out of college, when they'd been dreaming for 20 years of putting the kid through school. You blanks, you didn't lose a nickel. You didn't have a nickel to lose.' Just one \$12.00 lawsuit tied up highway work for two years in those states. Ask yourselves, brothers, what did that do to the total economy? The cumulative effect, in terms of what would have been a multiplier effect on the economy was lost in that two years, which helped to bring the whole economy down, it was an irresponsible act. These people have absolutely no money involved. No jobs to lose. You've got operating engineers who travel a thousand miles, with four kids. They put them



SPECIAL ASSISTANT TOM STAPLETON (top) operates demonstration unit for the benefit of Mike Parr, Business Manager of Canadian Local 115 and Newell Carman, former IUOE Secretary-Treasurer, now retired. The Western Conference of Operating Engineers in San Diego brought together some of the nation's top labor and political leaders (above). Shown left to right are William Waggoner, Business Manager, Local 12; Jim Twombly, Sec.-Treas., Western Conference; Senator James Mills, President Pro Tempore, California Senate; J. C. Turner, IUOE, General President and Dale Marr, Business Manager, Local 3.

California State Building and Construction Trades Council President, James Lee won a standing ovation (right) following his address to the Western Conference meeting in San Diego. Shown left to right are Jim Twombly, Lee and Bill Dunn.



INTERNATIONAL STAFF MEMBERS J. C. Turner (left) in bringing some of their members in the west. Shown with Turner Pipeline Work and Asst. Director of C Local 3 Business Agent and recently Rights Department.



IUOE GENERAL PRESIDENT J. C. TURNER administers the oath of office to incoming officers of the Western Conference of Operating Engineers.

Shown left to right are Robert H. Fox, Vice President; J. J. Twombly, Secretary-Treasurer; Wil-

liam H. Dunn, President; and Dale Marr, Clay Wilson and William Evans, Trustees.

in school in September and there's some damn lawsuit in November and what the hell happens? The poor guy is left there high and dry. Maybe with a mobile home, family and no dough. You know, I went to 13 different schools when my Dad was an iron worker, and I can remember those jobs going here, going there. It's a rough life. I think the human element—the human impact for our members because of the environmental injunctions is something we've got to stop, and brothers, we're going to stop them. We're going to find a way, I'll tell you that."

On support for water projects, Brother Turner promised to continue the fight. "We've worked very hard on that in Washington. The President took a very bad position. I think they finally passed 19 out of 26 projects. And a lot of those projects that weren't passed were very important projects to the west. We've been kicking and fighting on those problems and on those projects and we believe we can get them reinstated."

General President Turner blamed the Federal Reserve Board and Chairman Arthur Burns for the high cost of present housing and the lack of new starts. "In the area of housing where we should be doing over 5 million housing starts a year, we're doing two. You've got 9½ per cent interest rates when we ought to have five per cent interest rates. Many of you bought houses when you were younger for five per cent, some for four and a half and the rates were at what they were. The Federal Reserve System operates only for one group and that's the banks. Old FDR used to say, 'Let's drive the money changers out.' But, boys, let me tell you the money changers are right in the front pew and they're handling the dough and they're taking their rakeoff with other people's money. Every time we go to the Congress and we get some kind of an economic stimulus, Mr. Burns and the Federal Reserve Board goes ahead and raises the interest rate, which knocks out what you've done over in the House of Representatives or Congress in terms of initiatives of an economic nature. It's like a guy driving a

team of horses down a road and he says, 'gee' to one and 'haw' to the other. Just going in opposite directions.

"The American government has got to get hold of the American people have got to get hold of what's going on with the Federal Reserve System. We've got to get Labor people in there to stop the bankers from determining what our monetary policy is going to be. From being able to say, 'Well, we got to stop this job or that job, because there might be a quarter of one per cent inflation if we don't stop it.' Inflation is important. High interest rates, brothers, are a curse. They're not a cure for unemployment. We've got to get that message home to our congressmen, the White House and to every other place.

"I believe the President is coming around. He was real happy when we took the position on the Panama Canal. I was at the Democratic National Committee and I had the pleasure, with 230 or 240 other people who are on that committee, to hear the President make a speech, pretty much extemporaneously, last Friday in Washington. I think letters, which you can write to the White House, letters that you can write to the Congress are becoming extremely important. These right-wingers are writing letters by the barrels. And if you fellows think there's anything more important than that today, you're wrong. If you can, at every meeting, try to get your members to write a few letters, a few cards to these people telling them what you want. Giving your identity is a big help in advocating the bill we want.

"I am very pleased to be here and I think that on balance we probably have, overall, the highest level of organization at this time in Operating Engineers in the area covered by the Western Conference than we have of any other section of the country. But again, Mr. Chairman, it's not as good here as it was two years ago or five years ago. Let's don't kid ourselves. I mean, we know. We all know what the situation is. We have a hell of a fight before us.

"About the second week in August, I got a call from George Meany. He said, 'Jay, we've got this meeting over in England, the TUC—Treasury Congress of the United Kingdom—I'd like to ask you if you'd go over there and make a speech on Labor Day as a fraternal delegate for the labor movement of the United States.' 'Well,' I said, 'as long as it's on Labor Day I think I can go.' So I went over, and I must tell you that a lot of things have gone on there that we're not in favor of. The economy I must say, is getting in a whole lot better shape since the oil discovery there. It's really going to change things around, so that the British economy will probably be in better shape than ours in another couple of years. Their convention was on TV all day, every day, national TV. They now have 11½ million members in the TUC, which is 50 per cent of the work force. We, in the United States have about 25 per cent of the work force organized, in unions. We had over 30 per cent back in '52 and '53.

"We know what technological change there's been in manufacturing and there's

been a lot of technological change in our own trade. Bigger rigs, faster line speed, less down time, so forth and so on. What's happening is that we in the labor movement have not been able to keep pace with the growth of the labor force, nor have we been able to organize the new industries that are coming up. And so, you can see again why this Labor Law Reform is so important. They've pushed us half out of the ball park. We've got to get back in the ball park and we've got to get back to bat. Thank you very much."



LOCAL 3 BUSINESS MANAGER Dale Marr addresses the Western Conference of Operating Engineers during convention in San Diego.

With 23 Member Locals

Conference Marks its 15th Year

This year's annual convention of the Western Conference of Operating Engineers, AFL-CIO marks the fifteenth year that the organization has been in service to the members of the international union.

Since its formation in 1962, the Conference has constantly sought to achieve the objectives of its bylaws: "To advance the standing of the Local Unions of the International Union of Operating Engineers" in 13 western states, and "to protect and promote the rights and aspirations of working men, women and minors and consumers... and the security and welfare of all the people."

The affiliation of 23 local unions in the Western Conference has provided a collective strength, which has enabled it to achieve the ideals of the trade union movement in many ways where the efforts of individual local unions would be less effective.

The Constitution and Bylaws of the Western Conference were adopted on June 8, 1962 and approved by IUOE General President Joseph J. Delaney on June 21. In the intervening 15 years,

the Conference has held annual conventions composed of its officers, executive board and delegates from the various local unions.

In accordance with the bylaws, election of officers has been held every four years, the last election occurring at the most recent convention. Officers re-elected at the convention were President William H. Dunn, who also serves as Business Manager of Local 370; Vice President Robert H. Fox, who serves as Business Manager of Local 501; and Secretary-Treasurer, J. J. Twombly, who has served as the chief executive officer of the Conference for most of its 15 years.

Trustees re-elected were Business Manager Clay Wilson of Local 286 and Business Manager William Evans of Local 375. Business Manager Dale Marr of Local 3 was newly elected as a trustee.

Other executive Board members present at the convention were Sam Crouch, Business Manager of Local 1; Kenneth Jennings, Business Manager of Local 3; William Waggoner, Business Manager of Local 12; Art Viat,

Business Manager of Local 39; Martin Frazer, President of Local 42; Louis Ruiz, President of Local 82; Luther Baggett, Business Manager of Local 87; Claude Thompson, Business Manager of Local 280; M. D. Langberg, Business Manager of Local 302; Vincent Bosh, Business Manager of Local 400; Larry Dugan, Business Manager of Local 428; Dallas Stieglmeyer, Business Manager of Local 612; and Charlie Gilbert, Business Manager of Local 701.

President Dunn appointed the following to the Credentials Committee: Lee Young, Chairman; Ran Wheat, Art Brown, Louis Ruiz, Charlie Hankins and John Leary.

Appointed to the Resolutions Committee were Verne Dahnke, Bill Evans and Art Viat. Larry Dugan, Frank Todd, Bob Fox and Clay Wilson were appointed to the Safety Committee, with Jerry Martin as Chairman.

Appointed to the Public Employees Committee were Bob Hydorn, Chairman; Claude Thompson, George Gordon, Joe Wetzler and Harold Huston.



Joined with General President J. C. expertise to problems facing members Paul McBride, IUOE Director of organization; and Lou Brady, former appointed Director of IUOE Civil

CTA a Thorn in Labor's Flesh

(Editor's Note: The following article was written prior to the announcement that the public employee, no strike initiative had failed to qualify, however, it contains many pertinent comments on the relationship between labor and employee associations like the California Teacher's Association.)

By Mark Stechbart

The 170,000-member California Teachers Association is caught directly in the middle of the current public employee, Right-to-Work initiative. They are fighting for their lives.

CTA is affiliated, not with the AFL-CIO, but with the National Education Association. In fact, the CTA makes its major pitch to members by claiming it is not a union, is therefore superior to the AFL-CIO trade unions, and that it can do a better job outside the AFL-CIO for teachers. This puts CTA in direct and bitter conflict with the American Federation of Teachers, AFL-CIO.

With the stakes in the public employee, no strike initiative so high for public employee unions and associations, one would think

the public employees and particularly CTA would be very active. The fact is that Operating Engineers, Local 3 and other AFL-CIO affiliates are much more knowledgeable and involved in opposing this issue than CTA.

CTA has been very dependent on Local 3 research and information on this issue but has been reluctant to work openly with Local 3, apparently due to the Operating Engineers affiliation with AFL-CIO.

CTA's anti-AFL-CIO bias has a long history. Many labor movement observers have long believed that CTA amounted to little more than a company union. CTA was organized in 1863 but only in the past 4-5 years has it made any move toward collective bargaining or representation of members along the lines of AFL-CIO unions.

Under the AFL-CIO, public employee unions like the American Federation of Teachers, Service Employees and State, County, Municipal Employees have been established and have organized pub-

lic employees in the straightforward, trade union manner. Consequently, CTA has seen the AFT as a threat and has stepped up both its servicing and anti-AFL-CIO stance. CTA has remained outside the AFL-CIO "House of Labor" to protect its turf and staff jobs, cloaking its stance as an organization of "professionals."

Teachers "also overwhelmingly favor their traditional independent, professional associations over any affiliation with a labor union," CTA President Edwards explains. He points to CTA's California membership of 170,000 and the NEA's national membership of 1.7 million. These initially impressive figures pale beside the California Federation of Labor membership of 1.8 million and the AFL-CIO national membership of 23 million.

"Teachers overwhelmingly put their faith in the collective bargaining process as a means of improving education, their status and welfare," Edwards continues. However, CTA's late arrival on the collective bargaining scene makes his statement questionable. The AFL-CIO can trace its commitment to collective bargaining to the late 1800's and members of the Building Trades see the benefits daily.

The CTA continues its anti-Labor stance by warning against AFT's "labor union" election cam-

paign tactics and the "intrusion of the heavy hand of organized labor" into AFT decertification campaigns against CTA. From Ventura, CTA warns "close ties between AFT campus leaders and the Central Labor Council there are raising fears of possible AFL-CIO involvement in the academic bargaining process in the event of an AFT victory."

Other inflammatory CTA charges blast AFT for spending "almost 10 percent of its budget" on labor affiliates (the AFL-CIO) or using the international union to lobby for federal public employee labor law that would include an agency shop.

Although AFT is affiliated with AFL-CIO national, state and central bodies, CTA claims AFT does not have access to state or local resources. CTA pays national dues to NEA for service and lobbying, but then waves the red flag when AFT does likewise, and has done so for years. The final straw is that CTA damns AFT both ways, for being an AFL-CIO affiliate on one hand, but then condemns AFT for appearing "ashamed of its AFL-CIO affiliation" when AFT did not include it on one election ballot.

As part of its long term cooperation among labor unions, Operating Engineers Local 3 has been at the forefront in opposing the public employee right-to-work initiative. CTA has not. Right-to-

work for public employees gives fuel to anti-union forces both in California and the nation.

The AFL-CIO is a federation where unions, subscribing to its trade union principles can fight for common goals and enemies like Right-to-Work.

It is time for the public employee unions to take the lead, but in a manner consistent with the California Labor Federation, which constitutes the largest group of union members in California. It will be the AFL-CIO industrial and building trades union members who will vote down this attack against trade unionism, not CTA.

The CTA and other California associations outside of the AFL-CIO have worn their anti-labor posturing out. The CTA is teaching its groups how to ally themselves with other groups. An example of this is CTA's rush to enlist the AFL-CIO in this initiative campaign. But the CTA cannot have it both ways. If it wants to dine at the table of organized labor, CTA must either join or affiliate with AFT and stop attacking the AFL-CIO, or fight its own battle alone. If CTA is to use the resources of the AFL-CIO unions and those of Local 3, it is time they recognize that strength is in unity and affiliate.

No Strike Measure Goes Down in Defeat

(Continued from Page 2)

doubt relieved. Like a majority of politicians in the state, he preferred to remain silent on the issue, at least until the initiative qualified. But partially through the efforts of John Henning's California AFL-CIO News and Local 3's Engineers News, he was eased into an early opposing stance.

"These laws that conjure up stiff penalties make for good fiery speeches," Brown commented at a recent interview, "but when it comes down to dealing with a group of workers who believe they've been treated unfairly, history across the country has not been very positive."

The failure of the public employee initiative to qualify may be damaging to the political career of one of Brown's most outspoken critics, Mayor Pete Wilson, whose bid for the gubernatorial seat has been centered very heavily around the initiative.

Yet, at a press conference last week in San Francisco, Wilson told *Engineers News* that the measure's failure would not be used as a weapon against him. "If anything, I've gained support and name recognition from this issue," he maintained.

Wilson's "all is well" attitude adds fuel to evidence that a serious division in Republican Party ranks played a major role in the initiative's ultimate downfall.

In the final weeks before the deadline for the petition drive, it was becoming increasingly evident that there were many Republican leaders who resented Wilson hanging the controversial "albatross" around the neck of the party at a time when they are hopeful for sharp gains in 1978.

As early as August, Assemblyman Ken Maddy of Fresno, another Republican aspirant to the governor's seat, decried Wilson's single issue approach in a series of statements and heated letters to him—letters later leaked to the

press. Wilson's critical response that Maddy's voting record, also leaked to the press, in the assembly was much too liberal for the good of the party only added salt to the wounds.

Speculation of inter-party conflict was substantiated at press time as an insider agreed to be interviewed by *Engineers News* on the initiative's failure.

He pointed out that a good part of the campaign's weakness can be attributed to one of the Citizens Rights co-chairmen, Betty Cordoba, who frequently refused to work cooperatively with GOP policy makers. "She kept referring to the campaign as 'her initiative,'" he said. "Her possessiveness alienated a lot of people with money."

Having worked until recently with the Professional Educators of Los Angeles, he is familiar with many of the backers of the initiative. He also pointed out that the primary reason for Wilson getting involved in the initiative was to gain a greater constituency in the Los Angeles area.

Good sense among the voters, the efforts of the labor press, political realities and inter-party conflict. Each factor played a big enough role in the initiative's failure to influence 50,000 signatures—which is all it would have taken to put the measure in the black.

To many labor leaders, the important thing is that the initiative failed. But, as Business Manager Dale Marr warns, "now is not the time to get complacent. They'll try again a little later. A few changes in the petition's wording, a slightly different campaign approach, but you can bet they'll be back."

Marr also warned, "Although, hopefully, failure of the initiative in California may dampen the enthusiasm of many anti-worker groups, you can be sure that the national right-to-work advocates will increase their efforts to defeat Labor Law Reform and target a number of western states for new right-to-work legislation."

More from Senator Mills

(Continued from Page 24)

money through ways that we don't like; we shouldn't be too surprised.

We're creating a group of people who could be a real problem to us and may be related to a lot of different problems. What I'm leading up to is—I'm gonna bring it right up to date—this morning I read the *Los Angeles Times*; perhaps you did. And it says there's a big problem with Japan, because Japan is trying to export too much and import too little and as a result they're taking in too much money and their economy is too strong; and they need to help the rest of it. An important part of that program, according to the *Los Angeles Times*, for which Japan is to be criticized is that they're putting too much money into public works and not giving enough of it back in the form of tax reductions. And all of that made me think back to the discussions I've had with people in this room, discussions I've had with the Governor and others, where provided we don't build the Dumbarton Bridge with Japanese steel or do something like that—we do in fact take dollars and put them into circulation here. We do create a job here and the guy that works on a project here, whatever it might be, that dollar turns over 4 or 5 times here, instead of going to some other country and turning over 4 or 5 times where they have a rate of unemployment of less than 1/2 of 1 per cent or something like that. There's a lot at stake.

There's a lot at stake too in terms of the fact that even if there were no advantages in terms of employment, we should continue the freeway program to deal with the problems that exist. And we should try to develop better transportation systems, because of their improvement in the quality of life. Because if you get caught in a traffic jam going home every day and it takes you an hour to get home and you live in Orange County and you work in Los Angeles or something like that, that's an hour every day each way. At the end of the year how much out of your life is it? Even if that weren't a factor the fact that when

we build new projects and those new projects are safe we save lives.

Suppose we didn't create a job in California as a result of the freeway program, and suppose we didn't do a single thing economically for anybody, suppose we agreed that if you leave the taxpayer a dollar and he spends it for consumer goods that it creates as many jobs. If we agree to all that would we then decide that human lives have no value? Do we then decide that it isn't worth spending money on improvements to the highway system—on highways like 86, which is a favorite of mine—and Death Valley and San Jose, you name it. What is the value of a human life in this society? Is it worth anything? If it's worth anything; if there were no economic advantages, would we pick up the highway program and make it go as its gone in the past? You know what's happened to it and I know what's happened to it; inflation has destroyed the value of the dollar that we've had for it. In one year we lost 40 per cent of the value of the construction dollar. You can't keep a program going like that.

We've got to do something about it, and I admit that sometimes I feel a little lonely and sometimes its only been some of you and some of the people you've worked with—some of the contractors and so forth, who have been excited about this, but all of us should be excited about it. You're involved in a good fight. I'm certainly there with you and I would like to welcome this opportunity not only to say to you welcome to San Diego, but I would like to say particularly, to you Operating Engineers, welcome to San Diego, you're great friends to have; you do good things, your contributions to California have been historic and it's just a pleasure to see people here who have fought the good fight many times and I've had the opportunity to fight with you. We must not be discouraged. Everything worth winning is hard to win. I look forward to future conflicts with you—that is—conflicts being on the same side, the same team. It's nice to see you all here. Good luck on your deliberations. I hope you enjoy San Diego.

Deaths from Heart Disease Take Dramatic Drop

Apparent Reason Due to More Public Awareness

(First in a two-part series)

It may be surprising to most, but according to the latest statistics, the number of deaths annually attributed to cardiovascular disease, including heart attack, dropped below 1,000,000 for the first time in ten years.

Apparently the exact reasons for the falling death rate are not known. It may be the result of improved medical technology and services, but many doctors feel that it's also because more and more people are heeding advice to stop smoking, reduce the amount of fat in their diet, control their blood pressure, and exercise more.

Certainly heart attacks can, and occasionally do, strike an otherwise healthy person. But in most cases, a close look at the victim's medical history may reveal the presence of one or more so-called coronary risk factors that almost certainly contributed to the heart attack.

These risk factors are closely related to some of the worst aspects of the typical American life-style—smoking, overeating, stress, and lack of exercise.

Fortunately, the major risk factors can be changed or managed, often by the person at risk, and the purpose of this article is to suggest some of the ways in which it can be done.

The ten most common risk factors are

- high blood pressure
- high cholesterol level
- cigarette smoking
- diabetes
- age
- sex
- family history
- race
- lack of exercise
- stress

Of the above, the first three risks are considered "major" and the remaining "contributory."

Additionally, the risks can be classified according to an individual's ability (or their doctor) to control them.

You can't change your age, race, sex or family history, so these risks should be classified as unchangeable.

Three of the risk factors—diabetes, high cholesterol level, and high blood pressure—can be managed or controlled by the patient with his or her doctor's help. The remaining risks—smoking, exercise, and stress—are theoretically the easiest to change, since these are the ones that an individual can do something about on his or her own.

Note that the three "major" risks—high blood pressure, high cholesterol level, and cigarette smoking—are all in the manage-

able or changeable categories.

The presence of one or more of the risk factors does not mean that you are destined for a heart attack, but the message from many studies is loud and clear: Individuals with any of the major risks are more likely to have a heart attack than those who have none.

From the looks of it, improving one's odds of not having a heart attack is simple. Just lower your blood pressure (if it's high), reduce your cholesterol level, and stop smoking. But all of us know that it's easier said than done. Anyone who has ever tried to shake a bad habit will be quick to point that out. Still, it may well be worth the effort. Almost 30 million Americans have some form of heart and blood vessel disease, and the American Heart Association estimated that more than half of all of the deaths in the United States in 1977 will result from cardiovascular causes.

Of the three "major" coronary risk factors, cigarette smoking is perhaps the most deadly. It's perhaps the most widely studied and vigorously attacked habit in the Western world, and easily recognized as one of the most difficult of all habits to change. But, it's a risk factor you can change, and by yourself.

Nicotine, one of the main addicting chemicals in cigarette smoke, irritates the heart, robs it of oxygen, and constricts the blood vessels farthest from the heart, thus reducing the heart's

pumping efficiency. According to the American Heart Association, the death rates of non-smokers and ex-smokers are virtually identical, which indicates that many of the effects of smoking are reversible.

So, regardless of how many other risk factors you might have, elimination of cigarette smoking, the worst of the major risk factors, puts the odds against having a heart attack decidedly in an individual's favor.

Fringe Benefits Forum

By MIKE KRAYNICK,
Director of Fringe Benefits



On behalf of myself and the staff of the Fringe Benefits Service Center, I would like to extend a very Merry Christmas and a Happy New Year to the members of Local No. 3 and their families.

You know, the holiday season has always had a way of making me look back upon the year to see where I've been. It also has a way of making me look forward to see where I might be headed. Well, I thought that this time of the year might be an appropriate time for the members of Local No. 3 to take a look at their fringe benefit programs and do a little of the same thing.

One could easily refer to 1977 as the year of changes with regard to the Operating Engineers Pension Plan. The first part of 1977 saw a number of revisions being implemented so that the pension plan could be brought into conformity with the Employee Retirement Income Security Act. One of the changes made concerned the number of hours that had to be worked to earn a year of credited service towards qualifying for retirement benefits. As of January 1, 1977, operating engineers will now earn credited service according to the following schedule:

Hours Worked in Year	Credited Service
Less than 500 hours	None
500 to 749	1/2
750 to 999	3/4
1,000 hours or more	1

Thus, for the first time you will be able to earn a full year of credited service for 1,000 hours. This new requirement is as opposed to the 1,400 hours that was required in prior years.

However, it is again important to note that despite the fact that the number of hours that an engineer has to work to earn a full year of credited service was reduced, the monthly benefit that your credited service represents will continue to be computed as follows:

Hours worked per year X Contribution Rate X 2% benefit factor = Monthly Benefit Upon Retirement

Perhaps this can best be illustrated by an example. If you were to work 1,400 hours in 1977, you will, according to the above schedule, earn one year of credited service. Then, applying the benefit formula, the monthly benefit that these hours would represent upon Normal Retirement would be computed as follows:

1,400 hours X \$2.00 (Contribution Rate pursuant to the Collective Bargaining Agreement)
X 2% = \$56.00 per month upon Normal Retirement

This change was perhaps the most significant change that was made to the pension plan. Other changes included a new liberalized break-in-service rule, the Husband-and-Wife pension to replace the Joint and Survivor Option, a new form of pre-retirement death benefit for engineers who have reached early retirement age, and the inclusion of an actuarial reduction in the computation of total disability pension benefits.

The Local No. 3 health and welfare plans continued throughout 1977 to provide to their thousands of plan participants and their dependents critical financial protection against soaring medical and hospital costs.

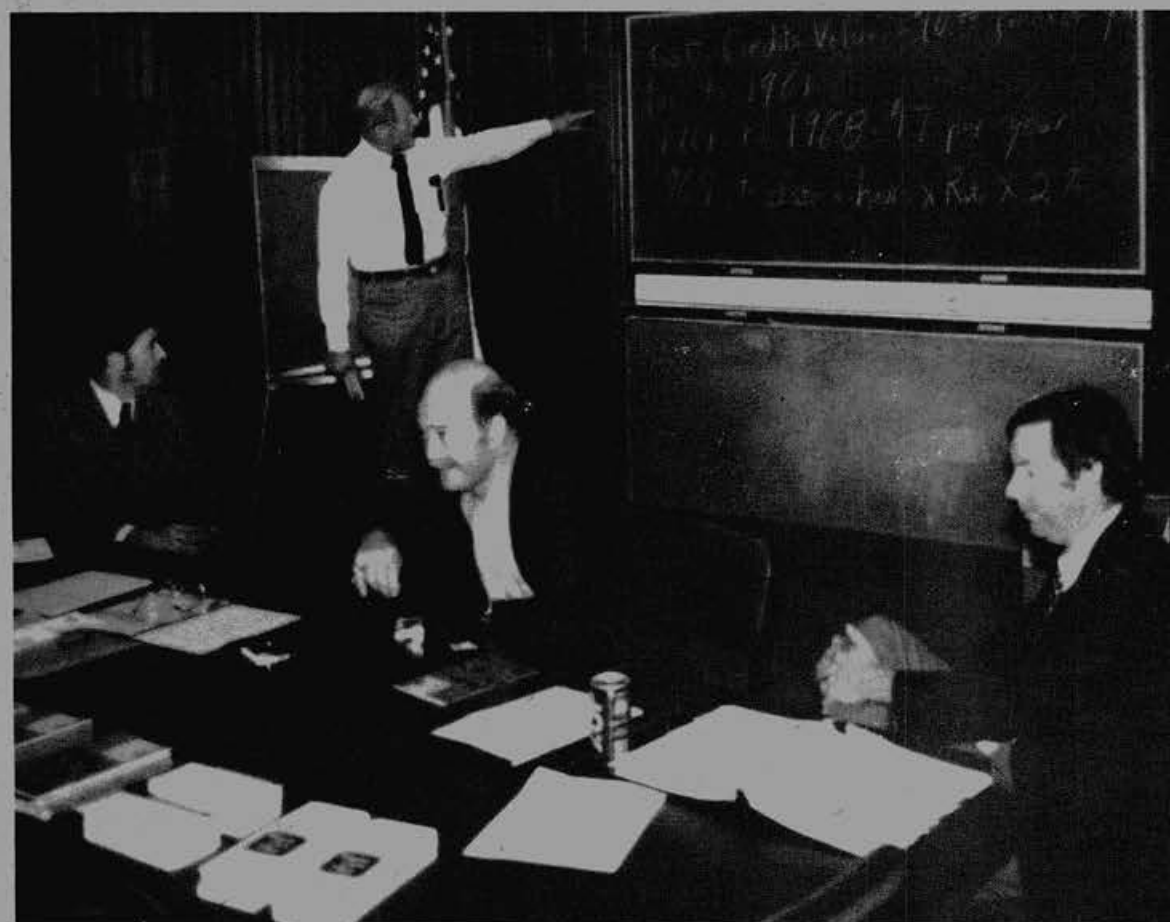
1977 saw both hospital and medical costs reach all-time highs, and believe me, from everything that I've heard or read, the end is still not in sight. One has only to look as far as the average cost of a day in the hospital in your own community to realize the vital importance that the Operating Engineers Health and Welfare Plans play in all of our lives.

Now looking ahead to 1978... I wish that we could with absolute certainty forecast what does lie ahead. But, despite what the experts might say, I always found that it's just plain hard to predict what will or will not happen tomorrow. However, I am completely confident that the fringe benefit programs available to the members of Local No. 3 are currently in good financial shape, and that with the continued support and hard work of everyone, they will continue to grow and prosper in the coming year. So again, Merry Christmas and Happy New Year!!!

Outlook

December, 1977
Vol. 4 — No. 12

Operating Engineers Trust Funds



AT THE REQUEST OF Oakland Asst. Dist. Rep. Ron Butler, Fringe Benefits Director Mike Krainick met recently with employees of the Peterson Tractor Company to answer questions on Local 3 fringe benefits. Also

present at the meeting were (sitting at the table from left to right) Ron Butler, Dist. Rep. Bob Skidgel and John Sweeney of the Trust Fund.

Surviving the '70s—IUOE Local 3

by Ralph M. Wirfs

From the largest construction local in the world comes this story of techniques used to stay competitive. Efforts include quality leadership, strict self-regulation, intensive training of members, and support of research into health hazards of the work environment.

For decades, America's unions struggled to win wage and hour conditions that civilized the nation's workplaces and brought workers into the middle class. It was a long struggle, one that cost lives and property in battles like the Homestead and Pullman strikes. Understanding and responding aptly to the economy, the society, and the workplace have challenged the decency and abilities of leaders in both blue and white collars.

Like nations, unions have faltered and died for want of able leadership at critical times. For example, in the 17 years from 1869 to 1886, the Noble and Holy Order of the Knights of Labor grew from nine members to more than 700,000. A failure of discipline laid the Knights open to fatal attack in the Pullman strike of 1886; within seven years nearly 90 percent of its membership had fallen away.

From 200,000 workers in 1864, by the mid-1970s union membership in the United States had grown to more than 17 million. Yet today, at the pinnacle of their strength, unions face uneasy times. Millions of days of longshore workers' pay have been lost to container vans and dockside cranes. Computers and offset presses have supplanted thousands of printers and press operators. Further, some employers have moved their facilities to right-to-work states to avoid paying union scale wages.

How does a union survive the last quarter of the twentieth century? Obviously, the 17 million men and women in America's labor unions flex tremendous political and economic muscle. But it will take more than muscle for unions to maintain and enhance their power, states Dale Marr, business manager of Local 3 of the International Union of Operating Engineers (IUOE). "We have to demonstrate that organized labor is more valuable than unorganized labor," he says. "We must find ways to be more productive, to make our employers more money. If we hope to thrive, employers must come to feel that there's a real advantage to hiring men from our union."

Marr should know what he is talking about. The International Union of Operating Engineers lists 300,000 members, and Marr's Local 3, headquartered in San Francisco, is the biggest construction local in the world. Its jurisdiction encompasses 246,000 square miles. Local 3 serves 37,000 members in northern California, northern Nevada, Utah, Hawaii, and the Pacific Islands. Half of IUOE's members run the heavy machines on construction jobs, but the union has attracted others—police, shipyard and scrapyard workers, miners, and surveyors—from outside the construction trades. "In many cases, they choose us for our efficiency of representation and competence in recordkeeping and negotiation," Marr says. Under his leadership, Local 3 in recent years has demonstrated how a union sets out to compete.

Quality control, union style

You begin, Marr says, by providing the employer with a good day's work for a day's pay. To accomplish this, Local 3 built a training facility east of Sacramento, Rancho Murieta, where apprentices learn the craft properly and thoroughly, and where journeymen can come to refresh or add to their skills.

Also, if you're selling skilled labor, as do IUOE's heavy equipment operators, you stay abreast of technical developments. IUOE began guiding its members' studies of Diesel engines and refrigeration equipment in 1938. As new developments in power systems, hydraulics, crane design, and materials handling entered the workplace, the union has provided training ranging from discussions in union publications to hands-on instruction.

Then, when the member is trained and working, it's good economic—and human—sense to keep him or her on the job. That means getting serious about safety.

Over the years, most unions have felt that management should provide safety, as a part of working conditions, along with wages, and fringe benefits. Local 3 has taken an independent stance. Witness Article 16.02.00 of the Local's master contract, which has been signed with 3,500 employers:

"16.02.00 Cooperation. The Union shall cooperate with the Individual Employer in the carrying out of all such Individual Employer's safety measures and practices for accident prevention not in conflict with the provisions of this Agreement. . . . Any Employee may be discharged for knowingly failing to perform work in conformance with the Employer's Safety Code or as required by the State or Federal

Safety Orders or other applicable statutes." (emphasis added)

Operating engineers, then, accept a full partnership in the task of creating a safe workplace. IUOE and the ironworkers' union both have supported contractors who dismiss workers ignoring safety provisions on the job.

This departure from typical union attitudes goes back nearly 30 years. In July 1949, under the leadership of President William E. Maloney, IUOE instituted its first accident prevention program. Maloney argued that the operating engineers had more to offer employers' accident prevention programs than any other workers. The union won the National Safety Council's Public Service Award for 1960, and has earned NSC recognition regularly since then.

Local 3 played a major role in the International Union's growth as a force in safety, as Business Agent Dale Marr initiated the Local's safety program in 1960, and became active in NSC. Marr brought to the San Francisco union his learning about, and understanding of, safety techniques and standards. In the early 1970s, Marr worked so hard for ROPS (rollover protective structures for vehicles) that many involved in early OSHA hearings came to refer to them as "Marr's bars."

"There's a solid argument for safety," Marr says. "If we keep our equipment working safely and efficiently, we do a good job, the boss makes money, and we preserve our jobs."

Union safety reps

Five experienced operating engineers report to Safety Director Jerry Martin on their duties as safety representatives: Vance Abbott covers Utah; Lenny Fagg, Nevada; Jim Rowland, Hawaii and the mid-Pacific area; and Jack Short and Sam Coburn split 46 northern California counties, averaging about 5,000 miles of driving every month to cover the territory.

The five IUOE Local 3 safety representatives are part of a rare breed. "I don't know of any other AFL-CIO union besides IUOE that hires safety reps," says Jim Lapping, safety director for the AFL-CIO Building Trades Department which embraces the 480 building trades councils in the U.S. and Canada. "And I can think of only three other IUOE locals—in Chicago, Detroit, and Washington, D.C.—which employ full-time safety specialists."

Safety representative Sam Coburn points out, "We don't work like most state or federal safety agencies. The job is more loosely defined for us, and we're mainly concerned with results. We have teeth we almost never need to use. We can close down a job if an employer won't correct a hazardous condition. But we almost never have to."

"What we do is let a contractor know we're serious. We'll point out safety problems to him, then ask him how long it will take to correct them. And we check back within that period. We find that 90 percent of our employers take care of the problems right away. In fact, we've made friends with many contractors by showing them how they can save money with good safety work," Coburn says.

Jack Short argues that safety work calls for a team effort between employer and employee. "Both sides have to behave responsibly," says the safety representative. "If we look at it as a one-way street, everybody suffers. For in-

stance, not long ago on one job, first aid kits were disappearing from the machines—our guys were ripping them off and taking them home. Well, that's not right. Not only is it dishonest, it's unsafe—the workman who needs a kit to help an injured brother won't have one."

"After the employer had replaced 25 kits in one month, he squawked. So I called a meeting of the men on the job and, in the name of the Local and the International, I chewed them out," Short says, "and that put an end to the pilferage."

Short and Coburn and the other IUOE safety reps spend their long hard days at jobsites all over the West, from Guam to Salt Lake City, as specialized troubleshooters. On each job, they appoint safety committee members. "We usually try to get a mechanic to serve," Jerry Martin says, "because he covers all the jobsite. He sees what's going on, constantly, and stays in touch with all the men on the job every day. Once a man accepts the position, we train him to deal with the union's safety regulations and with everyday safety problem reporting. And we provide him with a committeeman's manual which lays out procedures in accordance with union and state safety rulings."

One such mechanic cum safety committee member is Bill Burns, on the Auburn, California, dam job on the American River. "It's some extra effort," Burns says, "but it's worth it. And most of the time it's not real hard to get results. A while back, some of the guys were doing a welding job, and the radiation was causing sunburn through their shirts. I just had to point it out to management, and we got leather jackets for the guys right away. I think most of the time you just have to communicate."

The safety committee members handle many of the day-to-day safety problems. But the Local's five safety reps have their hands full with those problems that call for specialized technical knowledge, with safety meetings and accident investigations, and with follow-ups on safety hazard complaints. "Some of it's pretty straightforward, like the job layout on a rock crusher or the improvement of a road turnout," Short says, "but sometimes the safety business gets pretty dramatic."

"In 1973, on the Buchanan Dam east of Madera [California], one of the big front-end loaders caught fire when the torque converter overheated. The noise and heat are so bad, under normal operating conditions, that the operator didn't detect the fire until it was almost too late. He had to jump nine feet from his cab to the ground, and the machine burned up entirely. The nine-foot jump could have injured him seriously; luckily, however, he escaped unhurt. A man needs more warning to get away from a fire like that in one piece—and he shouldn't have to put up with it in the first place."

"So I got after management, and got them to install automatic fire suppression systems on their other loaders. Now we have those systems on all similar machines on all our jobs," Short says.

Five safety reps burning up the highways over a quarter-million square miles won't do much good if their efforts aren't focused. That's where Jerry Martin comes in. "I've organized our work in a very simple and straightforward manner," he says. "The safety reps and committeemen have just three forms to use—a Safety Hazard Report, an Accident Investigation Report, and an Accident Analysis Report."

"I feel we get our best work done in the field, working with the people involved. You can't do that when you're filling out papers. So I've tried for an absolute minimum of paperwork. The Hazard Report form is the backbone of the program. It establishes a record of a problem, and serves to focus the committeeman's and the safety rep's thinking. We treat these forms as internal communication within the Local. That is, we don't provide the employer with a copy. But he knows we have the record. The written description of the problem really makes dialog with the employer much easier and clearer—and the fact that we have a written safety record on each contractor becomes, legally, important if we ever have to go to court over negligence."

"Our employers respect the Hazard Reports. Out of the 300 or so filed each year, only two or three ever fail to correct the unsafe conditions," Martin reports. "Of course, in those cases we don't settle for simply asking. If we don't get satisfactory results, we turn to the state or federal enforcement agency. And if it's a condition that constitutes an imminent danger, we immediately withdraw operating engineers from the job, advise the other crafts

and trades of the problem, and suggest that they withdraw their men."

"The Accident Analysis form requires more specialized understanding," Martin says. "That's why we try, whenever possible, to have a safety representative fill out that form, which establishes a narrative description of the accident, and of contributing factors like machinery or material, job layout, and possible supervisory error. It's a working safety document to guide corrective action, while the Accident Investigation Report is a confidential document intended for legal back-up."

IUOE's safety effort seems to be paying off. "In the last three-and-a-half years, we've cut our members' incidence of serious and fatal accidents in half," Martin says.

Este rancho es el primero

Direct enforcement does sharpen workplace quality. But that's just one part of the battle. Sending highly trained workers onto the job is another, major step toward the achievement of enduring safety.

Rancho Murieta is several things. To IUOE Local 3's pension fund, it's a good investment in more than 3,500 acres that's turning into a planned community of 5-6,000 homes. To operating engineers, apprentices, and journeymen, it's a school.

Eleven of the Rancho's acres are given over to a training complex. "We have dormitory space and training facilities for 198 men," says Jack McManus, administrator of Rancho Murieta and of the Joint Apprenticeship committees of Local 3, "but most of the time we average about 60 students on campus. Right now there are 80 apprentices and 30 journeymen here."

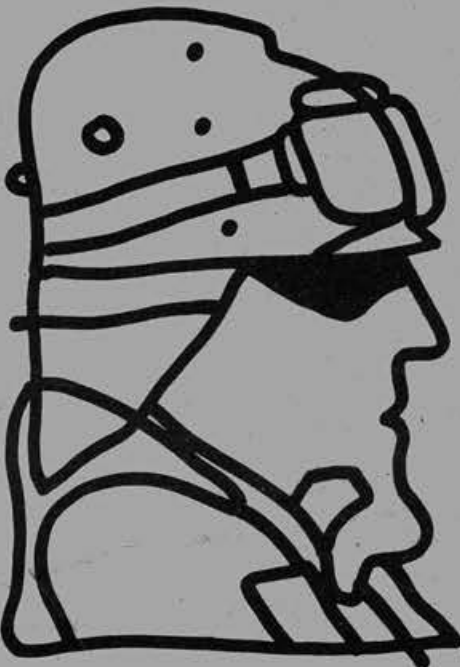
"All of our 19 instructors hold class C vocational training certificates with the California Board of Education. Each of them has learned the craft as a rank-and-file operating engineer, and has then learned to teach his craft. We're affiliated with community colleges in all four of the states our Local covers," McManus points out, "and operating engineers can earn Associate of Science degrees through Rancho Murieta and the work experience programs of their home colleges."

Ernie Sutton, director of field training, describes the program: "An individual has to spend 80 hours of classroom time to get to be a trainee. Then he puts in another six weeks of instruction here at Rancho Murieta before he moves on to the job, where he'll have to stack up somewhere between 3,400 and 6,000 hours of real work experience to earn his journeyman's card. We have 52 pieces of heavy equipment here—draglines, cranes, scrapers, graders, backhoes, compactors, loaders, dozers, paving machines—you name it. If an operating engineer needs to know how to run a machine, we have one. We even have an asphalt batch plant and a sand screw. And there's a heavy equipment shop where we train heavy equipment mechanic apprentices who'll one day become operating engineer mechanics."

"Apprentices learn a lot more than how to run a few big machines," Sutton says. "They also learn the theory that underlies the workings of the machines, and they learn safe operating procedures—both because safe operation keeps the worker alive, and because it keeps the machine in production. Each operating engineer learns, as an apprentice, to do his own maintenance and lubrication. This requires him to go over his machine thoroughly each morning, and these morning inspections have turned up a good many mechanical problems that could have become serious trouble."

Jack McManus directs classroom instruction at Rancho Murieta: "We go beyond the basics in almost everything. That includes safety. For instance, this is the first program I know of where a union required that its apprentices obtain a Red Cross first aid card as part of their training—and, as of January 1977, every apprentice in California must complete the first aid program. We also conduct hour-long safety meetings at the Rancho every week, and they're solid stuff. We want these men to take a serious safety attitude onto the job. I've seen the way an accident can destroy the morale on a job—it can make the difference between profit and loss."

He also reports that Local 3 instructors at the Rancho are preparing specialized instructional materials, like the videotape that warns operators and apprentices of the "silent rubber" hazard. The heavy-tired loaders, scrapers, and graders that are part of every road construction scene can, when they move over earth that's



been loosened by construction equipment, back up on a person unheard. And if a cleat on one of the big tires should catch a foot, the tire will walk right up the worker's body, crushing it. The Local is also preparing a motion picture clarifying safety guidelines and standards for surveyors, who belong to the Technical Engineers' division of IUOE.

Rancho Murieta is a first. But now, Local 3 has found that its capacities are being reached by service to California members, so the Local is constructing similar facilities in its other states. And the operating engineers have found other important ways to use the Rancho's unique facilities.

Research—in quest of the whole beast

The work environment for IUOE heavy equipment operators is often far from hospitable. Noise levels on some scrapers, for instance, hit 90 dBA when they're idling and a roaring 115 dBA in operation. Heat from the big Diesel engines that power construction rigs often combines with summer midday sun to drive temperatures well above 110° F. And vibration on an earthmover whose only spring rests right below the driver's posterior could "shake the back teeth out of a mastodon."

Equipment designers who'd improve the operating engineer's workplace confront massive and complex engineering problems. Though standards exist, limiting exposure to noise and dust, nobody yet knows enough to be able to design them out of the operating engineer's workplace. And for heat and vibration there's no workplace standard.

Martin's department has held out a hand to those who are trying to solve the problems and eliminate the vibration exposure. They have cooperated with a University of California-Berkeley graduate student in his efforts to use NASA telemetry gear to collect and record scraper noise with precision. And they welcomed MESA (Mining Enforcement and Safety Administration) inspectors to Rancho Murieta for a pilot project in which the inspectors got hands-on operating experience on the machines—the theory being that an inspector who understands a worker's conditions will judge more accurately what's going on in the workplace.

Local 3 has done most to advance safety and health knowledge through cooperation with three NIOSH-sponsored studies of whole-body vibration. These studies constitute a large part of the foundation of serious present-day scientific inquiry into whole-body vibration occurring over an extended period. Prior to these studies, scientific understanding of vibration as a potential workplace hazard stood at about the same stage of development as the radioactivity studies of Pierre and Marie Curie in 1898: the Curies knew the phenomenon existed and that it potentially posed some dangers, but they knew very little about the whole beast. (See *Job Safety and Health*, January 1974 and March 1976, for background stories on vibration study.)

One of the two studies conducted by Professors Robert Spear and Thomas Milby of the University of California-Berkeley in 1974 examined statistics from 3,900 claims against Local 3's health insurance program, to study morbidity (i.e., disease) patterns of heavy equipment operators. "We learned that they were more likely than other construction workers—those not exposed to whole-body vibration—to contract some diseases," Spear says. "Most plainly, a vibration-related disease is prostatitis, an inflammation of the prostate gland; it's intensely painful, but treatable. The military refers to it as 'jeep-driver's disease.' And there's a cluster of claims that all relate to the musculoskeletal system—arthritis, rheumatism, osteomyelitis, dislocations, sprains, head and neck injuries—along with a group that contains lacerations, contusions, and superficial injuries. The relative risk factor for this group isn't terribly high—statistically, many of these could be accounted for by simple chance. But there's the overall pattern, which draws the researcher's attention."

"And the claims category that includes fractures of limbs is rather striking—of course, that's an accident rather than a health problem, and we can't be certain from the data in hand that they're all job-related. But it is clear that the operating engineer's life and work impose significant wear and tear on his body," Spear points out.

"Other data, from an epidemiological standpoint, is less persuasive. We do know that heavy equipment operators seem to display a tendency to diabetes; to obesity that you can't trace to glandular causes—it may come from over-eating; and to gout. All these ailments commonly occur in association with lifestyles marked by overindulgence in rich foods and drink. Yet a Swedish medical researcher told me a few years ago of blood chemistry research in his country that showed abnormal chemical patterns in heavy equipment operators' blood. So I want to reserve judgment until we learn a great deal more."

Spear also points out that the 1974 study turned up some unexpected patterns. "It appears that susceptibility to disease increases among these workers until the individual turns 45 to 50 years of age, when it reaches a 'peak.' But then the statistical incidence of these diseases begins to fall off. We suspected that men whose health began to fail in early middle age were switching to less-demanding jobs within the union framework," Spear reports, "so we set up a second study to pursue this hypothesis. Local 3 was so involved by this time that it picked up about 15 percent of the bill for the second study."

"In it, we found that workers who contract these diseases are significantly more likely to leave their jobs," he says. "But I'd hate to have to prove that it was because they couldn't perform the work. This is a subjective, unsubstantiated guess, but it could be that the lifestyle—living away from home for weeks and months at a time, often in bachelor conditions, working long hours and eating restaurant food—finally becomes too demanding when you're feeling badly much of the time. The statistical data do show that operating engineers who leave their jobs, though, leave jobs that involve whole-body vibration."

Spear and Milby's studies, then, suggest that whole-body vibration may indeed lead to some types of physical deterioration. The studies tended to confirm what people who've run heavy equipment have known with all their senses, from the early days of steam graders: It's a nasty, hard, wearing way to make a living.

A third major study brought NIOSH vibration program head and research engineer Donald Wasserman and his research team from NIOSH's labs in Cincinnati to spend 30 days at Rancho Murieta in June 1976. They used their own custom-designed mobile unit crammed with over \$100,000 worth of sophisticated electronics equipment to record over 50 hours of thorough data on an operating engineer's experience at the controls of 15 different machines. Wasserman's team didn't settle for just whole-body vibration data on worker and machine; they also recorded noise levels, electrocardiographic data, electromyographic data on muscle fatigue, radar speed tracking, tire pressures, and suspension characteristics—and videotapes of both the driver's actions and the terrain. "We're grateful to Dale, Jerry, and the Murieta staff for allowing us to obtain the total data package we brought back to the lab," Wasserman said a year later. "Here we can re-create tape recorded conditions in our shaker simulator, and play back a nearly total replication of the driver's experiences."

"But so far it's taken us a year just to get to computer-analyze the whole-body vibration data. We haven't had a chance to even look at the other recordings. And, after about \$20,000 worth of computer time, averaging and cleaning incredibly complex data, we have finally cornered about 2,400 plots—graphic displays—which 'fingerprint' individual experiences of vibration."

"As for reaching some simplified classification of whole-body vibration, like the A, B, and C scales for sound pressure, in my personal view, it's in the future," Wasserman says. "Only when we know enough about vibration exposure levels and their health and safety consequences, will we have any chance to simplify our understanding enough to create a simple dosimeter like the sound level meters industrial hygienists have today for noise. Right now, I'm hoping to refine our Rancho Murieta data to where we have only 300, rather than 2,400, plots to deal with in describing heavy construction data by the time we issue a report this fall."

"We have achieved some important things at Rancho Murieta. We have done nearly a complete examination of one industry—though we're years away from digesting the data. That examination, and the analysis we will eventually achieve, should serve as a paradigm, a model, for our studies of vibration in other industries. This study should simplify future vibration studies," Wasserman suggests.

"We've also learned that at low vibration levels, the body seems to react in a linear way—we can study and predict its reaction by using mathematical models. But when the levels increase, the models appear to fall apart; therefore, it's difficult to even guess how the body will react to high-level vibration. However, thanks to Local 3, we have made great strides. We really do have a great deal of work to do before we can help the worker directly."

"Local 3 has made a major contribution to our overall vibration study—I'm still delighted at their attitudes toward job health and safety matters," Wasserman says. "We did in one study at Rancho Murieta what it would have taken at least five studies to accomplish anywhere else."

Old-fashioned responsibility

As mentioned earlier, Local 3 Business Manager Dale Marr put considerable energy into arguing for ROPS—"Marr's bars." Other Local 3 operating engineers have followed his lead. In Utah, they've asked the state OSHA Rules Committee to promulgate a new standard requiring limiting devices on telescoping-boom

hydraulic cranes. Without the limiting device, such a crane can, under special circumstances, break its hoist cables and let its load fall.

And, as Marr maintained his association with the National Safety Council, serving on its Executive Council, and went on to serve on several other union and governmental bodies of a more general nature, Jerry Martin and Local 3's safety representatives have carried the Local's banner on several state and federal safety boards and committees.

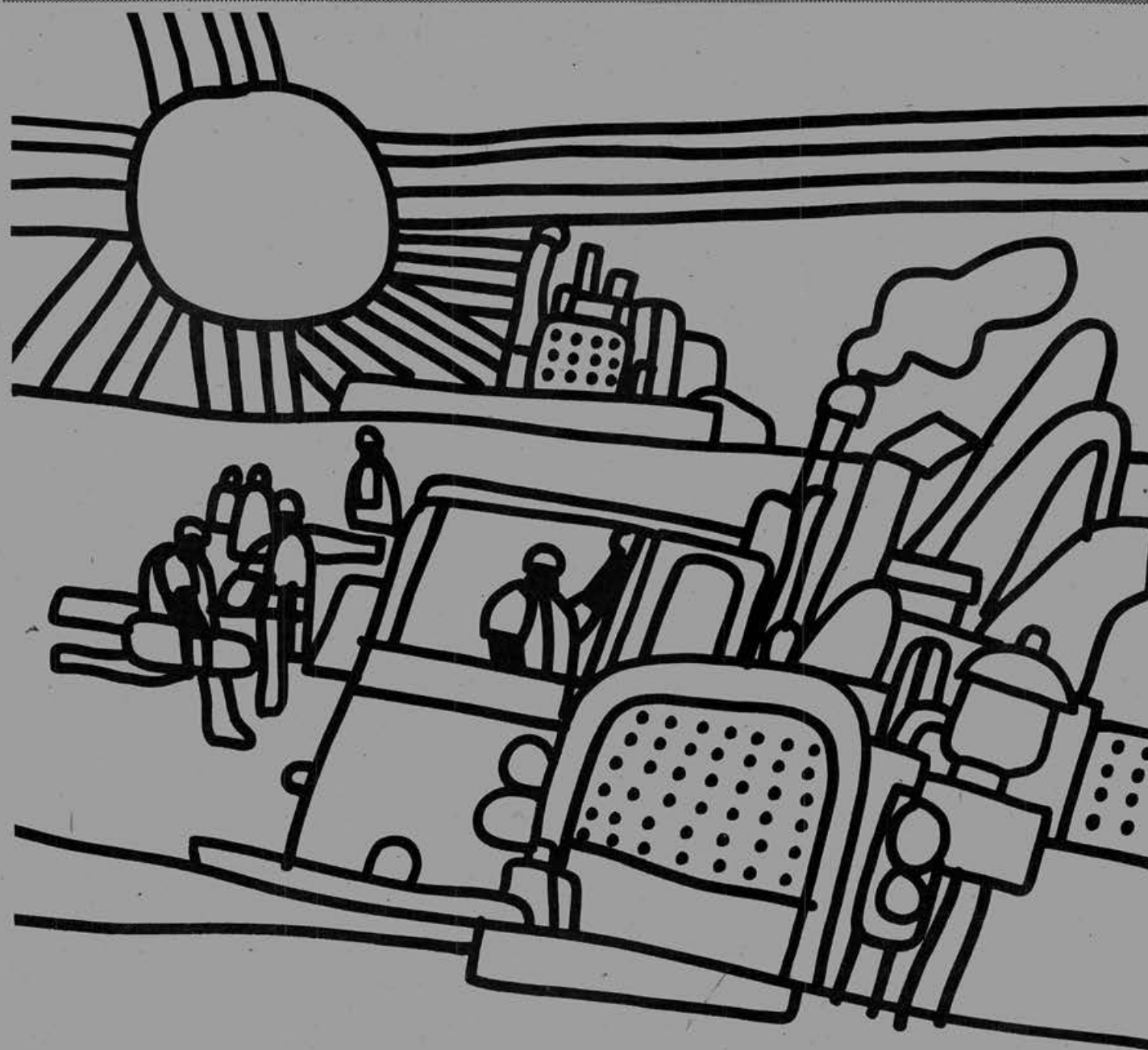
Martin serves on the Cal/OSHA Advisory Committee, the California State Standards Board, the MESA Advisory Board, the U.S. Bureau of Coal Mine Safety Research Committee, and the National Safety Council's Executive Committee.

Jack Short serves on the Cal/OSHA Advisory Committee. James Rowland, Local 3's man in Hawaii, serves on the state Standards Advisory Committee, the American Red Cross/MESA Standards Advisory Committee, and several local organizations and committees devoted to safety. Lenny Fagg serves on the Nevada OSHA Committee and a statewide MESA advisory board. And, in Utah, Vance Abbott serves on a state Department of Transportation Safety Committee, the U.S. Bureau of Mines Technical Advisory Committee, and a 13-man MESA National Advisory Committee.

"Sticking your head up, venturing an opinion, getting involved—they're all part of getting the job done," Martin says. "An ad man might say something about 'maintaining a high profile,' but I think it's more a matter of old-fashioned responsibility. When you take a leadership job, there's a lot more to it than just seeking advantage over your fellow man. You take on a moral obligation to lead."

Jim Lapping, AFL-CIO Building Trades Department safety director, says, "Local 3 is the foremost union organization in the American safety movement. In 1974, Dale loaned us Jerry Martin for the first class of the Building and Construction Trades safety training program, which we sponsored in cooperation with OSHA, to design a safety program for leadership in the construction unions. Jerry came to that session excellently prepared, and made a major contribution. Also, Jerry and Charles Stover of IUOE Local 77, Washington, D.C., served on the five-member task force that the Building Trades loaned to the National Bureau of Standards, Department of Commerce, to identify hazards peculiar to trenching and excavation."

"Their responsibility, their expertise, their energy—all these make Local 3 the model, the union we encourage others to follow."





Teaching Techs

By ART PENNEBAKER
Administrator,
Surveyors' JAC

It has been the past policy of the Joint Apprenticeship Committee that when a Registered Apprentice is absent from one or more Related Class Sessions for any reason, the Apprentice is requested to appear before the Sub Committee to show cause why disciplinary action should not be taken.

In practice this has caused some Apprentices, with otherwise excellent attendance and progress records, to be subjected to the same criteria as those with poor attendance and deficient progress. The Joint Apprenticeship Committee recognizes that the past procedure is unfair to the serious apprentice who has demonstrated a personal concern for the learning process.

Experience with the policy indicates that for the most part it is the same persons who repeatedly ignore attendance requirements, are regularly late to class sessions, and are not making adequate progress for whatever reasons.

The Joint Apprenticeship Committee has therefore established a new policy that should not affect the conscientious Apprentice, but will hopefully motivate the best efforts of the deficient Apprentice toward the Related Training Material.

In order to advance from period to period or to Journeyman status, the record in the Administrative Office must indicate at least 500 on-the-job work training hours in each period for 1st through 4th period Apprentices and at least 1000 hours for 5th through 8th period Apprentices, together with a current American Red Cross Multi-Media First Aid Certification and with specified progress in the Related Training Material.

When deficiencies are apparent, then the Administrative Office will notify the Apprentice and the Employer that such deficiency exists, and that the Registered Apprentice is suspended for up to 60 days, or until the records in the Administrative Office appear to no longer contain deficiencies. The magic 60 days is derived from Public Law, the alternative being removal from the Apprenticeship Program.

On-the-job work training hours are credited when reported to the Administrative Office by the Fringe Benefit Contribution's Office. There is always a time lag from the time the hours were worked until reported to the Administrative Office. As an example: Hours worked in January are reported to the Trust Funds by the employer on or before February 20th. The hours are credited to the several

accounts after which they are reported to the Administrative Office. Generally, the Administrative Office receives the report by the end of the second week in March. Advancements are made on the Monday following the date that the records in the Administrative Office indicate that advancement criteria has been met.

When the records in the Administrative Office indicate the appropriate number of on-the-job training hours for advancement then the apprentice's school attendance record, completed Related Training Material record, individual employer evaluations and master record file will be reviewed and matched.

The new policy may at first appear to be inflexible and overly harsh, but review again the extra time built into the procedure.

Consider the example of a newly Registered 1st period Apprentice January 1, who works 160 hours per month on a regular basis: The time of review will be when the Administrative Office has received records for 500 hours. The time of review will be approximately: Jan.—0, Feb.—0, March—160, April—320, May—480, and June—640 which is the month of review. Actually 960 hours (6 months) have been worked.

Extra time to move ahead in the curricula material and to obtain the Red Cross Multi-Media First Aid Certification is in excess of two months; more nearly two and-a-half to three months.

This two months plus, is a one time bank of hours that can be utilized anytime during the Apprenticeship. The Joint Apprenticeship Committee advises that the best approach is to get ahead and stay ahead because once the buffer is used up, there is no excuse for lack of progress in completing the material at the appropriate level. The Joint Apprenticeship Committee suggests that the "extra time be saved and nursed and protected as long as possible in order to utilize it when the problem is REAL!"

We strongly urge every Apprentice who is behind in Related Training Material to discuss with the Related Training Instructor extra home study assignments where necessary. The first regular review will be in January. There is time right now to catch up if deficiencies exist.

At one time, Related Training Class Sessions were conducted two times each week at two and-a-half hours per session. When the Related Training hours were reduced to 3 hours per night, once per week, it was necessary to convince the State of California Division of Apprenticeship Standards, that Tech Engineer Surveyor Apprentices would regularly study outside the class scheduled.

The possibility of a two class night schedule still is hovering over the program. The law says: Approximately 144 hours per year of Apprenticeship. 3 hours x 52 weeks=156 minus 2 weeks at Christmas or 6 hours=150 minus 144 hours of attendance=12 hours or 4 nights of absence.

When the Apprentice, from personal necessity, requests personal dispensation from the rules, then the total record of that Apprentice will be considered:

1. How many times absent from class?
2. How many times late for class?
3. What material has the Apprentice completed?
4. How many hours has the Apprentice been paid for work hours on-the-job?
5. What are the comments of other workmen and the boss as to experiences at the job sites?

The Administrator has observed the attitudes of the Joint Apprenticeship Committee for many years. The attitudes currently appear to lean toward diminished patience for the hanger-on, and full support for the person who is seriously attempting to be a competent Field and Construction Surveyor.

Fresno Dist. Reports

(EDITOR'S NOTE: This article was especially prepared for *Engineers News* by Claude Odom, Jerry Bennett, Bob Merriott and Harold Smith.)

Bids will be called in December on 1.7 miles of Freeway 41 in Fresno.

Caltrans has budgeted \$3.5 million for the portion of the freeway between 0.1 mile south of Dakota Avenue to 0.1 mile north of Shaw Avenue.

Ball, Ball & Brosamer Construction expect to start work on the Friant Kern Canal about December 1st. This \$12 million job reaches from the Friant Dam to Highway 180 a distance of 26 miles and it should keep a few of our Brothers busy for a year or so, Odom said.

Kaweah Construction Company of Visalia started work on their \$6.7 million Wastewater Treatment Plant for the City of Hanford. Erickson Equipment, Inc. has moved in on the first phase of excavation on this project, which will take approximately five weeks. Great Valley Construction has the baserock and paving on this job to be done late next year. Kaweah Construction Company also turned in the lowest of four bids to the City of Lindsay at \$1.4 million for construction of wastewater treatment facilities and interceptor sewer lines.

Lee's Paving Company, Inc. of Goshen is the apparent low bidder on several city streets in Visalia at a cost of \$639,545. The contract calls for construction on Walnut Avenue, Whitondale Avenue, Santa Fe Avenue, Goshen Avenue, Court Street, Prospect and Giddings Street, and overlay on Jacob Street.

The City of Porterville is calling for bids November 15 by the Porter Vista Public Utility District. The contract calls for 121,000 feet of various size pipelines from 4" to 18" to be completed in two hundred working days.

The Merced Board of Supervisors is calling for bids in December to enlarge the Merced Industrial Park. The job is estimated over \$400,000 and will include curb, gutter and street work.

Talking To Techs



MIKE WOMACK
Paul Schissler
Gene Machado

The Tech. Department has received several inquiries regarding safety regulations on the electronic measurement devices now being used in the survey industry.

Some of the questions are in reference to lasers and microwave emissions. The Tech. Department at this time has contacted our Safety Department and investigation is underway. As the data from their research comes in, we will keep you informed.

At this time we would like to commend the job stewards for their excellent work. These men are doing a big job for you members without much thanks or recognition, day after day. Their reports save you many problems and keep your Business Agents up to date on the small and sometimes large infractions that happen on your job. These reports give your representatives information that is up to date and timely. This information, whether it's health and welfare or contract violation, has to be dealt with as it happens or it becomes a long drawn out process to solve.

The Job Stewards have been doing a good job for you members and your Union. They have given their time and efforts on your behalf and it's time we all give a big thank you. The duties of a Job Steward are spelled out in the contract. Read them so that you don't ask him to do more than he is responsible for.

Recently, employees ratified the Non-Destructive Testing & Inspection agreement. As many of you know, this is an ever expanding industry, and at this particular time it was extremely important to establish a firm foundation to build on. This contract is very timely, as it will service this growing industry and its members and at the same time be consistent with the industry.

While reporting on contract negotiations, we would also like to mention that employees working under the Western Counties Association agreement have ratified their contract. After the first of the year we will be having a round of pre-negotiation meetings for employees working under the Council of Engineers and Laboratory Employers' Inc. Association agreement, and a pre-negotiation meeting will be held for employees with Nuclear Energy Services. Check the newspaper for times and dates.

ATTENTION! FIRST AID classes will be offered by the N.C.S.J.A.C. for all journeymen and apprentices in February, 1978. Locations will be in Oakland, Santa Rosa, San Jose and Sacramento. Check your present cards for possible expiration dates as cards must be renewed every three years. We urge you to attend and if possible, bring your wife.

The entire Tech. Department would like to take this moment to wish all of you and yours a very Merry Christmas and a Happy and Prosperous New Year.



Mike Womack

Got A Problem?

Call Your District Representative

San Francisco Hugh Bodam, Dist. Rep. Work: 415/431-5744 Home: 707/446-9621	Marysville Alex Cellini, Dist. Rep. Work: 916/743-7321 Home: 916/674-3927
Ignacio "Lucky" Sprinkle , Asst. Dist. Rep. Work: 415/883-2654 Home: 415/892-5958	Redding Ken Green, Dist. Rep. Work: 916/241-0158 Home: 916/347-4097
San Mateo Dick Bell, Asst. Dist. Rep. Work: 415/345-8237 Home: 415/359-6837	Sacramento Clem Hoover, Dist. Rep. Work: 916/383-8480 Home: 916/428-1458
Fairfield Aster Whitaker, Asst. Dist. Rep. Work: 707/429-5008 Home: 707/226-2990	San Jose Tom Carter, Dist. Rep. Work: 408/295-8788 Home: 408/779-3863
Santa Rosa Bob Wagnon, Dist. Rep. Work: 707/546-2487 Home: 707/539-0145	Reno Dale Beach, Dist. Rep. Work: 702/329-0236 Home: 702/882-6643
Oakland Bob Skidgel, Dist. Rep. Work: 415/638-7273 Home: 415/653-8063	Salt Lake City Tom Bills, Dist. Rep. Work: 801/532-6081 Home: 801/561-5843
Stockton Al McNamara, Dist. Rep. Work: 209/464-7687 Home: 209/464-0706	Provo Don Strate, Bus. Rep. Work: 801/373-8237 Home: 801/377-4440
Ceres Jay Victor, Asst. Dist. Rep. Work: 209/537-4706 Home: 209/883-0148	Ogden Rex Daugherty, Bus. Rep. Work: 801/399-1139 Home: 801/621-1169
Eureka Eugene Lake, Dist. Rep. Work: 707/443-7328 Home: 707/443-5843	Honolulu Wallace Lean, Dist. Rep. Work: 808/949-0084 Home: 808/941-3456
Fresno Claude Odom, Dist. Rep. Work: 209/485-0611 Home: 209/439-4052	Agana E. Punzalan, Asst. Dist. Rep. Work: 734-9064 Home: 646-1018

Six Day Work Week for Members

Work on Auburn Dam Hits Full Steam

Bill Auburn Constructors has been working the brothers on the Auburn Dam five days a week, ten hours a day, and eight hours on Saturdays, reports Business Rep. Bill Marshall. This has really helped the brothers on this project. Before they were working only two to three days a week.

A. Teichert & Son has been keeping the brothers busy in the mountain areas on overlay work, and they are doing the median strip on Highway 80 from Ophir Road to Auburn-Forest Hill Road. This has been a problem with trying to reroute the traffic so they can get the work finished.

Granite will be doing the widening on Highway 49 from the Southern Pacific overcrossing to Dry Creek Road. M.C.M. will be starting the Southern Pacific overcrossing right away. Granite expects to start in the spring. This job will be done out of the Sacramento office.

W. M. Lyles is doing the water treatment plant starting just above Dry Creek Road going to Rocklin. They have four different sites and Douglas-Seaberg will be doing the site preparation work for the prime contractor.

T & S Cont. Co. has got all of the underground work from Rocklin to Bowman that will be connecting into the treatment plant. This is a real good job for the brothers, Marshall said.

Hansen Bros., R. J. Miles, and all of the gravel plants on the hill have been keeping the brothers busy all year long.

At this writing, Local 3 has a picket on Dan Baldoni's job at Highway 49 and Sacramento Street in Auburn. He is doing a Bureau of Reclamation job and refusing to sign the current agreement with the Operating Engineers Local No. 3.

Downtown Hotel

City officials have issued a building permit to developer John Hammons for his \$9 million, 14-story Capitol Plaza Holiday Inn in Downtown Sacramento. Assistant District Rep. Al Swan reports that construction is to take place between 3rd, 4th, J and K Streets, which has been used as the Macy's parking lot.

Completion is scheduled for March 1, 1979. As the hotel is being built, the city plans to ex-

tend the K Street Mall westward one block and construct a \$6.7 million parking garage just south of the mall, on the block bounded by 3rd, 4th, K and L Streets.

The garage will have 1,100 spaces and Hammons is to pay \$1.4 million of the cost, with the city paying \$5.3 million.

The hotel will have about 375 rooms as well as shops and convention facilities on the first floor. Plans call for a large restaurant and entertainment lounge on the top floor overlooking Old Sacramento.

The City Council ratified a memorandum of understanding with Weinstock's clearing the way for development of the chain's newest department store on the old Breuner's site facing the K Street Mall between 6th and 7th streets.

The agreement calls for the City Redevelopment Agency to spend about \$4.5 million for two levels of parking with 485 spaces under the 200,000-square-foot building, which is expected to cost about \$12.5 million.

Construction is expected to begin next spring with opening tentatively set for August 1979.

The work picture in Stanislaus and Tuolumne Counties is fairly steady at this writing, reports Assistant Dist. Rep. Jay Victor. The activity of course in the Tuolumne County area has been until recently primarily small paving and overlay jobs for local contractors.

Ray N. Bertelsen out of Marysville by the time this hits the press will have begun their pipeline project for Water Project No. 2. The Parrots Ferry Bridge project is winding down on the excavation and relocation of Parrots Ferry road. However, the work for the bridge piers and tower crane are still running with several brother engineers. This project should keep quite a few brothers engineers employed throughout the winter months.

American Bridge at Melones Dam has recently gone back to work after the boilermakers settled their dispute. Hopefully they will be at full swing when this goes to press.

The major part of work is in Stanislaus County with the Turlock water treatment plant contracted to Fred J. Early. They are starting to put together a crew for their excavation work.

R. B. Welty and Associates engineering firm is one of the subs on this project and has a crew working there on a full time basis.

The sub-contractor, Iconco, has moved in from Washington. A new short form agreement has been signed by the company and they are in the process of doing their demolition work on the existing structures. The Ceres water treatment plant has also neared completion on excavation work. The majority of the underground is in. About all that is left is the numerous tie-ins to the site from the adjacent areas.

The city hall of Modesto is just about completed. Doctor's Hospital is progressing very nicely and so is the work on the extension of the City Hospital in Modesto. The local contractors in the area have kept their crews fairly busy with small paving jobs being let by City, County and State.

The rock plant at Hughson by Flintkote is running a full crew. So is the rock plant in Waterford, Santa Fe Rock.

George Reed has ceased to process material in Jenny Lind and will be moving back their equipment to the Waterford plant.

Report from Oilfields

Oil Field Rep. Frank Townley reports that a General Membership meeting was held in The Geysers Oct. 27 with the brothers and their wives from Camay Drilling Company, R. B. Montgomery Drilling, Inc., and Hoover Drilling Company. The meetings were chaired by the Vice President of Local No. 3, Bob Mayfield, with John Husser and John Sweeney from the Fringe Benefits Department, and Roy Nord from the Operating Engineers Credit Union.

Townley said there was a very good turnout, with many constructive questions being asked and answered, particularly regarding the Pension Plan.

"I hope this has given you a better understanding on the mechanics of your Pension Plan, and that the people who attended will pass this information on to their other brothers," Townley commented. "I would like to thank the men who spoke for taking the time to come to The Geysers for this meeting."

Camay Drilling Company has rigged up in Lovelock, Nevada to drill a well for Phillips. To date this rig has taken 13 men from the hiring halls.

Peter Bawden Drilling Company is moving a rig to the Stockton area soon.

Hunnicut & Camp Drilling Company is still working at capacity in the Local No. 3 jurisdiction, with all hands enjoying many hours.

Perryman Drilling Company was in the Winters area, and on Oct. 25th Mr. Larry Andrus from the Division of Industrial Safety gave a safety meeting for the Perryman hands, along with Jack Short, Safety Director for the Sacramento area.



Definitely a 'Big Scale' Operation

Local 3 members and other employees of the L. R. Murphy Scale Co. of Sacramento recently completed what is said to be the largest truck scale ever built.

It is 100 feet long and 19 feet wide, weighs 145,000 pounds and has the capacity to weigh loads of up to 400,000 pounds.

Upon completion, the scale had to be separated into four sections and shipped in a caravan of 40-foot semitrailers to its purchaser at Gillette, Wyo.

"Scales of greater weighing capacity have been built, but none with a platform

this large," said William V. Goodpaster, executive vice president of the scale company.

The Sacramento-built scale, priced at about \$100,000, was made for the Wyodak Resources Development Corp. for use in coal mining operations at Gillette.

It is not only a huge piece of equipment, but sophisticated as well.

Besides a mechanical weigh beam alongside the scale which records weights of up to 400,000 pounds in 20-pound increments, there is an electronic recorder to relay the data to the coal

mine office a quarter mile away where it can be fed into a computer.

"One of the advantages of this dual weight-recording system is that the mechanical indicator will continue to function in cases of power failure or electronic malfunction," Goodpaster said.

Wyodak Resources, with one of the largest deposits of low sulphur coal in the U.S., uses trucks up to 105 feet long to haul coal on designated highways or to a railroad loading point.

Goodpaster doubts the record for scale size will last very long. "With increasing

energy requirements and dependence on coal and uranium, it is certain more and larger trucks will be needed," he said.

The steel scale was fabricated in the Murphy plant in Sacramento.

Subsequently, in 1973, Cardinal acquired the Sacramento company and made it a subsidiary.

The operations are in the process of being renamed Murphy-Cardinal Scale Co.

The firm is a leader in providing custom-built scales for the heavy construction and mining industries. The Sacramento plant employs 51 people.

1977 'Quite a Bit Better' for Santa Rosa

As the holidays approach and the Santa Rosa office looks back over the year, they say it has been "quite a bit better than in 1976," and looking forward to a very good picture for the coming year.

"Every place you go you see some kind of activity," reports District Representative Bob Wagon. "Of course Warm Springs Dam is one of the jobs we are hoping to get started on in the spring, but with the recent newspaper publicity about dams it will give the stop work people something else to talk about to try to get this project halted again."

Probably the mainstay of the work in the area is water pollution work, which should go on for several years. If there was more road work in the area the work picture would be great, said Wagon. "It seems about the only thing the highway commission comes up with is overlays, but again we say, work is getting better all the time and if everything goes that is supposed to, our economy for 1977 is going to continue picking up."

The work picture in the northern part of the area has been quite busy, Business Representative Pat O'Connell reports. Lange Bros. is trying to finish its Hwy. 101 job and Parnum Paving is doing Lange's paving and also has a couple of jobs around Ukiah. Joe LaMalfa has been going real steady this year.

The Geysers area should be busy for many years to come — C. R. Fedrick is doing work on Units No. 11 and No. 13; S & Q

Construction and M.G.M. are working on Unit No. 12; Owen W. Haskell is working on Unit No. 14 and Valley Engineers has small jobs on two or three of the sites.

The rock plants have all been busy, most working six days. C. R. Fedrick has started work on Phase I of the Redwood Valley Water System; Santa Rosa Crane & Rigging is on rental to Ranney Method Western and Tommy Thomas and Norm Sweet claim

they will be working at the tank site for three or four months. A. B. Siri, Inc. has about completed the trailer park in Ukiah.

Business Representative Chuck Smith says Piombo Corp. has hit water on the Third St. job in Santa Rosa but is on grade and should be out any day. Over in the Napa Valley area, Harold Smith & Son are trying to beat the rain on several jobs in and around St. Helena and Calistoga.

Slinsen, over in Napa, is starting to slow down a little but is still keeping a few brothers working. Berglund, Inc. in Napa is still running strong working about 25 men in and around Napa. Up in Lake County Lange Bros. are putting the finishing touches on several of their jobs and are cranking down for the winter. They have had a good work year and hope to have an even better one in 1978.

The Santa Rosa office just concluded negotiations with Cinder Products and is finishing up negotiations with Red Lava.

There are several projects coming up in Lake County, the first of which is a million dollar underground job at Lakeport.

All of the staff in the Santa Rosa office extend their best wishes to you and your families for a joyous and happy holiday season.

DEPARTED BROTHERS

Allen, Lawrence (Roberta, Wife)	9/5/77
Rt. 4 Box 764 D, Sonora, CA	
Anderson, Frank (Marshlette, Wife)	10/12/77
Box 598 B, Texarkana, Arkansas	
Backovich, Nick (Vera Ann, Daughter)	10/15/77
1812 Manzanita Way, W. Sacramento, CA	
Boehm, Roger (Joyce, Wife)	9/14/77
P.O. Box 872, Yuba City, CA	
Bonner, Albert (Ruth Bonner, Sister)	10/7/77
3570 Eve Circle No. A, Mira Loma, CA	
Bowles, Henry (Anna, Wife)	9/23/77
984 Ponderosa No. A, Sunnyvale, CA	
Bradford, Carmon (Irene, Wife)	10/10/77
P.O. Box 49, Burns, Oregon	
Cecil, John (Corene, Wife)	10/5/77
Rte. 1 Box 310, Wilton, CA	
Clark, Arthur (Elizabeth)	8/17/77
P.O. Box 8, Mtn. Home, Idaho	
Closson, Arthur (Cleo, Wife)	9/20/77
Box 174, Bowie, Arizona	
Covey, Archie (Zula Pauline, Wife)	10/4/77
390 Gentry Way No. 25, Reno, Nevada	
Davis, Roy (Beverly, Wife)	9/23/77
1850 Bishop Street, Reno, Nevada	
Deborba, John (Alfred Nicolini)	10/13/77
Salmon Harbor No. 9, Smith River, CA	
Dietz, Gary (Mary, Wife)	9/26/77
615 Cedar Street, Carlin, Nevada	

Dresser, Vernon (Marie, Wife)	10/5/77
P.O. Box 828, Oroville, CA	
Eckles, William Jr. (Bill, Father)	8/20/77
4780 Lamesa Ct., Fremont, CA	
Enge, Hans	10/23/77
1031 Evelyn Avenue, Albany, CA	
Franklin, Joseph (Mary, Sister)	10/15/77
2886 Fordham Street, Palo Alto, CA	
Goetz, Charles (Alice Stover, Sister)	10/15/77
1750 Santa Ynez Way, Sacramento, CA	
Gookin, Joe (Vickie, Wife)	6/16/77
730 S. Stearns, Oakdale, CA	
Gray, Elbert (Mary, Wife)	10/17/77
1259 Kimberly, San Jose, CA	
Handy, James (Patricia, Wife)	10/12/77
2060 Patricia Drive, Yuba City, CA	
Holmes, James (Candice Lopez, Friend)	9/24/77
323 Madrid Street, San Francisco, CA	
Hoobler, Pearl (Mary, Wife)	10/19/77
22 Las Plumas Way, Oroville, CA	
Ikehara, Michael (Yoshi, Wife)	10/9/77
1162 Ala Kipa No. 402, Honolulu, Hawaii	
Isebrands, Hillard (Grace, Wife)	10/14/77
600 Gleeson Way, Sparks, Nevada	
Jenkins, Homer (Ethel, Wife)	10/16/77
56 W 5th North, Nephi, Utah	
Johnson, Stanley (June, Wife)	10/2/77
P.O. Box 557, Pine Grove, CA	
Lake, Walter (Florence, Wife)	10/19/77
735 Filbert Way, Campbell, CA	
Larsen, Lyle (Dana, Wife)	9/22/77
12924 S. 1800 West, Riverton, Utah	
Leerberg, Algoth (Norma, Wife)	9/22/77
4695 Pacific St., No 7, Rocklin, CA	
Lincoln, Harvey (Elsie)	9/20/77
1938 S. Sinclair, Stockton, CA	
Nichols, Vern (Martha, Wife)	9/25/77
527 McLean Street, Fallon, Nevada	
O'Neill, Reuben	10/24/77
P.O. Box 1271, San Francisco, CA	
O'Neal, Wilfred (Julia, Wife)	10/3/77
22669 Stevens Creek, Monta Vista, CA	
Ruhmann, Julius (Sharon Long, Judy Adams, Daughters)	10/10/77
1954 San Pablo, Oakland, CA	
Sacher, Helmut (Barbara, Wife)	9/20/77
2322 Bates Avenue, Concord, CA	
Sakuma, Takeo (Jean, Wife)	10/6/77
2007D Kalihi Street, Honolulu, Hawaii	
Sawyer, James (Lorraine, Wife)	7/24/77
650 Berkeley Way, Fairfield, CA	
Serna, Joseph (Della, Wife)	9/10/77
840 Di Fiore Dr., No. 3, San Jose, CA	
Sturdevant, Cecil (Katherine Hoppman, Daughter)	10/12/77
1204 Jonas Avenue, Sacramento, CA	
Thames, Donald (Jean, Wife)	10/7/77
3599 Pitcarin Way, San Jose, CA	
Washburn, Harley (Thelma, Wife)	9/23/77
1903 7th Street, Oroville, CA	
Wickander, Gordon (Bertha, Wife)	10/22/77
P.O. Box 151, Dobbins, CA	
Widemann, Samuel (Sybil, Wife)	9/20/77
41 796 Kalaniaole, Waimanalo, Hawaii	
Wilshusen, Reinhold (Goldie, Wife)	9/23/77
634 Neilson Street, Berkeley, CA	
Worke, Emery (Rich Way, Friend)	10/24/77
1964 Ocean Drive, McKinleyville, CA	

DECEASED DEPENDENTS

OCTOBER 1977

Devere, Zelma—Deceased September 16, 1977
Wife of Scott Devere
Hale, Juana Mae—Deceased October 3, 1977
Wife of Douglas Hale
Hartman, Katherine—Deceased October 6, 1977
Wife of Everett Hartman
Iannacone, Janie—Deceased October 16, 1977
Stepdaughter of Warren Miller
Newman, Betty—Deceased September 28, 1977
Wife of Paul Newman
Sivils, May—Deceased September 20, 1977
Wife of Clayton Sivils
Stephenson, Dorothy—Deceased October 5, 1977
Wife of Clyde Stephenson

SPECIAL GROUP DISCOUNT PRICES FOR OPERATING ENGINEERS LOCAL 3

USE YOUR UNION I.D. TO MAKE PURCHASES.

CAPITOL HAS E.S.P.

(extra-savings-power)

YOUR UNION MEMBERSHIP ENTITLES YOU TO
EXTRA-SAVINGS-POWER ON:

PREMIUM QUALITY TIRES with written mileage, road hazard, workmanship
and materials warra. , warranties, NO ONE ELSE HAS.

SHOCK ABSORBERS with lifetime warranties.

BATTERIES with 36-42-60-72 month warranties. Including the New
Maintenance Free Batteries.

WHEELS with workmanship and materials warranties.

FREE MOUNTING

(MOST CARS AND TRUCKS)

NORTHERN CALIFORNIA LOCATIONS:

BERKELEY: 1770 Fifth St. (415) 524-9120
CONCORD: 2465 J Vista Del Monte (415) 825-2072
SACRAMENTO: 1831 Second St. (at S) (916) 443-2526
CITRUS HEIGHTS: 6175 Auburn Blvd (916) 723-5584-85
SAN FRANCISCO: 101 S. Van Ness Ave (415) 621-2336
SAN JOSE: 1760 Rogers Ave (408) 287-9112
SAN LEANDRO: 2059 Williams St (415) 351-8434
SAN MATEO: 4220 Olympic Ave (415) 574-7223
SANTA ROSA: 3331 Industrial Dr (707) 528-8150
STOCKTON: 4137 Coronado Ave (209) 465-5616

NEW

OPEN WEEKDAYS 8-6,
SATURDAYS 8-5



America's Original and Largest Group Discount Tire Program

CAPITOL TIRE SALES/WAREHOUSES, INC.

NOT OPEN TO THE GENERAL PUBLIC

Report from Stockton

Business Rep. Sharkey Winnett reports that the work is holding up real well in the Stockton area. After the bids are opened for the Manteca Bypass, the City of Manteca will be calling for bids to widen Main St.

This will be a 2 million dollar job. It will include planting of trees, sidewalks and divider strip making it into 4 lanes. It should be completed before the Bypass is finished.

The City of Tracy is starting to grow a little bit. M. G. M. Const. was low bidder on a Main Water Line from the existing Aqueduct to tie into the City of Tracy's main water line. Cost is \$1,336,000, and will put some of the Brothers to work.

Teichert Const. Co. was low bidder for the City of Stockton at the Sewer Plant to build up the existing levees and to put more rip-rap and a small section of road to the new plant. Cost is \$1.5 million. This will keep more Brothers in the area working through most of the winter.

Earlier Bids too High

San Felipe Shifts to Negotiated Bid

District Representative Tom Carter reports that the San Felipe Project which was bid this past summer will now be a negotiated bid rather than a hard money bid.

The last time the bids were opened, the low bidder was \$35 million over the engineers estimate and the project was not awarded.

The Bureau of Reclamation, Research and design center in Denver is now preparing a modified design for the tunnel. Under the new design the tunnel will be shortened from 8½ miles to 5½ miles with an inside diameter cut from 11 feet to less than 10 feet.

These modifications are expected to bring the project more in line with the original engineers estimate of \$70 million.

The Bureau is scheduled to mail out the specifications to all the bidders this winter and expects to award a contract by April of 1978.

The total cost of the project will be about 200 million dollars and is scheduled for completion about 1984, Carter said.

Gabilan Iron Co. Local 3 Employees have ratified a new 3-year agreement. They voted secret ballot by a ratio of 6 to 1.

Union negotiating committee was Asst. Dist. Rep. Jack Bullard, Brother Kim Pisor of machine shop, and Brother Dennis Hill of fabrication shop. Pisor and Hill made significant contributions to the negotiation.

The agreement provides an 8 percent wage and fringe package yearly. Cost of living provisions specify that Gabilan pays any percentage increase more than the new wage and fringe increase as determined by the U.S. Dept. of Labor Index. "That's our safety valve in the event of runaway inflation," Bullard said.

Bullard reports a board of adjustment was held with McGuire & Hester regarding the King City project. The Board determined that an Engineer receive a day's pay plus fringe benefits.

Kaiser Contract Administration Committee meets again Nov. 9, 1977. This meeting will determine if Kaiser will pay the cost of living arbitration award throughout the life of the contract in effect now. Other problems at Natividad and Moss Landing will be addressed at this meeting.

Santa Clara Valley

Business Rep. Bob Fleckenstein reports work in the area is the

best it's been in the last 2 years in all of Santa Clara Valley. There's plenty of work going on right now and there seems to be a lot coming up for the next year.

There is a proposed six lane road for Grant Rd. in Mountain View, which was recently adopted by the City Council, but now there seems to be some problem with Caltrans and their study of the proposal, so it looks like we'll have to attend some meetings on this project too.

All the plants in the area are going full bore with a lot of them getting some overtime.

"We have also finished negotiations with most of the contracts we had going and hope to get them out to the members as soon as they are printed," Fleckenstein said.

Business Rep. Don Incardona reports that the San Jose area is enjoying the best work season that it has seen in the past 5 years. The majority of the work in his area has been subdivision type. The outlook for the coming year looks as good if not better than this year.

"We are still going to hearings on the 101 bypass," Incardona said. "The project is supposed to go out for bid in early 1978. It has been cut from a six lane freeway to four lanes and on the original plan there were to be seven on-off ramps and that has been cut to three."

The City of San Jose is trying to get more ramps put back in the plan.

Santa Cruz

Business Rep. Harvey Pahe reports that there has been quite a bit of activity in the Santa Cruz area lately. Rados Inc. has cranked up and have four brother engineers working at this time and probably will be putting on a few more in the next week or two. Don Santos Excavating is quite busy too as they have just picked up a job on the Bluffs in Salinas and what is nice about this job is

that they replaced a non union Contractor on this job. This Co. has nine brother engineers working at the present time.

There is a lot of telephone work going on in this area now, Pahe commented. West Valley and Underground Construction are two of the companies doing this type of work in the Santa Cruz area now and Hood Corp. has two jobs of the same kind going on in Monterey and Santa Cruz.

The Sand plants in Felton are very busy keeping several engineers working full time and some overtime. Lone Star Industries has been working 10 or more hours a day; Kaiser has been going two shifts of 10 hrs. each and they still cannot keep up with all that is hauled out to many batch plants.

The concrete batch plants are working on a day to day basis as cement is very hard to get and if this keeps up, some of them will have to shut down or cut back quite a bit. This will affect several brother engineers who otherwise keep busy for the most part of the year.

Pahe also reports that the environmentalists are trying to shut down the sand plants in this area, "so if you are asked to attend one of these meetings, it is to your best interest to attend them," Pahe advised. "Remember it's your livelihood and the environmentalists' actions could very well affect each and everyone of us."

Marin Reservoir Already Pouring

Assistant District Rep. Lucky Sprinkle reports that the future Soulaule Reservoir is already pouring 4 million gallons of water a day into dusty-bottomed Nicasio Reservoir. When enough water has been pumped into the Nicasio lake, the pumps will be turned on again to feed the water into a nearby filtration plant and the Soulaule water will enter the Marin Municipal Water District system for use.

Construction on a 26-inch pipeline from Soulaule to Nicasio began late in June. Valley Engi-

neers completed this project, and the new dam, due for completion 12 months from now, will store an estimated 5,000 acre-feet of water. From it, the 26-inch pipeline is expected to deliver 20 million gallons a day to Nicasio.

Work has begun on the Whiskey Springs housing in Sausalito. After several years of wrangling over what kind of project was suitable for the Whiskey Springs property in Sausalito, work on the condominium and apartment development is under way.

Fanfa-Mulloy is doing the grad-

ing at Whiskey Springs. This is on the site of the old Distillery which was demolished a couple of years ago. Construction of the first phase will be completed and ready for occupancy by April of next year. Another old landmark in Marin gone. The site of the former Hutchinson Quarry opposite the Larkspur Ferry Terminal has gotten under way with a bang as 500 pounds of dynamite were exploded to make way for a \$10 million shopping center, to be known as "Larkspur Landing Shopping Center." Piombo Construction Company is doing the grading.

ATTEND
UNION
MEETINGS

1977-78 LOCAL 3 SCHOLARSHIP RULES

Two college scholarships of \$750.00 each will be awarded for study at any accredited college or university, one award to a son and one to a daughter of Members of Operating Engineers Local 3.

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

Who May Apply?

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

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

The applicants must be senior high school students who have, or will be, graduated at the end of:

- either: (1) the Fall semester (beginning in 1977),
- or: (2) the Spring Semester (beginning in 1978),

in public, private or parochial schools who are planning to attend a college or university anywhere in the United States during the academic year and who are able to meet the academic requirements for en-

trance into the university or college of their choice. Students selected for scholarships must have achieved not less than a "B" average in their high school work.

Applications will be accepted between January 1, 1978, and March 1, 1978.

Awarding Scholarships:

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

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

Scholarship winners will be announced as soon as possible, probably in either May or June, and a check for \$750.00 will be deposited in each winning student's name at the college or university he plans to attend.

Instructions:

All of the following items must be received by March 1, 1978.

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

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

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

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

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

James R. Ivy
Recording-Corresponding Secretary
Operating Engineers Local Union No. 3
474 Valencia Street
San Francisco, California 94103

or to College Scholarships at the address shown above.

Nevada Work Strong, but Winter Slowdown Coming

With winter moving in, the work in Nevada is still going fairly strong, but can expect some slowdown shortly, reports Business Rep. Paul Wise.

Mid-Mountain is still going six 9's on their 26 mile pipeline job in Carson City. Helms picked up the Carson Airport job for grading, drainage and paving. Vas-kos & Associates was the successful bidder on the \$3 million Seeliger School in Carson.

McKenzie will be doing the \$5.5 million State Capitol reconstruction job in Carson City. Savage is still busy on a number of jobs around Carson City and Reno area. Nevada Paving is in the

final stages of the Incline Village overlay program and the Highway 27 Mt. Rose job.

H.M. Byars was low bidder on the Crystal Bay sewer project. George Reed is doing the Zolessi Lane job south of Reno. Helms street program for the city of Reno has slowed down with G. J. Payne and Thermo Bond as subs. The casino-hotel jobs in Reno and Sparks are still full swing, they being the M.G.M., Reno Sahara, Colonial Inn, Comstock, Florentine and ground has been broken for the Circus-Circus and the Nugget expansion in Sparks.

There are also plans for another hotel-casino, the Vario's Villa Capri on a six-acre parcel with 380 parking spaces. It will be nine stories with restaurant and convention facilities. Walker-Boudwin will be the contractor for the Senior Service Center at a \$1.5 million price tag.

Nevada Paving has also picked up a piece of the City of Reno and City of Sparks overlay program. Helms and Nevada Paving will go into next year on these projects. Gerhardt and Berry

have had their share of work in the outlying areas as well as in town.

The City of Reno has approved a 775 unit subdivision in the northwest area as well as a 141 unit sub in the northern area and a 41 unit subdivision in the northwest area. In the southeast area \$3.4 million is earmarked for street relocation and a major new storm drain. Some other new work coming up is the expansion of the Prison at Carson for an estimated cost of \$8.5 million, a Western Community College addition for \$7 million, and Virginia City is planning a wastewater treatment facility for \$5 million. Contri has started their Lovelock job of utilities relocation, canals and pipelines with completion date for March 1978. Helms is still keeping a few brothers busy at Vista on the Southern Pacific warehousing.

J. C. Penney's project at Stead is steadily moving along. The crane business is having a flush year with Western Crane and Rigging, Nevada Crane, Sierra Steel Crane, Inc. and Reno Iron

getting the bulk of the work. Some more good news — the courts have overruled the "Earth Nuts" and gave the green light on the Park Tahoe, Jennings Tahoe Palace and Kahle's Hotel-Casino at the south end of the Lake.

The State Highway Board approved the plans for completion of Ring Road (McCarran Blvd.) for \$7.5 million. "This will be a nice job for some contractor in the road building business," Wise said. Duval's Battle Mountain properties are back in full swing. Duval has changed its operations from copper producers to gold production.

The Lix Plant is still being built, completion date around the first of 1978. Carlin Gold is expanding its carbinion gold ore separation process works and hopes to complete it around the first of 1978 also. Basic, Inc. a Gabbs operation is moving along with very little problems or grievances on the new three-year contract which produced great improvements in the benefit and money package.

Jack Parsons still has approximately 80,000 yards on the east tie in the Silver Zone job before completion, and will have to rush if he wants to finish before winter sets in. L. A. Young is in the final stages of the Cherry Creek overlay. They are going to move the crusher for the Oasis job, and then to the Lathrop Wells job. Max Riggs will work through next on the Wells Bypass project. Some jobs coming up for bid late this month will be the Wendover hill job, a length of 3.5 miles, another six miles at Carlin bypass, \$5 million worth of structures plus \$2.5 million overlay at Winnemucca Valmy Power Plant, which is geared to go full bore in March. Brothers, be sure and attend your union meetings and don't forget to visit a sick or hospitalized engineer over the Christmas Season.

Christmas
Greetings
From Local 3

S. Utah Dist. Report

Winter is fast approaching in Utah and as usual there seems to be a big rush to get everything possible done before the snow and cold really hits. As a result the work in southern Utah is holding up real well and the out of work list is relatively small, reports Business Rep. Don Strate.

The Emery Power Plant is a real hustle-bustle at this time and a lot of overtime is being worked. They are getting the iron in the air for the second unit. At this time approximately 115 Operating Engineers are on the project with close to 1200 men of all crafts on the job.

The Huntington Plant is winding down fast. About the only thing left now is the pollution control equipment. There are still about 25 Operators on the job. Most of the men are being transferred to the Emery Plant as the Huntington work is finished.

Utah Power and Light Company has made application for five more sites in Utah for power plants. Two are in the Price area, one at Greenriver, one at Delta and one in Nephi. "We hope these sites are approved without all the hassle of I.P.P. and Kaiparowitz," Strate said.

J. B. Parson Construction is getting the 1-15 Project south of Beaver started. With completion of this 16-mile section, 1-15 will stretch from the southern border of the State to Holden. A pre-construction job conference was held with the employer Nov. 3 on this \$10 million job and it appears that approximately 40 Operators will be needed at the peak of construction. The completion date has been set at December, 1978.

W. W. Clyde Company has completed their water supply job to the Emery Power Plant. The water comes out of the Joe's Valley watershed. It was a nine-mile long job and the pipe was from 22 inches to 26 inches in diameter. W. W. Clyde has also about completed their I-70 job at Fremont Junction. The asphalt is laid except for some of the frontage road and the on-and-off ramps.

Paul Clyde is making progress on the Price bypass job. A good share of the rock has been uncovered and the drill is working two shifts, so there should be work on this job most of the winter.



MEMBERS WORKING ON THE National Park Road job are from left to right (front row) Shem Kahawaii, George Abraham and Albert Kaiwi, (middle row) Hanohano Kane,

Alvin "Sheckles" Adolpho, Charles Russell and Scott Ho-koana, (back row) Kuunane Kailiokalani and Herbert Po-aipuni.

High Road Job Encounters Problem

Business Rep. William Crozier reports that the "HALEAKALA NATIONAL PARK ROAD REALIGNMENT AND PAVING PROJECT" has been awarded to Goodfellow Brothers, Inc., whose main office is located in Wenatchee, Wash. Work on the \$3 million project started early in 1977 and was to have been completed by March, 1978.

This project encountered many problems right from the start. Some of the difficulties were the cold and the high altitude that the men had to work with, up to

10,000 feet above sea level. The high altitude reduced the power of the equipment, and made it difficult for the men to breathe at the beginning of the job.

"Being so high made it pretty cold and our Hawaiian brothers are not used to working in the cold, but it did not take them very long to get used to that type of weather and the thin air," Crozier said.

One of the requirements of this roadwork was that the contractor was not to disturb the natural terrain and wildlife in the park area

beyond the roadway. This made working on the road very difficult because of the limited work space. Once the job got underway, mother nature did not cooperate as the rains set in and stopped all work for weeks at a time.

Another major problem that arose was the trouble that developed with the emulsion type of pavement that was called for in the specifications. Because of the altitude and cold weather, the emulsified asphalt could not be laid down properly so the paving

portion of the job was not completed. Because of the problem with the asphalt, the project was stopped when only about 40 percent of the excavation was completed.

"The paving for that portion of the road that the excavation has been completed will be put out for re-bid in 1978," Crozier explained. "But we do not know when the rest of the project will be let out for bid again. Our brother engineers who worked on this project performed admirably especially under such adverse conditions."

Swap Shop: Free Want Ads for Engineers

WANTED: U.S. AND FOREIGN COINS, also paper money. G. Lambert, P.O. Box 21427, San Jose, CA 95151. (408) 226-0729. Reg. No. 1225584. 10-77

FOR SALE: MF 30 BACKHOE BUCKETS, 18 inch to two ft. MF 202 B/H Bucket—2 ft. Tractor front wheel and tire, like new. Construction wheelbarrow. All half price. James Templeton, 875 Lily Ave., Cupertino, CA (408) 734-4090. Reg. No. 1163210. 10-77

WANTED: SELF CONTAINED CAMP TRAILER. Will trade \$1,650 silver dollar collection plus cash. Franklin Callahan, 9380 Woodleaf Star Rd., Oroville, CA 95965. (916) 533-5827. Reg. No. 1092551. 10-77

FOR SALE: 27'6" BAYLINER CRUISER, Victoria Model w/trailer, command bridge, head, shower, radio. Sell or trade for 38' to 44'. D. W. Barnard, 263 Calderon Ave., Mt. View, CA (415) 961-2909. Reg. No. 0557446. 10-77

FOR SALE: TRAVEL TRAILER, 30 ft., self contained, 1 bedroom, head, shower, A/C, etc. Sell or trade for large boat. D. W. Barnard, 263 Calderon Ave., Mt. View, CA. (415) 961-2909. Reg. No. 0557446. 10-77

FOR SALE: 1977 AVENGER SKI BOAT, 1150 Merc. and trailer. Exc. condition, must sell/make offer. Bill Edwards, 217 Avalon, Daly City, CA 94015. (415) 992-9393. Reg. No. 1711828. 10-77

FOR SALE: 2 YR.-OLD HOME, above Nevada City, 960 sq. ft., full basement, deck on three sides on 4.69 acres. Plenty of good deep well water trees, view. Elev. 3,500 ft. A. Singleton, P.O. Box 1407, Nevada City, CA

95969. (916) 265-6832. Reg. No. 0589343. 10-77

FOR SALE: FIVE ACRES, beautiful view, city water, Clearlake Highlands, CA. \$20,000. Low down payment. Dave Carter, (707) 994-6581. Reg. No. 1025224. 10-77

FOR SALE: CORONADA SAIL BOAT, 15' w/trailer, self winding jib, compass and life jackets. Exc. condition. Dave Craft, 606 Walnut Dr., Suisun, CA 94585. Reg. No. 1092457. (707) 864-0313. 10-77

WANTED: SAND AND GRAVEL SCREENING PLANT, 3 deck with power, generator and conveyors. M. Williams, 1275 Anzar Rd., San Juan Bautista, CA 95405. (408) 623-4616. Reg. No. 1414682. 10-77

FOR SALE: BEAUTY EQUIPMENT, 4 dryers, 3 hydraulic chairs, 4 station carousel, 1 shampoo chair, 1 roller tray. \$500. C. Criss, 623 Almond St., Corning, CA 96021. (916) 824-5208. Reg. No. 798176. 10-77

FOR SALE: 2 BDRM HOME on 1/2 ACRE LOT, hunting and fishing paradise. Large living room w/fireplace, new carpet, drapes, etc. Location—Tabiona, Utah; \$25,000. Robert Taylor, Box 315, Tabiona, UT 84072. (801) 848-5465. Reg. No. 1446739. 10-77

FOR SALE: EXPANDED MOBILE HOME, 10'x55', on lot of 50'x80', paved driveway, air conditioning. Owner will carry contract with \$7,000 down payment, or take motor home as down payment. Three miles from Copperopolis with privileges to Tulloch Lake. Vernon K. Mourer, 2009A Pleasant Ave., Ceres, CA 95307. (209) 95969. (916) 265-6832. Reg. No. 0589343. 10-77

537-2956 (after 6:30 pm). Reg. No. 349557. 10-77

FOR SALE: MOBILE HOME, exc. condition, 24'x64', 1973. Broadmoore, occupied mid 1974. Washer, dryer, A/C, 2 sheds, \$18,779. Lester Heath, 91 Carmela Circle, Rancho Murieta, Sloughouse, CA 95863. Reg. No. 660957. 10-77

FOR SALE: CHAIN SAW, 1975 Pioneer 20 w/2 chains. Only used for seven hours. Al Kirby, P.O. Box 254894, Sacramento, CA (916) 927-6458. Reg. No. 899381. 10-77

FOR SALE: HORSE RANCH, 17.6 acres, secluded valley, 3 bedroom mobile home, creek, spring, good well, barn stables, fenced, \$58,000. C. E. Warren, P.O. Box 403, Lowen Lake, CA 95457. (707) 994-2472. Reg. No. 1087630. 10-77

FOR SALE: CHRYSLER 1969, 300, all power: \$600 or best offer. '66 Chevy, A.T., P.S.: \$400 or best offer. Emil Zanoni, 3154 Oak Knoll Dr., Redwood City, CA. (415) 366-2246. Reg. No. 912086. 10-77

FOR SALE: 1 MOTOROLA BASE STATION, 3 vehicle units, have all recently been serviced: \$1,200. Highway drill rig, 180 degrees rotation mounted on 72 International diesel truck. Arthur Strasser, 525 Driscoll Road, Fremont, CA 94538. (415) 658-0848. Reg. No. 647495. 10-77

FOR SALE: BOAT-TRAILER, Johnson motor, 25 hp. C. L. Plymmer, 1780 1/2 Hooker Oak Ave., Chico, CA 95926. Reg. No. 477062. 10-77

FOR SALE: 2.85 ACRES at Oregon House on French Town Road. Over 500 ft. frontage, level, elev. 1,533 ft. Will take down payment. Charlie Sehorn, 1901 Dayton Road No. 48, Chico, CA 95926. 345-6027. Reg. No. 1051456. 10-77

FOR SALE: 671 GMC DIESEL TRUCK ENGINE, exc. shape, 2 valve head, just reconditioned. No. 65 injectors. Ready to install. \$1,750. H-D 14 Bulldozer, one final out, engine good, needs blower seals. Lots of power, includes Carco logging winch and buckeye scraper winch. Needs brakes, cable blade for same Good Trucks. \$1,400. John Schuchman, c/o Bluff Creek Resort, Hoopa, CA 95546. Reg. No. 1355414. 10-77

FOR SALE: H.D. Transport Ramps, professionally built to convert cab and chassis to tractor transport truck. Bill Fitting, P.O. Box 434, Brisbane, CA (415) 467-5671 after 6 p.m. Reg. No. 1586150. 10-77

FOR SALE: 1970 MF 224 CRAWLER LOADER, 4" bucket and rippers, \$7,800. 1968 GMC 1/2 ton pickup, needs some body work, \$850. 1970 Pontiac wagon, good cond., \$950. Two axle flat tilt bed trailer \$1,200. Bert Ormans, P.O. Box 237, Clayton, CA (415) 689-8863. Reg. No. 892708. 10-77

FOR SALE: COMPLETE 1" DRIVE SOCKET SET, from 16/16 to 3/4", plus many extra sockets and extensions, also Proto 1", drive Ratchet, includes 1" drive H.D. impact wrench and many extras. \$1,500 value for \$550. Chuck Evans, 174 W. Third North, Tooele, UT 84074. (801) 882-0783. Reg. No. 1446467. 10-77

FOR SALE: MODEL 32 CHASE extend boom backhoe attachment. \$2,500, will take trade. Paul Yeoman, 274 Huntley Ave., Auburn, CA 95603. (916) 346-2300. 10-77

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

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

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

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

FOR SALE: RD 8 DOZER, runs good, 5,000 cash or will trade for ladder back hoe Travel Trailer or something of equal value. Clifton Comer, 1590 Elliot Rd., Paradise, CA 95669. (916) 872-0864. Reg. No. 0255202. 11-77

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

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

FOR SALE: D-Cat. Excel. cond, new paint and seats. Engine Reklitted approx. 200 hr. ago. 10 foot disc, 10 foot 4gy. drag scraper, 14 each Grad-all attachments. Call John Schiedel, 4040 Bell Rd., Auburn, CA 95603. (916) 885-1886. Reg. No. 1166574. 11-77

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

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

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

FOR SALE: ERCOUPPE AIRCRAFT N3220H, 1946 Mod. 415CD 85HP, Total time aircraft 1375 hrs, 30 hrs S.M.O.H. engine, new glass, new HD nose gear; metal plop; add. oil baffles for extra cooling; eight day clock; exhaust gas temp. gauge; recording tack; sensitive altimeter; ceconite

wings, landing light; needs paint, Cecil Shelley, Rt. 1 Box 771, Yreka, CA 96097. ph.eve. (916) 842-3409. Reg. No. 1284794. 11-77

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

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

FOR SALE: 1974 260Z DATSUN, sil/blue, AM/FM, Air, Mags, 41,300 mi. \$5k/best offer. Call eve. (415) 728-3186. 11-77

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

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

FOR SALE: 71 El Camino 350 A/C, new paint, new 350 turbo-hydro trans, red/white vinyl top, Chevvy, \$2,800. H. A. Mason, 4250 S. P. Dam Rd. No. 8, El Sobrante, CA. 94803. 223-5716. Reg. No. 0557491. 12-77

FOR SALE: 15-1/3 ACRES, 4 bdm., 2 bath, 46x30 shop, ideal for antique or small store, off hwy 66, between Okla. City & Tulsa, perfect retirement place \$40,000. Thomas F. Stwins, 1548 Hudson St. No. 201, Redwood City, CA. 94061. (415) 369-1625. Reg. No. 1579085. 12-77

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

WANTED: 5 OR 10 ACRES w/home in or around Lodi, Ca. Have \$15,000 down or will trade for income property in Huntington, Utah. Norman Clements, P.O. Box 188, Spring City, Utah 84062. (801) 462-2541. Reg. No. 1238702. 12-77

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

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

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

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

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

FOR SALE: KINGMAN Ariz. 4 lots, mobile home built on, living room. Large work shop washhouse, gas water, elec, all fenced. Herschel Larve, Box 97, Shull Valley, Az. 86333. Reg. No. 0791408. 12-77

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

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

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

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

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

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

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

FOR SALE: MOBILEHOME Biltmore 10'x50' furnished, A/C set up in park in Stonyford, Ca., beautiful country ideal for retired, \$3,500 or space \$50 per mo. James H. Fryar, 25242-2nd St., Hayward, Ca. (415) 582-4121 or (916) 963-3261. Reg. No. 0888800. 12-77

FOR SALE: 1930 ACRES—undeveloped, 1 mi west Anderson, \$1,300 per acre. Vern Sorense, 17871 Andrea Way, Anerson, Ca. 95907. (916) 357-2704 or (408) 262-5328. Reg. No. 0251990. 12-77

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

FOR SALE: 1974-26' Fiberform Cabin Cruiser w/flying bridge, twin Chrysler in boards-out-boards, tandem trailer \$16,000. James R. Urquhart, Rt 2, Box 100H, Corning, Ca. 95221. (916) 824-4458. Reg. No. 0866019. 12-77

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

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

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

RULES FOR SUBMITTING ADS

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

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

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

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

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

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

Personal Notes

Sacramento

Our condolences are extended to the families and friends of the following deceased members: Albert Treglown, William Donaldson, Charles Goetz, Cecil Sturdevant, Robert Mehl, and Nick Backovich.

Our sympathies go to Brother Edd Goforth and his family on the passing of his wife Eula.

San Jose

The San Jose Office Staff would like to express their deepest sympathy to the families of the following deceased members: David Niles, Herman Schellin, Glen A. Sams, Walter Lake, Emery A. Worke, Donald Thames, Joseph Franklin, E. W. Gray, Wilfred O'Neal, Janie Iannacona, Joseph Serna, Lester B. Fann, Lew Powers, Carroll Conkwright, Helen R. Smith.

Ignacio

Best wishes for a speedy recovery to the following who have been hospitalized: Bill Thrower at Marin General; Ed. Van Meter at Ross General; Arnold Silva at Novato General. Happy to report Arnold is out of the hospital and going back to work for Piombo Construction Company.

We in the Ignacio Office wish each and every one a Very Happy Holiday Season.

Eureka

It is with great sorrow we report the passing of two retired Engineers: Brother Charles Goetz passed away in Sacramento on October 15, 1977 after a very long illness, and Brother Oscar Gragg passed away on November 1, 1977. Our deepest sympathies to these families and friends.

We are happy to announce the recent birth of a son to Brother Rick Seely and his wife.

Redding

Our deepest sympathies to the family and many friends of our deceased brother Wes Schuette. Brother Schuette passed away in October after a very active life—he was a retiree from the Engineers after many, many years of active membership. He leaves his wife Margaret and several married children.

Heartfelt sympathies to the family and friends of brother Clarence Krigbaum. Brother Krigbaum passed away suddenly. He had worked many years out of state and overseas. Many members will best remember him as the brother of Hershel Krigbaum. He leaves his wife Joelena.

Deepest sympathies to the family and friends of brother Bobby Adams. Brother Adams passed away suddenly while on a job in Utah. He had lived for many years in Project City with his wife Helen. His death was a shock to all as he was quite young. Brother Adams was a member of Local No. 3 for many years.

Our sympathies to the family and friends of brother Lowery Shannon. Brother Shannon expired after a long illness. At the time of his death he was living in Central Valley with his wife Helen. Brother Shannon was a 35-year member. He will be missed.

Our sympathies to the family and friends of Brother Olaf Taylor. Before retiring from the Engineers Brother Taylor worked for Peterson Tractor. He expired after a very brief illness. Although he was 80 years of age he looked more like 60.

Santa Rosa

Sorry to report several of our Brothers, Barney Bell (retired), George Miles, Wayne Dailey and Ralph Reed, have all been hospitalized recently but now, glad to say, are all home recuperating nicely. Keep up the good work, guys.

More from Redding

(Continued from Page 4)

Although V. J. Kruse Construction out of Chester, California is a non-union contractor and was the low-bidder on the Hiway 299 overcrossing at Nubieber — all the work was performed by Union sub-contractors. Cobb Construction did the excavation and grading with the help of several union owner-operators. Hawkey Transportation dismantled the old bridge and set the new beams. Shea did the paving and Cogwin and Dorward did the slope protection work.

Henderson Construction and

Eastco Construction are moving along very nicely on their Montague Waste Water job and holding dam. Brother Bill Wiebelhaus has certainly had his problems on the dam because of the excess moisture in the pit run material and they had a little quarter-inch of rain that shut the job down for a week.

If you are on the Out-of-Work list be sure to check your re-registration date. Don't go 085!

The Redding office wishes you and yours a very Merry Xmas and a Happy New Year.

1978 SCHEDULE OF SEMI-ANNUAL MEETINGS

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

DISTRICT AND SUB-DISTRICT MEETINGS

DECEMBER

2 Ogden, Fri., 8:00 p.m.
 3 Reno, Sat., 8:00 p.m.
 8 Ukiah, Thurs., 8:00 p.m.
 15 Watsonville, Thurs., 8:00 p.m.

JANUARY

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

DISTRICT AND SUB-DISTRICT MEETING PLACES

San Francisco, Engineers Bldg., 474 Valencia St.
Eureka, Engineers Bldg., 2806 Broadway.
Redding, Engineers Bldg., 100 Lake Blvd.
Oroville, Prospectors Village, Oroville Dam Blvd.
Honolulu, Washington School (Cafetorium), 1633 S. King St.
Hilo, Kapiolani School, 966 Kilauea Ave.
San Jose, Labor Temple, 2102 Almaden Rd.
Stockton, Engineers Bldg., 2626 N. California.
Oakland, Labor Temple, 23rd & Valdez.
Sacramento, CEL&T Bldg., 2525 Stockton Blvd.
Fresno, Engineers Bldg., 3121 E. Olive St.
Ukiah, Grange Hall (opposite 101 Motel), State Street, Ukiah.
Salt Lake City, 1958 W. No. Temple.
Marysville, Veterans Community Center, 905 "B" Street.
Yuba City — Yuba-Sutter Fairgrnds, Arts/Crafts Bldg., Franklin Ave.
Reno, Carpenter's Hall, 1150 Terminal way.
Watsonville, Veterans Memorial Bldg., 215 Third.
Santa Rosa, Veterans' Memorial Bldg., 1351 Maple.
Provo, Provo City Power Building, 251 West 800 North, Provo, Utah.
Ogden, Ramada Inn, 2433 Adams Ave.

For More Information:

CREDIT UNION

OPERATING ENGINEERS LOCAL NO. 3

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

Please send me information as indicated below.

- ☐ Membership
- ☐ Phone-A-Loan
- ☐ Shares/Dividends
- ☐ 7% Investment Certificates
- ☐ Vacation Pay/Monthly Transfer
- ☐ Signature/Personal Loan
- ☐ New/Used Auto/Pickup/Van Loan
- ☐ New/Used Motor Home Loan
- ☐ New/Used Mobile Home Loan
- ☐ New/Used Boat/Motor/Trailer Loan
- ☐ Travel Trailer/Camper Loan
- ☐ Share/Investment Certificate Secured Loan
- ☐ First Mortgage Loan
- ☐ Second Mortgage Loan
- ☐ Assistance in Refinancing Automobile Loan
- ☐ Temporary Disability Insurance
- ☐ Share Insurance Protection on Share Deposits

Have You Checked Your Dues?

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

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

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

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

NAME _____
 ADDRESS _____
 CITY/STATE _____ ZIP _____
 SOC. SECURITY NO. _____
 TELEPHONE _____ / _____

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., S. F., Calif. 94103
 Incomplete forms will not be processed.



'Everything Worth Winning Is Hard to Win'

(Editors Note: The following is the general text of California Senator James R. Mills' speech to the Western Conference of Operating Engineers. Senator Mills has been President Pro Tempore of the State Senate since 1971 and represents the 40th District. An eminent author and historian, Senator Mills served in the State Assembly from 1960 until elected to the Senate in 1966. He was born and raised in San Diego.)

It's a pleasure for me to be here with you. Often the Mayor is the man who invites people to San Diego, when they come in for meetings. I guess you asked me instead of the mayor because he's promoting the initiative to outlaw strikes and various other benefits on the rights of Public Employees and I am opposing the measure.

There are a few things I would like to refer to briefly. I want to talk about a couple of state issues but before I go to state issues I want to talk a little bit about at least one federal issue that's of importance to you and that's the whole water program of the federal government, particularly the water program of the federal government in California. I think that you and I and all of us have to do all that we can to influence federal officials, congressmen on up, or congress on down, as the case may be to try to get some clarification of the federal government's position.

Having the situation as it is now—in limbo—with nobody knowing where anything stands, is very much contrary to the interests of you as representatives of the Operating Engineers and is contrary to the interest of you and me as representatives of the people of California. We have water as a critical issue in California as you know, and somewhere we need to have more positive and constructive action. I was involved as many of you are aware, in trying to get a Peripheral Canal Bill passed. I would like to offer tribute to Operating Engineers who were involved there, because your representative Bill Waggoner was up there and Dale was in touch and various other people representing Operating Engineers for doing a splendid job.

I am sorry to say that we didn't make it this last time. I have great confidence that we can and particularly if you continue to show the interest that you did. It's a vital issue to all of us—it is something that we can't let rest.

I think that the opposition of some of the valley senators was ill advised. I think that the representatives from the southern part of the San Joaquin Valley as you know, who were as active as they were, and as adamant as they were and as militant as they were against this bill—that they were making a very serious mistake.

So, we have a fresh start and the bill is in good hands with Ruben Ayala. But we're all going to have to swing hard next year for that bill. I look forward to cooperating with you on this. If there is anyone present who wishes to get in touch with me in terms of assisting on passage of that bill, I'd be very happy to have any input, very happy to cooperate with everyone present. The Operating Engineers are nice people to cooperate with, useful, effective friends to have.

Let me refer to one other subject. A subject that is dear to my heart. I was as you know, author of the bill that would have increased the gas tax, in fact, I was the author of the one in the last session and the session before that and each time I have had serious discussion with the Governor. The Governor is a very good friend of mine but I disagree with him sometimes. I don't think any of us have friends with whom we never disagree. We need to appeal to the Governor and make him understand better the issue and what's at stake.

Now, I have talked with him in terms of continuing the highway program at the very least to the extent of connecting up necessary

A POLITICAL ANALYSIS

Art Of The Possible

BY KEN ERWIN



segments. I said to him "You don't plumb a building and leave 6 feet of pipe out here and 10 feet of pipe out there. You don't build a system that doesn't connect to itself if it's a system for transporting or carrying something." He replied "Well, it depends on how you define connecting links." Well, I guess that's true, but our discussions have never gotten beyond that. I name some things that I think are obvious connecting links and he'll name some things that he doesn't think are, and I say "Sooner or later Jerry we've got to get together and figure out what is legitimate in your thinking. Some things you can't deny are appropriate."

While I am concerned about it I am also concerned about transit programs. As you know, I think that we desperately need funds to pursue both, however, I would like to remind you that the legislation that I have carried and I think any legislation, will provide for the vast majority of the funds that are collected going into the highway program. This is for a number of reasons—I don't need to go all over those. There are discussions that people need to be aware of. In the past discussions with the Governor—and I hope I'm not making him sound bad in any of this—I'm presenting my point of view—his intent and purposes are very good. He doesn't want to raise taxes. I agree with not raising taxes, generally, but he says "Jim, if you don't take that money and you leave it with the consumer, the consumer will spend it and it will create jobs. Instead of creating jobs building a highway it will be creating a job making a pair of shoes or manufacturing an automobile." And I answer him and now he says, "Jim, you've said that so many times I'm a little bored with it." I tell him, "Jerry, if we build the highway in California, we know who's going to make it. It's going to be people who work in California; it's going to be taxpayers in California; it's going to be people we're responsible for."

If an individual goes out and buys another pair of shoes or an automobile or something else, we don't know whether that's going to be manufactured in Italy, or in Japan, or Germany or where. Now, those people have representatives and a government that's supposed to look after them and try to provide full employment or as full as possible, for them where they are. We have a responsibility for trying to provide employment for Californians. I've got some speech notes here—it's actually a speech from something I'm going to give today, a little later in the day—and it refers to some things that trouble me very much. Unemployment has been so resistant to economic recovery that now we have 7 per cent and this is in a time of recovery.

This is when times are good—7 per cent unemployment—that used to be catastrophic. Things look good for business we are told. We don't see much more of a decline in unemployment, however. So if times are good—when times are good we have 7 per cent unemployment—what are we going to have when times are bad? Just to stay even with the present rate, suppose we say 7 per cent is great, we think it's just fantastic, we love it, 7 per cent is just what we want—we still need 250,000 new jobs every year in California. For every 1 per cent we want to reduce unemployment we have to find another 100,000 jobs. We have got to really put our heads together and deal with that problem, because 7 per cent isn't acceptable. And we know that when we have 7 per cent when times are good we have some people, and they're generally the same people, who are never employed. And we know what happens to them when you take some kid who's unemployed and the father is ordinarily unemployed and if he doesn't have the idea that how you get money is to go to work for a living, we shouldn't be too surprised if he turns out to do things we don't like and gets his

(Continued on Page 14)