

SEASON'S GREETINGS

Winter a Welcome Break After Record Year for Work

By James Earp

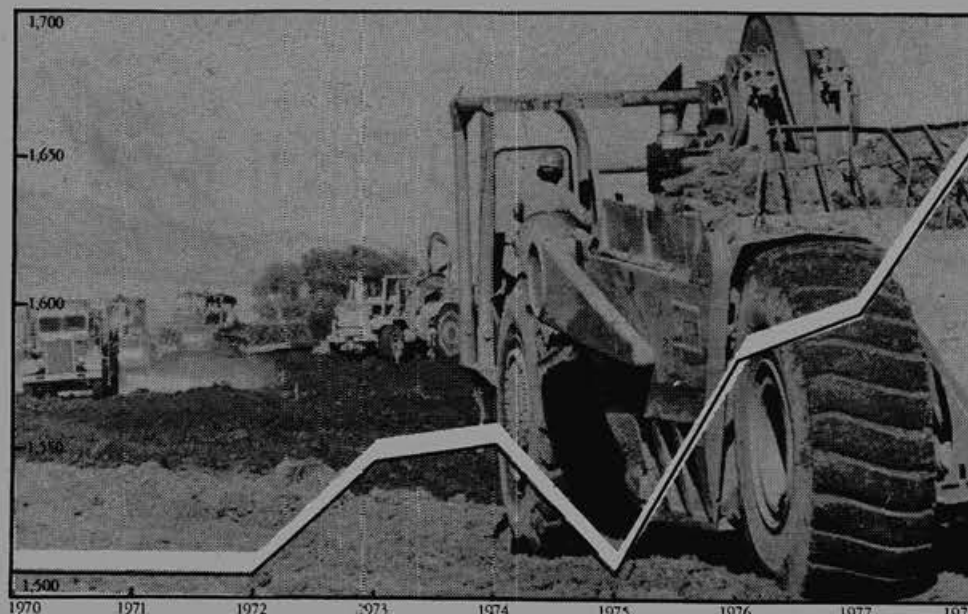
After working "six tens" or more all year long, most operating engineers don't need to be told that 1978 was a boom year. Tired bones, fat paychecks (minus big chunks for Uncle Sam) and worn out work clothes all indicate that the coming holiday season will provide a welcome relief for many union members who haven't had much rest since the rainy season ended last April.

As the statistics roll in, it is apparent that Local 3 members in Califor-

nia, Nevada and Utah have enjoyed the busiest year since the decade began. The Operating Engineers Trust Fund Service Center reports to *Engineers News* that pension hours are flowing in at a rate four to five percent higher than at the same time last year, which was also a good construction year.

It is estimated that by year's end, nearly 29 million pension hours will be logged by active participants of the various pension trust funds. A conservative estimate predicts that

(Continued on Page 10)



Average Pension Hours Per Pension Participant Since 1970

INSIDE

Open Shop

The new proliferation of "management development" and "labor relations" seminars advising contractors how to get tough with unions have for obvious reasons never been open to union representatives. But *Engineers News*, posing as a contractor, was able to get in on a recent seminar for construction firms. For a first hand account, see page 9.

Women in Construction

With the recent execution of new EEOC hiring regulations, women are receiving an expanded opportunity to enter the construction industry. It's a new challenge for women in a field of employment that has traditionally been dominated by men, see page 6.

Important Notice

An important notice of a proposed exemption from certain of the prohibited transaction restrictions of ERISA and from certain taxes appears on page 13.

Voters Say 'Cut Fat' in Spending

By John McMahon

Voters across the nation went to the polls last month to voice their frustration and anger over rising taxes, increased crime, and

government inaccessibility. In campaign after campaign, candidates expounding the Howard Jarvis philosophy of less government with reduced spending were far

more successful in getting elected than those who offered more bureaucratic intervention in the lives of the electorate.

Throughout the country, solid

labor candidates felt the brunt of the voters' anger. U.S. Senators dropped like flies. Long time friends of the labor movement, Ed Brooke of Massachusetts, Thomas McIntyre of New Hampshire, Dick Clark of Iowa, Floyd Haskell of Colorado, Wendell Anderson of Minnesota—all suffered defeat. In their place the voters elected more darlings of the New Right—Roger Jepsen of Iowa, Gordon Humphrey in New Hampshire.

The big issue of this election seemed to be taxes and government waste. In 12 states, variations of California's property tax measure, Proposition 13, was approved by the people. Candidates who failed to adhere to the battle cry were in trouble.


Nowhere is that more apparent than in California and the overwhelming reelection of Governor Jerry Brown. Sounding like Howard Jarvis himself, Brown pledged reduced government spending, lower taxes, greater efficiency in the state bureaucracy.

"Government is going to get smaller" Brown said on election night. "I see government being leaner, more austere and more disciplined. We will be responding to the spirit of frugality the people voted for."

Following up on his election night promise, Brown has ordered his department chiefs to develop new policies calling for a minimum ten percent cut in staff and budgets.

Brown was obviously in line with the thinking of the nearly six million Californians who voted for governor. His margin of victory, 1.3 million votes, was the largest numerical gap in the history of contested gubernatorial

(Continued on Page 2, Col. 1)



ENGINEERS NEWS

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

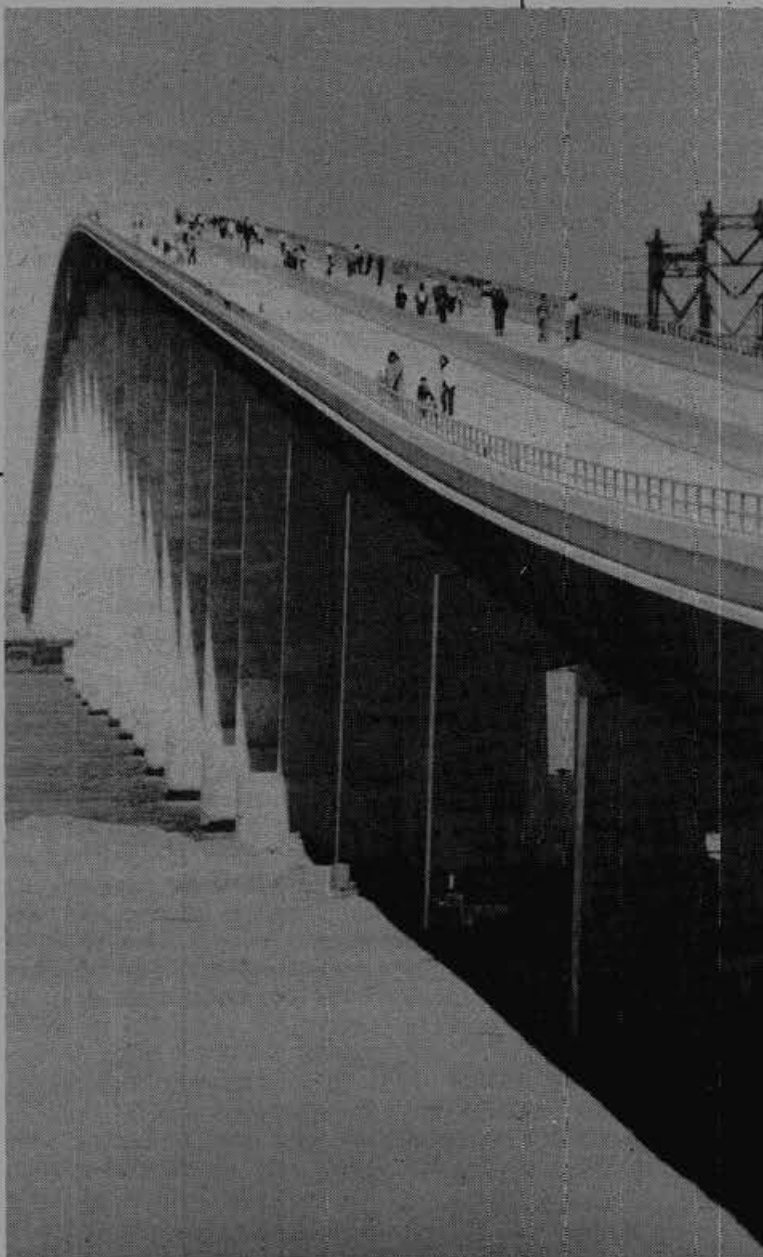
Jurisdiction: N. California, N. Nevada, Utah, Hawaii & Mid-Pacific Islands

OPERATING ENGINEERS
UNION LOCAL 3, AFL-CIO

Vol. 37—No. 12 San Francisco, Calif. December 1978

Antioch Bridge Gets New Name

A crowd of politicians, joggers and onlookers gathered this month at the newly completed Antioch Bridge to attend a dedication ceremony in honor of Senator John Nejedly (see story page 6).



Election Blizzard too Much

"Through rain, sleet or snow" goes the old motto for our country's mail service, but apparently the blizzard of election season mail was too much.

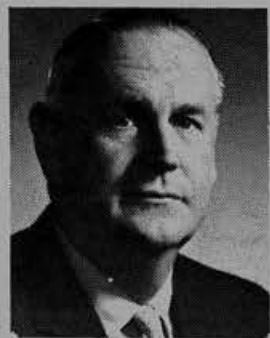
According to responses from some of the members, it appears that the November issue of the *Engineers News*, which contained a special section on the election, did not reach all the membership by the November 7 election day—despite the fact that it went to press and was mailed out earlier than the usual deadline.

Engineers News checked with officials at Rincon Annex in San Francisco where all mailed copies of the newspaper are routed to the various cities throughout Local 3's jurisdiction, to find out why some of our members did not receive their copy of the newspaper before the election.

We were told that, under our second class mailing permit, the newspaper should normally reach most members' addresses in seven to ten days—with the exception of those mailed to Hawaii or overseas. However, the pre-election day mailing blitz caused a general slow up in the mail.

All campaign literature mailed first class gets "red tagged" at the post office for priority mailing as election day approaches. The rest of the mail—including the *Engineers News*—takes a back seat. So, even though the November issues carried election material, it appears that some of our members did not get the benefit of reading it before election day. Maybe next time around we'll come out with our election special in August or September!

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 6, 1979, at 1:00 p.m. at the Marine Cooks and Stewards Auditorium, 350 Fremont Street, San Francisco, CA.



By DALE MARR, Business Manager

Looking At Labor

ENGINEERS NEWS

WIPA



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Most of us enter the Holiday Season with a certain amount of optimistic innocence and renewed good hope.

At Thanksgiving we will pause long enough to thank our Creator for the gift of life. Hopefully, we will also be thankful to the millions of fellow Americans that fought the good fight and ran the true course that we might live and build in a free nation.

If we are labor families, we will be thankful for all those great men and women who dedicated their lives to creating the first free union trade movement in the world.

We in Local Union 3 will be thankful that all our members could have a full work year with just pay and full fringe benefits. That our working engineers could improve and continue to support health maintenance and pension programs for some six thousand retired brother engineers and their families.

We will be equally thankful that our local union has stood in the forefront of the never ending battle to guarantee the right of all working men and women to equal opportunity, just pay and fringe benefits and a safe work place.

At Christmas we would hope that the promise of peace would shine brightly, not only on America, but on all the world. That reasonable men will seek to resolve economic and material differences at the bargaining table and not on the battlefield. That the human and economic waste that plagues a world of plenty will find resolve in fairness and justice for all mankind with peace on earth and goodwill to brother and sister workers everywhere.

Despite predictions of doom and gloom in the form of an economic recession, that the labor movement and a factionalized political system has lost the confidence of the American voter, we have high hopes for the year 1979.

Although we sense a deep tragedy in the fact that only some 38 per cent of America's eligible voters made their choices known in the November elections, we also have high hopes that this trend can be reversed by 1980. It will take a lot of education and hard work on the part of all of us. We pledge ourselves to this task.

We are still optimistic enough to believe that Republicans dedicated to the future of their party, rather than to the

narrow and misguided belief that all labor wears horns and that the labor movement is the common enemy of management and profits, will move toward a broader based philosophy that accepts the American workers as a co-partner. We offer our cooperation in this area.

The continued effort on the part of the right and the left to, on the one hand separate and divide, and on the other, blur and absorb the craft trades of the American Labor Movement will be resisted with all our strength. Loss of the apprenticeable blue collar trades to either movement would be the final and crushing blow to Middle Class America. We can't let it happen.

Finally, we will continue to fight to protect our working members and their families from high unemployment, inflation, and a boom or bust economy no matter what party or person projects a cure-all panacea. That is our collective job and responsibility.

In the meantime, on behalf of myself, the elected officers of your great Local Union No. 3 and the staff that serves you throughout the year, have

A happy and safe Holiday Season!

Election Results

(Continued from Page 1)

races in California. His vote total, over 3,800,000, was the larger ever collected by a California governor, exceeding even former Governor Ronald Reagan's previous record of 3,742,913 from 1966.

Although Jerry Brown was re-elected with a record breaking total, his ability to carry other candidates into office, the coat tail effect, was practically nil. An obvious example was Lt. Governor Mervyn Dymally's quest for re-election. Long a friend of Local 3, Dymally fell victim to a political novice, Mike Curb.

Commenting on Dymally's defeat, Local 3 Business Manager Dale Marr called it "probably one of the biggest disappointments of the election from our point of view. Long before Jerry Brown abandoned his 'small is beautiful' philosophy, Merv Dymally was calling for increased economic growth, job expanding developments and a streamlining of the environmental permit process. We will be sorry to see Merv Dymally leave."

Yvonne Brathwaite Burke, candidate for Attorney General, another good Democrat with a long history of support for the labor movement, was unable to win despite the Brown landslide. She was easily defeated by Republican State Senator George Deukmejian in a campaign which centered on who could be tougher on crime.

In the state of Nevada, much to the disappointment of everyone involved, Local 3's candidate for Governor, Bob Rose, was soundly defeated by his Republican opponent Robert List. The defeat of Rose came despite a superb effort put forth by the agents and members in Nevada. Virtually every weekend and after work during the week, Local 3 members could be found walking door to door handing out leaflets and brochures for Rose and other endorsed candidates.

In general, Local 3's rank and file Executive Board endorsed and supported 105 candidates and issues in the states of Nevada and California. Support ranged from an endorsement only to an endorsement with in-kind service and monetary contributions and after hour staff assistance. Of those 105 campaigns, 74 were victorious, 29 lost with 2 races not yet determined. The total percent of those candidates supported and victorious is 70 percent.

In the state of California, in statewide, Assembly, State Senate and Congressional races, Local 3 supported 66 candidates, the most important being Jerry Brown's reelection. Of those 66 candidates, 52 or 79 percent were elected and 14 were defeated.

In addition to candidate politics, there were also a few ballot measures decided on election day in which Local 3 was directly involved. These measures, local in nature, will have a direct impact

on job producing projects for Local 3's membership.

The biggest issue was on the ballot in Calaveras County. Titled Measure A, this issue authorized the Calaveras County Water District to issue \$350 million in revenue bonds to finance a series of water projects on the upper Stanislaus River above New Melones Dam. Operating Engineers has been involved with that issue for over three years, beginning with the initial planning stage and following through into the political strategy making necessary to obtain voter approval. Measure A passed with 61 per cent of the vote.

Another ballot issue with direct employment ramifications for Local 3 members was Santa Clara's Measure D. This was an advisory measure on whether or not to approve a \$50 million stadium/convention center complex near Marriott's Great America. The project will be 100 per cent privately funded.

Local 3's involvement came at the end of the campaign, but judging from the closeness of the race (11,934 in favor, 10,567 against), Local 3 can say that they made the difference.

Butte County Measure A, yet another job-related issue was not as fortunate however. An advisory vote on whether or not to locate a coal-fired power plant in Butte County, it went down to defeat by a margin of 30,286 against to 22,584 in favor.

Business Manager Marr emphasized however, that the result of the vote had no authoritative power over the decision to build the plant in Butte. The State Energy Commission will have final voice in this matter. If the

Butte County site is not approved, there are alternative sites available in Solano, Glenn and Yuba Counties.

There were two other ballot measures, both in Marin County, which will also have both direct and indirect effect on the future work picture for Local 3 members.

Marin Municipal Water District

Measure B, a \$9.5 million bond issue to increase the size of Kent Lake Dam and Reservoir was approved by 73 per cent of the voters. Measure C, was an advisory vote to determine whether the Water District should contract for water from the Warm Springs Dam and Reservoir. This measure passed with 61.5 per cent of the vote.

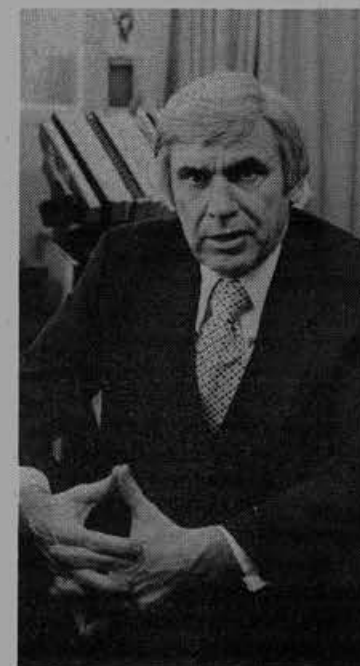
Congressman Ryan's Death Untimely Loss for Labor

Business Manager Dale Marr and the officers and members of Local 3 express shock and deep regret over the untimely death of Congressman Leo Ryan (D-San Mateo) who was killed this month while on an investigative expedition to Jonestown, Guyana.

"Congressman Ryan's death is a great loss to the labor movement and the people of our country," said Business Manager Dale Marr. "He was a true friend to Local 3 and he came to our aid on many issues that were important to our members."

Ryan was a strong advocate for dam safety, and worked closely with Local 3 in his efforts to provide a program for the inspection and rehabilitation of dams nationwide.

"There will undoubtedly be many times in the future when we will sorely miss his



Leo Ryan

presence on Capitol Hill," Marr said. "We will miss his individualism and constant desire to determine the root of important issues first hand."

**DISTRICT 8
MEETING CHANGE**
The November 28th date for the regular quarterly membership meeting for District 8 has been changed to Tuesday, December 5th, 1978. Meeting time is 8:00 p.m. at 2525 Stockton Boulevard, Sacramento.

Union Member Pulls Driver from Flames

For most operating engineers, the road to work every day can often be a boring, tedious trip. But for Local 3 member Richard Wagner, an operator on Marin County's Soulajule Dam Project, driving to work can be a thrill a minute.

Wagner was recently on his way to the project site in Marin County when he noticed smoke rising over the next ridge. As he got closer, he realized that the smoke was caused by a head-on collision between a cattle truck and a private automobile. Both the truck and the car were almost totally engulfed in flames.

Wagner, a motorcycle driver, parked his bike on the side of the road and immediately ran up to the car where he heard screams for help coming from the trapped driver. Even though the car was on fire, Wagner, at great personal risk, pried open the jammed door

and pulled the driver out.

After freeing the driver, Wagner pulled him about 30 feet away when the car suddenly exploded. The concussion from the explosion was strong enough to knock both Wagner and the driver off their feet. At about that time, the fire department arrived to extinguish the fire and carry the driver to the hospital for emergency aid. Wagner then climbed back on his motorcycle and proceeded to work, content with doing a good deed for a stranger.

As word of the incident got around, Local 3 thought that Wagner deserved a little recognition for his heroic action. At the request of Business Representative Earnie Lewis, the Marin County Board of Supervisors presented Wagner with a resolution commending him for his heroic action in saving the life of a total stranger.



RICHARD WAGNER (second from right) receives a framed copy of a resolution drafted by the Marin County Board of Supervisors commending him for his life saving action.

Presenting the resolution to him (from left to right) are Local 3 Business agent Earnie Lewis, Marin County Supervisors Arnold Baptiste and Gary Giacomini.

PROJECT

SF Sewer Tunnel Study

Despite rejection by the Regional Coastal Commission, preparations for the western section of San Francisco's sewer project continue to make good progress with Dames and Moore recently being retained by the City and County of San Francisco to perform route selection studies for a sewer transport tunnel in the Richmond District. The tunnel will transport both sewage and storm runoff to a treatment plant on the west side of the city and from there to eventual disposal at a deepwater ocean outfall to be constructed in the future.

The tunnel is being developed as part of the \$1.5 billion city-wide wastewater management improvement program. The planned tunnel will replace existing facilities which are unable to handle flows during period of heavy rainfall. While the route has not yet been finalized, it will be about 12,000 to 15,000 feet long with an inside diameter of about 15-feet. The tunnel will be placed at depths of up to 250 feet below ground surface, with a major portion to be blasted through rock.

Auburn Dam Funds Eliminated

Arrangements will be sought to provide ongoing funding for the Auburn Dam project in the wake of a House vote to sustain President Carter's veto of a \$10.1 billion public works appropriations bill. Approximately \$7 million had been included in the bill for ongoing work at the dam site on the American river 16 miles northeast of Roseville.

Congressman Biz Johnson noted that "Congress is going to have to provide interim funding for all ongoing reclamation and flood control projects." The vote to override the President's veto was 223-190. A two-thirds majority is needed to override a presidential veto, giving Carter 53 more votes than the 137 he needed.

Auburn Dam has been subjected to repeated delays due to earthquake studies, litigation and funding problems. The dam's design has been under question since an earthquake measuring 5.7 on the Richter scale shook the Oroville dam in 1975. The current proposed design is a concrete, thin-double arc dam to rise 700 feet above the floor of the American River canyon and extend 4,150 feet across its crest.

Five Cities OK Sewer Plan

Five cities in Salt Lake County have agreed to build just one sewer treatment plant in the north

Salt Lake County area. The issue has plagued the Salt Lake City Council of Government's 208 Water Quality and Control Study for several months. In an effort to speed up construction of the south regional plant to avoid a possible building moratorium in the future, the council approved a request of \$45,000 from the South Valley Water Reclamation Facility Board for planning of the facility. A site has not yet been confirmed, although Gerald Kinghorn, director of the Salt Lake County Water Quality Dept. indicated it would probably be built near an existing facility at 6th West, 33rd South.

San Felipe Narrowly Endorsed

San Felipe, the troubled federal project designed to meet the long range water needs of Santa Clara County has won a vigorously contested endorsement from the state Water Commission. The commission by a narrow 4-3 vote recommended federal funding next year of \$21 million for the water importation system whose total cost is now pegged at \$215 million.

Commissioner Daniel F. Frost of Redding, who has consistently opposed the San Felipe system, sharply questioned water conservation predictions prepared by the Santa Clara Valley Water District. Water Resources Director Ron Robie, however, repeated his agency's support of the vital project.

Yerba Buena Bids for Second Phase

About 20 different bid packages for work involved in the second phase of construction on San Francisco's Yerba Buena Convention Center were ready in mid-November, with bid openings to be held shortly before Christmas. Project elements covered by the bid packages include concrete and foundations, structural steel, plumbing, ventilation and other construction elements.

Excavation work on the project started Aug. 10 by Piombo Const. is one-third completed. Also underway is dewatering of the site by Tutor-Saliba. The water level has been brought down to more than 23 feet below sea level. By February, when the project enters its second phase, the earth removal will amount to 560,000 cubic yards. When the convention center is completed, the total development will encompass 650,000 sq. ft., including the main exhibit hall measuring 275,000 sq. ft.

M-K to Repair Railroad Tunnel

Heavy equipment was being moved this month into a remote area of Trinity County for use in rebuilding a Northwestern Pacific Railroad tunnel damaged by fire in September. The contract was

signed by Morrison-Knudsen, international construction and engineering firm, for a repair job expected to run into the multi-million dollar bracket. Work is expected to begin in the tunnel in early December, according to railroad officials.

Morrison-Knudsen estimates it will take three months, with two ten-hour shifts working six days a week from each end of the tunnel to repair the damaged sections of the 4,314-ft. tunnel. Caved in rock and timber blockac about 1,400 feet and fire damaged an additional 700 feet of the south end of tunnel 27, located in Eel River Canyon just north of Island Mountain about 90 miles south of Eureka.

The extent of damage, type of materials to be used in the project and the exact cost of reconstruction cannot be determined until engineers are able to enter and examine the tunnel. Cave-ins have made the structure impassable. The blaze was reported shortly after noon on Sept. 6 by an NWP mechanic who was working nearby. Cause of the fire is unknown.

State Lists 'Tentative' Hwy. Jobs

Two Northern California multi-million highway projects are listed among 35 projects which the Dept. of Transportation has tentatively scheduled for bid advertising in the winter months. The largest northern job is a \$3.4 million interchange and freeway connection project in Yuba County, scheduled for December. It would involve 3.4 miles of construction on Route 70, two miles south of Marysville.

A second large project is a \$2.8 million overcrossing for Alameda County's Route 680 in Pleasanton. Advertising for this project is set for November. Other northern work includes:

San Mateo County, Route 101, \$35,000 to remodel Marsh Road Interchange in Menlo Park, set for December; San Mateo County, Route 114, \$454,000 for channelization and signals on 0.6 mile in Redwood City, set for December; Sonoma County, Route 101, \$310,000 for channelization and signals at Rohnert Park Expressway, set for December; Marin County, Route 17, \$360,000 for grading, basing, surfacing and median barrier near San Rafael-Richmond Bridge, set for January; Sonoma County, Route 116, \$300,000 for structural asphalt concrete surfacing in Sebastopol, set for January; Tulare County, Route 2073, \$738,000 for asphalt concrete surfacing at various locations, set for November.

UPDATE



By HAROLD HUSTON, President

A Personal Note From The President's Pen

We hope each member and his family had a Happy Thanksgiving Day Holiday, and enjoyed seeing and being with your loved ones. Christmas is just around the corner; please let me take this opportunity to wish all of you a very Merry Christmas and a Happy New Year.

The major statewide and local elections held on November 7, 1978 are now history. We only hope that the many campaign promises made by each political candidate, whom labor supported, and won, will keep his word and help the working people.

I know your officers and members of our great union are going to be watching each of them very closely to see to it that they don't turn their back on labor now that they have won. I've stated to the members many times in my opinion any political candidate who does not keep his word should never be trusted, endorsed, or supported again. I hope all of you agree with this position!

The work picture for 1978 has been better than the last few years, and we expect 1979 to be even greater. We hope and pray that many new projects will go to bid in 1979, and new housing developments will start throughout our jurisdiction where every member who is able to go to work will be given an opportunity for a job.

The Martin E. Segal Company presented their annual report to the Board of Trustees of the Pensioned Operating Engineers Health and Welfare Fund outlining the Fund's activities during the 1977 calendar and fiscal year, the fifteenth year of the Fund's existence.

Benefits totaling \$4,071,800 were paid to fund

beneficiaries during the 1977 fiscal year. Since it commenced operations in 1963 the Fund has paid benefits valued at nearly \$18,769,600.

On February 28, 1977 following competitive bidding, the Occidental Life policy was terminated. Union Labor Life was selected to underwrite the Fund's hospital - medical benefits as of March 1, 1977.

As of January 1, 1978 the Kaiser Health Plan rates were increased 13% as a result of community-wide experience. The 1977 fiscal year was the third year in which Kaiser Plan benefits have been available to Fund members.

The facilities of National RX Services, Inc., became available to Fund participants on March 1, 1977. This is an optional alternate (mail-order) prescription drug program.

The lifetime maximums available under the present Major Medical provisions of your Plan was changed from \$10,000 to \$25,000 effective July 1, 1978. If benefits have been paid for an eligible pensioner or spouse, an amount equal to the benefits paid to each person, up to \$1,000, will be automatically reinstated on January 1, of each year, but the total amount reinstated in any year may not increase the maximum amount to more than \$25,000 for any individual.

Effective July 1, 1978, the plan was changed to cover 80% instead of 85% of usual, reasonable and customary charges paid to those participants not eligible for Medicare or, 80% instead of 85% of charges remaining after Medicare for those participants eligible for the Medicare Supplement; up to the new lifetime maximum of \$25,000.

Effective with the period commencing July 1, 1978, the reimbursement of monthly premiums for Part B of Medicare will be discontinued as a benefit payable under the Plan. The number of retirements in the Pension Trust Fund continues to expand. The following table shows an annual average growth of 17% in the average number of pensioners eligible for health and welfare benefits the past ten years:

Eligible Pensioners

FISCAL YEAR	AVERAGE NUMBER OF PENSIONERS
1978	5,700 (est.)
1977	5,326
1976	4,763
1975	4,417
1974	4,158
1973	3,602
1972	3,060
1971	2,594
1970	2,144
1969	1,748
1968	1,404
1967	1,119
1966	926
1965	697
1964	531
1963	390

Again, I would like to express our appreciation to all of the retirees (and wives) for the tremendous support you have given us throughout 1978. We look forward to 1979 and count it a privilege to represent and help you whenever we can.

Plenty of Work in Store for Sacramento

District Representative Clem Hoover reports that the Sacramento area has been blessed with an abundance of work in 1978. The Brothers have enjoyed the best year since the 60's. Many of them have worked so much overtime, they are looking forward to the winter and some much needed rest. The prospect for a repeat year for 1979 looks very good.

All the local companies have indicated they have an above normal amount of work already on the books to start the new year. "I would encourage all members to request a recall slip from their respective companies as they return to work in the spring," Hoover advised. "This is not only a requirement in the Master Agreement, but is also a big help to the dispatcher when he is trying to fill the many orders that he gets at the start of the work season. Without this delay, it could mean orders are filled earlier; therefore, an extra day's pay for many members."

"I think that this year's workload has been proof enough of Brother Dale Marr's program to fight for each and every project instead of sitting back and letting the no-growthers beat us," Hoover said. "It makes all the meetings that Brother Marr and the other officers and the agents and members attend night and day worthwhile. One project in the Sacramento area that we are deeply involved in is the \$400 million-plus So-Far Project in El Dorado County. This project would not only supply a lot of jobs for the Brothers, but is also a badly needed job for power, flood control and recreation."

Business Rep. Bill Marshall re-

ports that a California firm, Nevco Industries Inc., has a new product which may prove a boon to contractors in the underground, sewer, water and fuel pipeline installation field.

Taking well accepted principles and products such as sheepfoot rollers and vibratory compaction, the firm recently received patents covering its technique of applying vibratory sheepfoot compaction from ground level and outside the trench to within the trench down to 8-ft. depths.

Experience has demonstrated that this process fully satisfied OSHA and CAL-OSHA specs, and permits faster removal of the trenching shores by eliminating the necessity for retaining a man in the trench using a hand-held compactor once the bedding and the select layer is in place. Thus, in a typical 10-ft. deep trench in unstable soil, once the bedding, pipe and select fill is in place, the shores can be pulled and the remainder of the job completed with one tractor operator and his attached sheepfoot vibratory compactor. It can handle one foot lifts applying 550-lbs. psi to the material.

The new unit can be attached to a 13,000-lb. tractor (this size required for counterweight) in five minutes and deached in three. The slide bar, to which the compactor is affixed, can also be used to attach three 14-in. ripper shanks.

The compactor can be hydraulically moved and positioned on either side up to 30-in. outside the tractor or to the rear of the machine. The sheepfoot is 24-in. overall width with standard feet. It is powered by either a Deutz or a HATZ air cooled 8-HP diesel

which is a self contained unit connected to the operator's compartment with a solenoid switch for top speed actuation.

The two production models have been tested and proven on several projects including a 17,000-ft. sewer pipeline in Sonora, a Tuolumne County water project, a Grass Valley City water pipeline installation, a Nevada Irrigation District project and a host of other underground projects.

Business Representative Warren

Reed reports that work in South Lake Tahoe became very slow when this year's first snow storm inundated the entire area in a coat of fleece white.

Roy Ladd Const. is working out of Riverfront, California, and has even double shifted to make the best use of the good weather.

Gerhardt & Berry, M.G.M., and McGuire & Hester are working in Rancho Cordova on the Folsom Blvd. sewer line project and are rolling around on cobbles but are making good progress.



NEVCO INDUSTRIES has patented a new device for trench and underground work that combines the principles of sheepfoot

rollers and vibratory compaction. The new device has demonstrated that it meets all OSHA specs.



By BOB MAYFIELD
Vice-President

Rigging Lines

I am most happy to report that on the scheduled day (Election Day, November 7, 1978) of bid opening that both myself and the staff in Utah in their column had previously reported, with bids being opened on the largest single highway contract ever let in the jurisdiction of Local No. 3 with a successful low bid being submitted by the S. J. Groves Construction Co. This same company this past year completed what I am certain at the time was the previous biggest highway job ever let in our local union and had a price tag of about 32 Million Dollars. A great many of the brothers in the Oakland area know what an outstanding job the 580 California State Highway job between Castro Valley and Dublin was and the many great pay days for three years that took place in that period before the white paving and last yard of dirt was put in place and finally brought this job to a successful completion.

By comparison this job just let I spoke about in my opening sentence, should make the California job be rather small by both dollar volume and yards of excavation to be moved. The price tag, as low bidder, was in excess of \$45,900,000. Second, third and fourth low bids were closely bunched as just over 49 Million Dollars. The amazing part about this whole job I am told, is that almost the entire cost will be on excavation, and the bid for the most part includes only a few structures and the paving will be let at a later date as an entirely separate bid. This huge excavation project hasn't had a pre-job conference yet, so the method for this most important barrow material isn't known by us. When I say method for moving the dirt I am not certain as to whether it will be a huge trucking job as some had planned or more hopefully for us as Operating Engineers, a belt line job as some other potential bidders we know had planned. At any rate, it will be a job for a very long time for a lot of brother Engineers in Utah, and I am most pleased for the work prospects on this job for those Utah brothers who will be fortunate enough to make the job.

The Duval Strike at Battle Mountain, Nevada continues on now at what will be 60 days of long and bitter strike by the time this article reaches press. No strikes are ever easy or really at all nice, and as I have previously written this one is certainly no exception. The brothers and sisters on the picket lines are still remaining at this time solidly behind each other, and we are trying to support morally and with as much money as the local and International Union can pay towards their support, which is certainly nothing approaching a week's salary, but enough to buy groceries. (Strike Benefits at this time for the local and International Union are \$25 each for a combined total of \$50 per week for all members who actively picket and support the strike effort.) We at this level and the Nevada Union's representatives hope the company will soon get realistic and come back at an early date with a decent offer in order that this strike can end and our members get back to work in order to make a decent living, and the company can then get back in production and show a profit to its stockholders.

The brothers in the oilfields (Gas, Oil and Geothermal Drilling) I am certain are getting a little concerned about their contract as it is due to expire January 31, 1979, which is only about 60 days down the road. Pre-contract meetings are scheduled to be held in the Geysers area and in the Sacramento, Woodland and Rio Vista area by Oilfield Business Agent, Frank Townley, in very early December, and the first meetings with the Employers are likely to begin in early January. It is our intention during these negotiations to bring in some job stewards from some of our drilling companies to participate and assist us in our goal for a decent and respectable new contract. In this particular industry, this approach has never been done before, and I am sure the brothers in the oil patch which now have grown to at least 400 in Local No. 3, will feel comfortable with rank and file brothers in attendance of contract negotiations.

In closing my article this month, I certainly wish that Thanksgiving just completed was bountiful to all members and their families, and that the Christmas and New Year Holiday, just around the corner, is one of good health and happiness to all.

In Coastal Fight

Union Aids Monterey Company

Dale Marr, Local 3 Business Manager and International Vice-President has thrown Local 3's full support behind an application to the Regional Coastal Commission, reports Asst. District Rep. Jack Bullard. Monterey Sand Company recently applied to the Regional Coastal Commission to continue mining sand from the water edge on Monterey Bay, as they have since 1944. Buckets drag the sand to the shore, and the trench made with sand by the bucket is filled within seconds. This sand drifts parallel to the shore, resupplying the sand as fast as it is taken.

Some Monterey Sand Company Brothers have worked most of their productive years there, and have been replaced by their sons. "We are appalled and angered by the arrogance of these commissioners," Bullard charged. "They accept the negative recommendation of a Commission staff man who admits he is not a professional hydrological engineer. They reject the positive recommendation of a professional hydrological engineer who has studied this Monterey Bay for two decades."

Jack Bullard, Assistant District Representative, attended the meeting at Carmel Sunset Center. He read Dale Marr's letter to the Commission. Many Engineers and their wives and children attended the meeting. The Commission will study Monterey Sand Co's. application, and then hold another meeting.

The Watsonville Granite Pipeline crew recently worked on Riverside Drive, Watsonville. The pipe supplier has replaced the egg shaped concrete cylinder pipe with round shaped pipe.

Brother Jim Waldron has most seniority on the San Jose District 9 Grievance Committee. He's been running piledriver for Stephen P. Rados in late September. The job is at the surf's edge at New Brighton Beach on Monterey Bay. Santa Cruz beauties wear bathing suit tops most of the time here. Also enjoying the natural beauty are Brothers Louis Pippi, oiler, Harry Bell and other operators.

The Sick List:

Brother Jack Crumpton is mechanic at Granite Construction Monterey Branch. Brother Billy Kelley is master mechanic. Jack has just experienced a tough medical problem, he'll be off awhile. Billy's problem is very heavy, but he continues to work, even though he works in pain. "These are two fine Brothers of long standing in Local 3, and we wish them both well," Bullard commented.

R. C. King runs shovel at Kaiser Natividad Quarry, he's a young man. He's had a monstrous heart operation, bypasses were attempted on two major and three minor arteries. He had 90 percent blockages. All bypasses were very successful except one small artery. He is fine. He was cut on a Monday and back on his feet the next Wednesday! Dr. Angel is the heart surgeon. He also cut Safety Rep. Sam Coburn. Sam was up and around in two or three days, says he'll see the brothers soon too.

Brother Bill Alloway mechan-

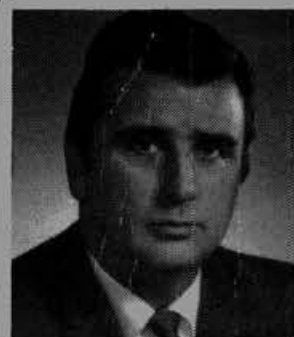
icked many years locally before retiring last year. Lives in Capitola. Katie and Bill Alloway had their 37th anniversary September 7th this year. Daughters Kathy and Rosanne, daughter in law Elisa, and son Steve had a surprise gift for them. The surprise was two round trip tickets to Hawaii!

They left in late September, feeling well loved and appreciated. Why not?

Brother Cliff McMurry died Sept. 25, 1978. His heart was bad, and in addition he had pancreatic cancer. Cliff retired in Nov. 77, worked for Granite Salinas Branch and other branches for the previous 3 and a quarter years. Cliff ran the paving spread for Granite's road department for many years, K yard, worked at Williams, Grass Valley, Pollock

Pines, and Nevada, with many of the hands such as Ike Popovich, Nick Marazzo and Billy Hamblen. Cliff wanted wife Evelyn to be with him the last 30 days, and she did just that, slept in a chair by the bed at Watsonville Community Hospital, went home once a day to clean up and eat.

"She's quite a woman," Bullard said. "Cliff and Nick Marazzo had been friends for years, they hung around together after both retired. It's really hard to see Brothers like Cliff go. He loved the trade, didn't really retire well, spent many retired hours watching others do the work he loved. Two of the Engineers who were pall bearers were Clem Molina and Nick Marazzo. Engineer Norman Smith was his nephew. He attended the Watsonville funeral along with many more of us."



Treasurer's Report

By Don Kinchloe
Office Phone: 415/431-1568
Home Phone: 415/837-7418

The holidays are upon us and before I write anything else I want to wish all Brother Engineers, wives and family, a good, safe holiday season.

In the October 1978 issue in the Operating Engineers newspaper Mike Kraynick, Director of Fringe Benefits was a picture printed of a beneficiary card with across the card was marked sample. We have been receiving a lot of these cut out of the paper marked sample. We cannot use these and will mail you back the proper card to be made out. Secondly, the proper card to be made out, be sure you do not *fold the card* to put into an envelope or *staple the card* or *mutilate the card* in any way. If this card is *folded, stapled* or *mutilated* the card will not go through the computer.

We have received some cards back that have been mutilated in some way and will have to mail back to you a new card to be filled out. So when you receive a *Designation of Beneficiary* card from the union don't think that we have gone ding-dong. The reason is for the sample out of the *Engineers News* paper or your card has been mutilated in some way. So when you receive the card make sure the card is correctly made up in all three lines plus dating the card and sign the card.

Negotiations have been going along with pretty much success and have one problem with a RS&G plant in Lake County which I'll be going up to Lake County and will report the good or bad results in next month's issue.

That's all for now until next month. Don.

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

CLIP AND MAIL

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

Please send me:

☐ A membership card for the Magic Kingdom Club

My name is: _____
(please print all information)

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

City, State, and Zip Code

Social Security Number

Attend Your Union Meetings

A New Challenge

Women in Construction

By Mary Kelly

It was a very special occasion. That was obvious from the minute Justine (Susie) Suafai spoke into the microphone to about 300 smiling people, many of whom cheered and applauded her just after she greeted them and introduced herself. She had organized this First Annual Banquet Honoring California's Women Apprentices, held in San Francisco on October 25th, sponsored by the California Advisory Committee on Women in Apprenticeship and supported by various labor groups, employers, and others.

About 100 women apprentices of various trades including culinary, carpenters, plumbing and operating engineers, and their families, friends, employers, state apprenticeship representatives, co-workers and union apprenticeship representatives enjoyed an evening of brief and concise speeches, tasty food and drink, and presentations honoring each apprentice.

Each speaker was enthusiastically greeted and applauded, with special cheers for culinary apprentice Wendy Carson, who told her story clearly and zestfully. The dinner was planned and prepared by apprentices of the San Francisco Cooks Joint Apprenticeship Committee, who also received a rousing and well deserved cheer of appreciation. Let's hasten to add that some of those good cooks were men. Presentations of pins, engraved "CAC Apprentice," were made by Don Vial, Director of the State Department of Industrial Relations.

Operating Engineers Local 3 apprentices honored were Denise Arias, Gail Bullard, Betty Christie, Maria Hernandez, Thyra Kennedy, Carolyn Rice, Suzanne Ryan, Lorraine Sims, Lisa

Thompson and Kelly Truelove. Paralleling their brother engineers, they are handsome, intelligent and lively people.

Backing them up were Local 3 representatives Jim Atkinson, Dave Rea, Hugh Bodam and Bert Ferrarini for the Joint Apprenticeship Committee; Coordinators Larry Uhde and John Smith; Bob Little, Joe Oxendine and L. C. Bradley of the Office of Affirmative Action; Art Pennebaker of the Nor. California-Nevada Surveyors JAC; Paul Schissler, Gene Machado and Frank Morales of the Tech Engineers Division, and Jim Earp and Mary Kelly of the *Engineers News* staff. Also on hand were Jack Bullard, Asst. District Rep., San Jose, and Journeyman Roxanne Kerber, a one-year member of Local 3.

Frances Walker, employer rep. for the JAC attended, as did contractors Jerry Dorfman, Ed James of Schwafel Engineering, Walt Milhouse for Teichert, Chris Burnside of Underground Contractors Assn., and A. J. Raisch.

We had a chance to talk with some of the women. Gail Bullard, eldest child of Local 3's Jack Bullard, has completed the apprentice program at Rancho Murieta, and has worked since late September as a surveyor apprentice, gradesetting for Granite Construction in Morgan Hill. Gail, 26 years old and single, was educated for and worked as a teacher and governess, but prefers working out of doors, enjoying the challenge of coordinating her abilities for working with people, concepts and machines to attain the satisfaction of completing a project. She has an able teacher on the job, Journeyman Jack Jackson, and continues her studies in surveying in night school. Roxanne Kerber, a seasoned

journeyman, currently gradesetting for Patton Brothers of San Jose, also likes working out of doors, using her physical strength and appreciates the good pay. She and her surveyor husband Dave are parents of five children, two of whom are still at home. Taught by Dave, Roxanne has worked at her craft for six years. They have been employers and have an inactive contract with Local 3.

Maria Hernandez was recently dispatched to Schwafel Engineering of Vallejo as a surveyor apprentice. She had sampled the crafts as a student in industrial maintenance school, chose Operating Engineers, and completed the program at Rancho Murieta. Maria sees her job as a good living and likes working out of doors.

Denise Arias works on a paving crew for Teichert & Sons of Sacramento. It seems that while working as a hotel clerk in Redding, one of the guests, a JAC Coordinator, gave her the word on the benefits of being an Operating Engineer and "teased her into" taking the training program. 28-year old Denise likes the action of the job and intends to stick with it.

For Lorraine Sims, being an Operating Engineer is a second career, her chance to do something that she wants to do. She and her husband raised five children. Lorraine has been working for Dorfman Construction of Sacramento on loaders and compactors, and completed the course at Rancho Murieta. Being an Operating Engineer appealed to her the most of all the crafts she experienced while in a construction pre-apprentice program.



CAROLYN RICE (left) and Kelly Truelove are two apprentices from Santa Rosa who were in attendance at the California Women Apprentices banquet.

Betty Christie operates all kinds of equipment for Raisch Construction of San Jose. Rancho Murieta trained, she chose this career over her former work as a Chain Saw Thinner for the State Forestry Department for its better opportunities. She likes the work and the pay and intends to stay with it.

Thyra Kennedy left the school at Rancho Murieta to work for Raisch, of San Jose as a grade checker and roller operator. A former school teacher, she pre-

fers her new career for its good pay and benefits enabling her to be independent, and likes working out of doors. Thyra enjoys learning new skills and said she plans to do the best job for everyone.

The women reported having little difficulty on the job, saying their co-workers were cooperative and agreed with them in their efforts to carry their own weight.

The evening's events were sparked by the fresh air of novelty, with undercurrents of optimism for the future.



GATHERING at the Antioch Bridge to show appreciation for Senator John Nejedly (pictured above) and his key support of the project were (at right) Mayor Verne Roberts of Antioch, Adriana Gianturco, director of CalTrans and Assemblyman Daniel Boatwright (not pictured).

It'll Be the 'Senator Nejedly' Bridge

Amid hundreds of gatherers, antique cars, political speeches and even a two-mile foot race, the newly completed \$33 million Antioch Bridge, near Antioch, California, was christened the "Senator John Nejedly" bridge this month during a special "Walk On" dedication.

The ceremonies were held in appreciation of the key support

given by Assemblyman Dan Boatwright (D-Contra Costa) and Senator John A. Nejedly (R-Contra Costa) in legislation that authorized funds for the bridge's construction.

It was the approval of State Assembly Concurrent Resolution No. 146 submitted by Boatwright that enabled the new bridge to be named after the Senator.

The new bridge replaces the old Antioch Bridge which was completed in 1926. The deteriorating structure of the old bridge has barely survived numerous collisions with ships traveling up the San Joaquin River, and traffic accidents on the narrow span. The worst ship collision occurred in 1970 and disabled the bridge for four and one-half months.

The old bridge, which measured a mile in length and 21 feet across its two lanes served as the only span highway connection across the Delta area between Vallejo and Sacramento. Bridge traffic was often congested. Vehicles weighing five tons or more could not exceed 15 mph. Motorists had to stop on the average of 95 times per month to allow the center span to be hoisted up for ships travelling under the bridge.

In the early 1970's, an ad hoc committee composed of California State and County officials gave construction of a new bridge at Antioch first priority. Bids were advertised by CalTrans in May 1976.

Peter Kiewit and Sons was awarded the contract with their bid of \$33.4 million. Ed McCarthy of Peter Kiewit and Sons told *Engineers News* that 17 miles of pile were driven to support the nearly two-mile-long bridge.

Pile driving began in the fall of 1976, followed by steel erection of girders in mid-1977 and deck placement a month later. Through the strategy of constructing substructure, superstructure and decking simultaneously, plus extensive massing of equipment and dry weather, Peter Kiewit was able to complete bridge construction a remarkable two years ahead of schedule.



Bay Crane Work Maintains Active Pace

Business Rep. Bill Dorresteyn reports that crane work is still very active in the Bay Area. Bay Cities has a small shutdown at Lion Oil Company and also a good deal of work all over the Bay Area.

Bigge is very busy in the Bay Area and also in Santa Clara. San Jose Crane is very busy too. They have a nice job at the Oakland Coliseum. Cranes are spread out all over California and Nevada. Jakes Crane from Nevada is in Oakland doing a job.

"We've been having a problem placing Oilers with Class One Licenses, and this leaves the crane open to other crafts at given times," Dorresteyn said. "If any of you A or B Engineers have a Class One License, you are now eligible to sign the out-of-work list as an Assistant to the Engineer, and when we are out of qualified A Assistants and Preferred men you will be called for these Assistant jobs. This will help in keeping other crafts or supervision from doing our work."

West Contra Costa

Business Rep. Hank Monroe reports that every contractor in Western Contra Costa still has a backlog of work.

Records have been set everywhere for production and volume this summer. One good example is Quarry Products at Pt. Mulate with an all time high of over 7700 tons of asphalt produced in one day. Some of the other plants in the area would have been happy with that amount spread over a month.

Asst. District Rep. Ron Butler reports that work in the shops continues to boom. "It seems there are no mechanics anywhere for love or money, since we know employers who are offering either or both in an effort to find help," Butler said.

Inserts are now available for the Equipment Dealer Contract Books showing 1978 wage and fringe benefit rates.

South Alameda County

Business Rep. Buford Borks reports that underground Construction Company and S. J. Groves are moving along with pipelines from Livermore Valley to San Lorenzo Oro Loma Treatment plant and ultimately to the Bay.

These jobs have approximately 40 operators working some overtime to meet their schedules.

The quarries have been going full speed since the three week Teamster strike in the ready mix industry.

The bad news is that the Pacific

States Steel and American Forge is shutting down because of foreign imports of steel products that come into the West Coast at cheap prices. This plant employs 200 Engineers. This is a tough lick to Hayward and Fremont areas not only for the employees

but for the business community.

The Dumbarton Bridge is well underway at this time with Guy F. Atkinson Company and 30 Pile-butts and Engineers moving across the Bay from the east end of this much needed structure to take care of this bottleneck

Prices, Taxes, Beat the Blacksmith

After 56 years of blacksmithing, Raul Machado has gone out of business, reports Business Rep. Norris Casey. He claims that prices and taxes have done to him what nothing or no one else could do, that is force him to close his shop.

Machado's Blacksmith Shop is located on Granger Street in Walnut Creek in the midst of the Mount Diablo Redevelopment Project, and they want the land for development. So the land has been sold, and will be developed into a Savings and Loan Company building.

Raul Machado who is now 77 years of age went to work for Botelho Blacksmith Shop in 1922, right near the present location. In 1936 he bought the shop from Botelho and soon after moved to the present location, where he has served the public since.

The shop has been under agreement with Local 3 since the early 1950's employing many of our brother Engineers. In the last few years he has only had one working, Guido Massone. Guido has now gone to work for another contractor with the closing of this shop.

It was an experience to go into this shop in the mid 50's to get work done. Raul was, even in those days, a real gutsy character. When a customer went in to get things done, it was usually



Photo by Eric Rahkonen

Raul Machado

to get something welded, straightened or a bearing poured.

"Regardless of how much time you told him he could have to fix it, he would go through his routine of stomping the floor, threatening to throw you out of the shop, and telling you real plain that if you didn't like it, you could take your business elsewhere," Casey recalls. "Of course there was no other place to

go. But then in a few minutes he would grin and go to work. Your job would be completed fast and the best of work done."

Raul Machado is about the last of the old time, hard nosed blacksmiths. This is truly the end of an era, and a loss to the industry.

His wife says he is going to spend his time in his vegetable garden. If his tomatoes have ears, they may learn a new vocabulary!

Santa Rosa Fares Well In Election

District Representative Bob Wagon reports that the Santa Rosa district did very well in terms of the election of a good state senator, Barry Keene, and assemblyman, Doug Bosco. "They will be of great future support for work in this district as both men are very level headed and hard-working for the people in their district," Wagon said.

Work in the North area of District No. 10 is still going strong for this time of the year, reports Bus. Rep. Chuck Smith. Several weeks ago the citizens of Cloverdale had a rally urging the Governor to build the much needed freeway by-pass. They even held a mock dedication for the "Jerry Brown By-pass," all in fun and good spirits.

The festivities were going along fine until an elderly woman, who was crossing Hwy 101 on the way to a Senior Citizens meeting, was struck by a car, injuring her seriously.

"She lay there on the highway until the ambulance arrived, with the importance of the by-pass really brought home," Smith said.

In Lake County Rugen is getting started on the Kelseyville Sewer Project, with Pete Barretta doing the excavation on the ponds. Parnum Paving got an extension until next spring on the starting time on the Hwy 20 job. Parnum is also doing the paving on W. Jackson Baker and Assoc.'s Hwy 20 job at the Oasis, hoping to beat the rain. Lange Bros. is keeping quite a few of the Brothers busy with their biggest job at Lucerne just getting underway and not expected to go full bore until next spring.

Work has slowed a lot in the southern part of District No. 10, reports Bus. Rep. Brad Datson, as most of the efforts in September and October were toward getting everything rocked and paved before the heavy rains. There still are a lot of engineers working on

(Continued on Page 17, Col. 1)

Tunnel Repair Job to Be Real Challenge

District Representatives Ken Green reports that the Northwestern Pacific Railroad had its problems for the past two months trying to put out a fire at Island Mountain in the lower southwest corner of Trinity County. The railroad had to put up bulk heads to smother the fire.

Morrison-Knudsen Company was awarded the job of cleaning out the tunnel and pumpcrete the walls. The tunnel is only wide enough for one foot clearance on either side of the cab on a 988 loader backing up loaded for 2,000 feet. When the loader reaches the portal the operator still has to negotiate a 600-foot tressel with two-foot clearance on either side.

Cal. O.S.H.A. declared with the fire burning in the tunnel there could be the possibility of trapped gas in the tunnel. Morrison-Knudsen which is very safety con-

scious is currently retaining a special crew of miners and engineers for rescue in case of bad gas, cave in or any other catastrophe.

Del Hoyt, Safety Representative for the Northern District for Local No. 3, was at the Pre-Job and offered any assistance or expertise that Local 3 may have to help in the safety of this remote project.

"This job is so remote even the hoot owls refused to fly over the area," Green said. For those brothers who are going to work on the tunnel—it is a twenty-minute train ride from the Alderpoint to the camp, then another 15-minute ride from the camp to the tunnel. There is no other way in except by rail on the north end of the project. On the south end of the project workers can drive to the job — barely. There will be living quarters set up by the

railroad for those who wish to stay at the jobsite.

The project superintendent has estimated the realigning of the tunnel will take about 3½ months if they have no real problems. The 4,314-foot tunnel will be worked from both headings. The tunnel has caved in to such a degree that it is impossible to go from one heading to the other without taking a two-hour ride around the mountain—then a 35-minute train ride the rest of the way. They definitely have their work cut out for them on this project.

Business Rep. Bob Havenhill reports that the Redding Office has enjoyed a very depleted out-of-work list since mid-July. The majority of the brothers have worked enough hours that their health and welfare will carry through the winter and early spring months.

"This may not seem too exciting to our brothers in the bay area and further south—but to the people here who are accustomed to an average of six months or less work per year—twelve to fourteen hundred hours is very exciting," Havenhill commented.

There are two new tunnel projects just starting in the district—one of them the PG&E Company Pit 1 job in Fall River Mills will be a highball operation to reline and repair one of the water tunnels supplying the Pit 1 powerhouse. The contractor is planning to go three shifts, seven days per week until completed (the job should last about one month).

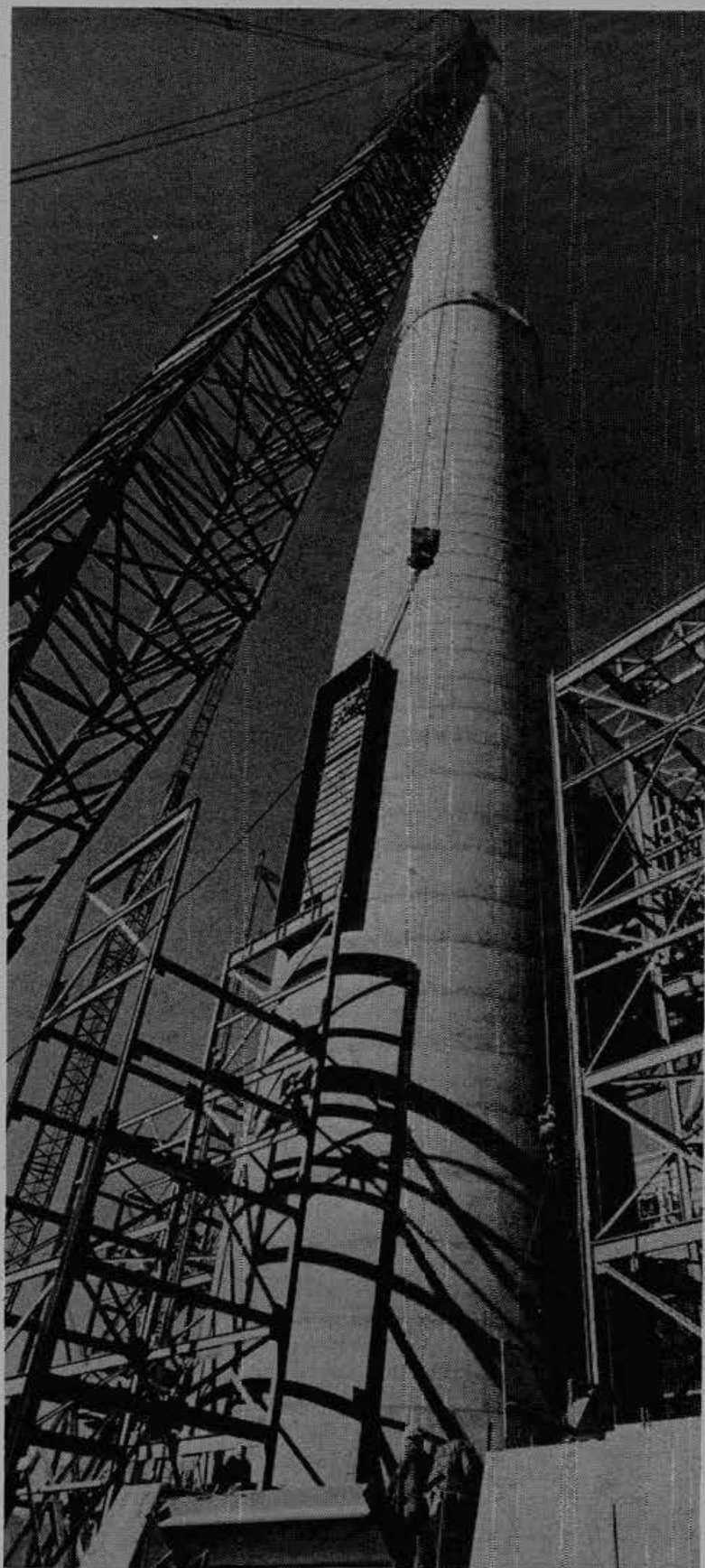
The other job is Northwestern Pacific Railroad's Island Mountain Tunnel being done by Morrison-Knudsen.

Cal-Ore has just finished the South Bonnyview Road job join-

ing I-5 at Bechelli Lane and Old 99, at Bonnyview. This new connection crossing the Sacramento River over the new bridge which was completed last year by Hessel-Phelps, Inc. will hopefully relieve some of the congestion on the Cypress Avenue Bridge.

Of the several sewer projects that have been going this year in the area, the Happy Camp job by John M. Frank Construction and C. L. Fogle Company, Inc., the City of Weed job by C. L. Fogle Company, Inc., and Trinity Construction Company, Inc., the City of Adin job by Tyler-Engelke, Inc., will all be on line by the first of the year and will do much to control pollution of the many beautiful rivers.

Roy E. Ladd, Inc., Carl E. McConnell J. V. is moving along very well on the Hiway 36 job (Forest Glen).



WHILE WORK ON THE HUNTINGTON power plant in Utah is coming to an end, the Emery plant (pictured above), although considerably ahead of schedule, is still maintaining a workforce of 90 operators.

For Utah Members

Safety Training Paying Off

Efforts toward safety awareness training appear to be paying off, reports Business Rep. Vance Abbott. "To date this year our members in Utah have suffered no industrial fatalities and a minimum of disabling injuries. The most serious injury was an electrical contact in a moment of distraction, which cost a member part of a lower limb," Abbott said.

"We find our members are becoming more willing to demand that their equipment be maintained in a safe condition and, also, most employers cooperate. On occasions, however, unsafe conditions exist and the workman is not aware of the seriousness of the hazard."

At this time of year there is a pressure to complete jobs and hazards that might otherwise be corrected are overlooked. Also unfavorable weather conditions can contribute to unsafe conditions.

"Don't gamble," Abbott urged. "Be alert and complete this work season without further accidents."

Salt Lake Valley

Business Rep. Wayne Lassiter reports that building construction is holding strong in the Salt Lake Valley at this time. Oakland Construction has their share of the work, a \$32 million job at the University of Utah and the lion's share of the "Crossroads," a large mall complex in the downtown area. Canon Construction has picked up a couple of contracts on which Acme Crane Rental is furnishing the cranes and operators.

J. M. Sumsion Construction has started to work on the relocation of the railroad tracks which is in connection with the I-80 job west of Salt Lake City.

Gibbons and Reed Company is pushing hard to complete what work they can before winter. This company has had more work this year than in any of the past seven or eight years. Many of the jobs have offered as much overtime as the employees wanted to work.

The Sand & Gravel Industry has

had a lot of work but has had to contend with the shortage of cement. Monroc has been closing for two days a week because of this shortage. Members at the gravel pits have been working long hours, some two shifts.

Ogden Area

Business Rep. Rex Daugherty reports that Gibbons and Reed Company has the site preparation for the new zirconium plant located at Little Mountain. The Company has been working six 10-hour days since mid-summer and expect to continue the schedule through November. There are approximately 30 engineers on the project at the present time.

H. C. Smith Company has the first phase of the zirconium plant construction and M. Morrin and Sons has the second phase. J. Earley Construction was awarded the mechanical setting and placing of the machinery and Pittsburgh DeMoine Steel the tank erection.

The south-bound lane on I-15 at Layton has been completed by Gibbons and Reed Company and Acme Vickrey is in the process of laying the concrete paving.

Next year Peter Kiewit Sons Company will be going into the third season to complete the last link of I-80 near the Wyoming line. The railroad grade has just

been completed and it will be next year before the Company can remove the old railroad grade for new alignment of the highway. The project is about one-third complete.

S. J. Grove & Sons Company has topped out the Stateline Dam. With long hours the Company has managed to complete a four-year job in two years. The shift schedule has been seven days a week, 12 hours a day. At present the contractor is placing rip-rap on the dam face.

Santa Fe Pipeline Construction, from Aroura, Colorado, is near completion on a 25-mile, 30 inch pipeline located near Dutch John, Utah. The Company has been working the project seven 14-hour days.

J. M. Sumsion Construction has been awarded the road project leading to the Dinosaur National Park near Vernal, Utah.

J. F. Shea Company has tunneled approximately 6,000 feet at the Vat Tunnel. The mole has not yet reached the fault where the ground is expected to be real bad. However, they expect the mole out by March or April of next year. There will then be another ten months' work to install the concrete liner.

(Continued on Page 14, Col. 5)

UTAH SURVEYING COURSE

Since 1974, journeymen surveyors in Utah have had the opportunity to upgrade their skills through a survey course taught at the Utah Technical College in Salt Lake. However, for those surveyors who have been unable to take advantage of this course, due to work schedules, locations, etc., a Survey Correspondence Course is now being offered on a periodic basis. The nine week course incorporates tutor sessions to review examinations and to give additional assistance in areas needed.

Any member of Local 3 wishing to obtain further information on the survey correspondence course should contact Joseph Varoz, Instructor Utah Technical College, Survey Correspondence, 1997 Rocky Road, Salt Lake City, Utah 84118 (801) 968-8223; or Ricky Bryan, Apprenticeship Training Coordinator at (801) 532-6091.

1978-79 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 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 1978), or: (2) the Spring Semester (beginning in 1979), in public, private or parochial schools who are planning to attend a college or university anywhere in the United States during the academic year and who are able to meet the academic requirements for entrance

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

Applications will be accepted between January 1, 1979, and March 1, 1979.

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, 1979.

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.

They came from the western states—contractors, lawyers and heads of construction industry associations. They registered in one of the swankiest hotels in California where rooms cost a minimum of \$70 a night. They did not seem to recognize the irony in the fact that they were willing to spend a lot of money in the name of "cutting costs."

The occasion was a "construction management seminar." But a brief look at the program containing items like "how to deal with a belligerent shop steward" and "how to react to a union picket line" indicated that what the contractors really wanted to learn was how to put the screws to unions.

Union representatives are not invited to such seminars, in fact most organizations sponsoring these events go to great lengths to keep "union spys" out. In this case though, *Engineers News* was on the scene—registered not as a representative of the labor press, but as a contractor.

Nearly 150 participants attended the seminar. Many of them came from large, unionized construction firms like Swinerton and Waldberg and A. Teichert and Son, Inc. Others represented anti-union firms like Shell Oil and Flour Corp. and still others were representatives of state and local chapters of the Associated General Contractors.

They came to hear construction industry journalist Peter Cockshaw tell about the rapid growth of open shop contractors and to learn about negotiating union contracts. But mainly they came to hear the country's leading construction industry attorney—MacNeil Stokes—tell them how they can deal with existing union contracts, where the loopholes are and how contractors can sue a union for every dollar in its treasury.

The rapid proliferation of these "management development" and "labor relations" seminars is a direct response to the growth of the open shop movement, which is dealing crippling blows to the unionized sector of the construction industry throughout the nation. In some states that have traditionally had strong unions, open shop is literally turning the construction statistics inside out.

In Florida, unionized construction firms as recently as 10 years ago comprised 95 percent of all building and construction. The figures are now reversed. There is hardly a union firm left in the state.

There are those who rationalize away this turn of events, maintaining that Florida is part of the South's "sun belt" which has always experienced difficulty in union organizing attempts. That does not explain why the traditionally strong union states in New England are now experiencing perhaps the fastest growth of open shop construction firms in the country.

Well, we might counter, most of this growth is in residential work. As long as the Davis-Bacon provision is in effect, members of the operating engineers and other heavy construction unions don't have too much to worry about.

Wrong again. Recent studies indicate that the Davis-Bacon Act is pro-

viding less and less of a protection for unionized firms. In Utah, a right-to-work state, open shop firms as recently as four years ago were capturing a vast majority of all construction work, including federally funded highway construction.

Large industrial projects like nuclear and coal power plants can also no longer be considered bastions of union construction. There are at least 43 power plants in the southwest currently under construction or recently completed that were awarded to open shop contractors—22 of them went to Brown and Root—one of the nation's three largest construction firms.

The startling growth of the Associated Builders and Contractors (ABC)—the nation's leading advocate of open shop—provides a barometer on the rapid increase of non-union construction firms. In 1964, ABC had only a handful of members, most of them concentrated in the south. Now the organization boasts 12,500 open shop members nationwide and executives of ABC predict that they will have at least 18,000 members by 1980. In 1974, there were only 11 ABC members in California. There are now over 1,100.

It was in the face of these trends that union contractors filed into the convention hall to learn how to get tough. They were for the most part unlike their open shop and double breasted counterparts who throng to ABC seminars to learn how to squash union organizing attempts.

Most of these men worked for firms that already were signatory to union contracts. They were aware of the

"Call up the business agent and let him spill his guts. Then you raise up your double barreled shotgun and blow the union's head off."


difficulties in attempting to go non-union when their employees valued the benefits of union membership. Indeed, many of these men themselves came from the rank and file of construction unions.

They were trained under traditional apprenticeship programs and learned to be skilled journeymen by working with other union members. The expertise they developed eventually enabled them to be promoted to foremen, superintendents and project managers. Some of them still possessed some loyalty to trade unionism.

They would nod their heads in agreement when MacNeil Stokes would concede that "open shop firms are lousy at labor relations." But now, placed in the saddle of management, the lure of the profit motive had taken its toll. They would also nod in agreement when Peter Cockshaw declared, "The dollar will dictate how construction work will be carried out in the

OPEN SHOP

A Malignant Growth That Threatens Trade Unionism



future."

The session began with a presentation on negotiating by Bob Good of Denver Colorado, a lawyer, former NLRB field attorney and head negotiator for the construction industry in Colorado. He launched immediately into an appeal to their sense of management.

The "good old" contracts of the past between the business agent and his contractor friend have shackled today's construction industry, he declared. "Labor negotiations are unlike business negotiations. The labor contract is not the result of a willing partnership," he continued. "It's more in the nature of a 'shotgun marriage.'"

Good advised the participants how they can get tougher at the negotiating table.

Go through the present contract before the first negotiating session, he

Don't be afraid to make a scene. Show them you are deadly serious about getting rid of 'unk' items in the contract."

The participants then turned to MacNeil Stokes to be given a presentation on dealing with existing contracts. Stokes is perhaps the leading construction industry attorney in the nation. Headquartered in Atlanta, Georgia, he was the construction industry's leading spokesman against common situs picketing in the 1977 Congressional hearings.

He has been responsible for the literal bankruptcy of several local unions throughout the country which had the misfortune of tangling with him over labor lawsuits.

His intent that afternoon was not to unravel all the intricacies of labor law to the contractors, but to "open their eyes," and show them some of things they could do under the present laws that they might not have been aware of. He was in effect opening a Pandora's box of legal maneuvers that will inevitably come to haunt the unwary union.

"Management should act," he told the contractors, "Let the union react. Don't ask permission of the union to carry out a new management policy—just do it."

Stokes gave a word of caution to AGC representatives in the audience who might be tempted to yield to union demands in the face of pressure. "When union power couples with management association representatives to force something on an unwilling contractor, you are on very slippery anti-trust ground," he warned.

"Jurisdictional disputes are illegal," he told the contractors flatly. Any business agent that threatens to shut down a job over a jurisdictional dispute is dragging his union into an expensive lawsuit.

Stokes was especially emphatic on secondary boycotts. "If a union has a dispute with another contractor on the jobsite, they cannot picket you," he reminded them. If a contractor is

(Continued on Page 11)

Members Enjoy Fruits Of their Labor in '78

(Cont. from Page 1)

the average Local 3 member will have worked at least 1,660 hours in 1978 — more than any other year in the 1970's (see accompanying diagram). Those members working equipment in which there were severe shortages often worked many more hours.

A look at the dispatch records for the entire local reveals that, as of the end of October, dispatches have already exceeded the totals for the entire year of 1977 by nearly 4,000. Out-of-work lists have been nearly depleted in most of the district offices — particularly in the peak months of July, August and September.

What factors led to such a good construction year? What will next year be like? What part can the individual member play to assure that next year or the year after that will be a repeat performance?

To Local 3 Business Manager Dale Marr, much of the construction activity this year cannot be attributed simply to a general upturn in the nation's economy. Hundreds of millions of dollars in public works projects came on line in 1978 only as a result of the sweat and blood poured by the union leadership and rank and file through attendance at public hearings, telegrams to congressmen and pressure on local, state and federal bureaucrats in an effort to overcome the deluge of environmentally born red tape.

"Politics is the name of the game," he emphasizes again and again at union meetings.

Without political involvement, union members this year would not be working on the \$220 million Warm Springs Dam in Sonoma County or the \$110 million Dumbarton Bridge or the \$105 million Yerba Buena project in San Francisco or the \$41 million "Blood Alley" project in San Jose.

Without political involvement by union leadership and the members, we would not be looking forward to the start of the \$38 million Grove-Shafter Freeway in Oakland early in 1979. The long awaited \$100 million

Hoffman Freeway in Richmond would not have obtained landmark legislation this year clearing the way for federal financing.

The decrepit Hwy. 92/101 interchange in San Mateo would not have received key legislation at the state and federal levels allowing for \$30 million in financing without the political involvement of Local 3 and the citizens of San Mateo.

The Hwy. 101/280/680 interchange in San Jose, long nicknamed the "freeway to nowhere" would not have been awarded for construction this year without the constant, unrelenting effort it takes to overcome "no growth" obstructionists and nudge the federal bureaucratic giant into action.

Although the fight for construction work for the members — project by project — will always be a top priority for Local 3, it would be a mistake to judge this year's great success on the number of project starts alone.

In recent years the union has been actively involved in monitoring and when necessary opposing programs that threaten the integrity of the labor movement and the construction industry.

In 1976, Local 3 with very little help from anyone else mounted an attack on an attempt by the State Industrial Relations Department to establish a state-run apprenticeship program in the building and construction trades. The union was successful in abolishing a training program which would have eventually dissolved traditional craft lines and threatened the control of entry into the building and construction trades.

That same year, Local 3 also was instrumental in bringing forth the demise of the "California Transportation Plan," a creation of social engineers and academicians which would have spelled the end of the highway construction program as we know it today.

In 1977, Local 3 spearheaded an unprecedented attack on the efforts of the right-wing in California to put a "no strike" initiative for public employees on the ballot. Through a

three-part series in the *Engineers News*, the union mounted an attack on the initiative drive in order to stave off the possibility of a full fledged "right-to-work" law making the ballot at some time in the future.

In 1978, Local 3 carried on the same tradition in successful campaigns to establish a construction training program in Guam and to extract language in a Bay Area environmental plan that would have dealt a crippling blow to the construction industry in California.

In January, the Association of Bay Area Governments (ABAG) announced its intention to hold public hearings before administering a newly written "Environmental Management Plan." The massive document was generated under the auspices of meeting federal and state environmental laws.

The announcement of the public hearings came abruptly just before the meetings were scheduled to be held, leaving very little time for the document to be exposed to the public. The plan, drafted by academicians and supported by local bureaucrats dedicated to halting growth, actually far exceeded the mandates of any state or federal environmental laws.

Describing it as a "chapter right out of '1984'" Business Manager Dale Marr castigated the plan's proponents for attempting to tell Bay Area residents where they could live, where they could travel and in what kind of vehicle.

The program called for new and extended permit controls and the establishment of additional regulatory agencies to enforce the plan. Local 3 and a number of business and citizen action groups attacked the program as an experiment in "social engineering." Marr pointed out the tremendous costs to the public in establishing more regulatory agencies.

The proponents of the plan were criticized for attempting to mandate to the voters, instead of following the will of the public. The last-minute announcement by ABAG left little time for response, but by the time

the public hearings were held, enough opposition votes were generated among ABAG delegates to extract the objectionable parts of the plan.

For construction workers on Guam, 1978 will long be remembered as the "year it all began." Bucking tremendous opposition from employers and bureaucrats, Local 3, aided by the Labor Department established a construction training program for resident workers who have long been denied an opportunity to work at decent wages in the construction crafts.

The Guam construction industry has for the past 30 years been plagued with a large influx of alien workers, who, threatened with deportation, were forced to work at substandard wages and in deplorable working conditions. Employers were quick to circumvent immigration laws in order to maintain a low paid and captive workforce. The system, aided by a corrupt and incompetent bureaucracy undermined the island's construction industry and made it impossible and undesirable for local Guam residents to enter the construction trades.

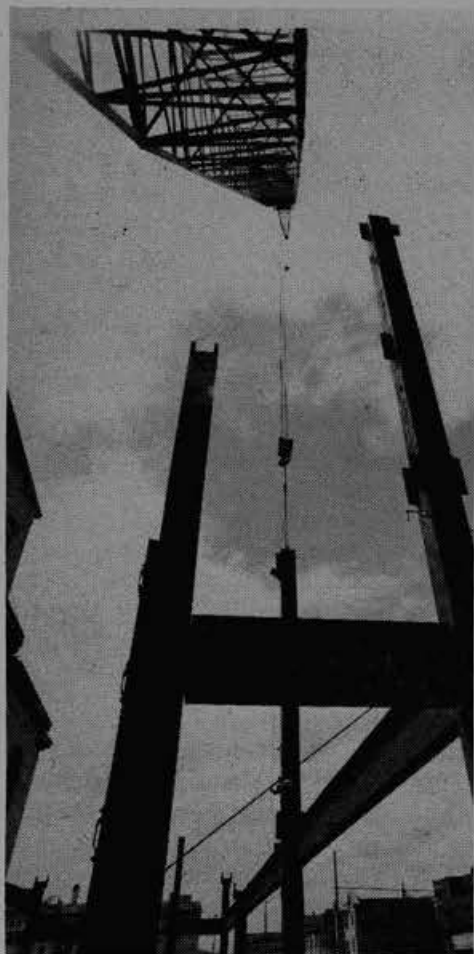
With the help of the Labor Department and eventually the cooperation of the Department of Defense, Local 3 last June executed a construction training program financed with \$450,000 in Title III CETA funds. Under the contract, resident workers entering the program are being trained in several building and construction crafts. Later, with additional funding, the program is expected to expand into a full fledged facility, training hundreds of Guam residents a year in the construction crafts.

What can operating engineers in Local 3 look forward to in 1979? Despite predictions by some economists that the nation is headed into a recession in 1979, the construction scene looks good for Local 3 members.

Many of the major public works projects that went on line this year are still in early stages of construction and will be employing Local 3 members next year. Major projects like the Grove Shafter Freeway in



THE YEAR IN PICTURES—Business Manager Dale Marr, flanked by Labor Department Administrator William Haltigan and IUOE General President Jay Turner, signs the Title III CETA Contract that executed the Guam construction training program this year. Pictured top, Local 3 Vice President Bob Mayfield represents the union at the contract signing for Warm Springs Dam.



Oakland and the \$46 million Interstate 80 project in Utah should be getting on line early in the year.

In California, the record number of highway contracts let in 1978 should have a spill-over effect into 1979, since many of the projects are just breaking dirt as the year ends.

Even residential and commercial construction, which nationwide may be in for tough times in 1979 as a result of Carter's anti-inflationary measures, should fare quite well in California and possibly Utah and Nevada.

According to a prediction by the Security Pacific National Bank, "despite high interest rates, the California housing industry should have a year very similar to 1978."

"The demand (for new homes) is there with migration into Northern



California and the Bay Area continuing," commented Thomas R. Graves of Security Pacific National Bank.

While the prospects of a recession are not pleasing to construction workers, the gearing down of the economy by the Carter administration is necessary to halt galloping inflation, which if left unchecked would hurl the economy into a severe slump.

To Business Manager Dale Marr, the concern for the welfare of the members lies not so much with the coming year, but several years hence.

"I am confident that 1979 will be a good work year for the members," he says. "What I am concerned most about is that with the heavy work season, our members are becoming lax about providing for the future. This year saw the successful culmination of a lot of skirmishes and major battles for construction projects.

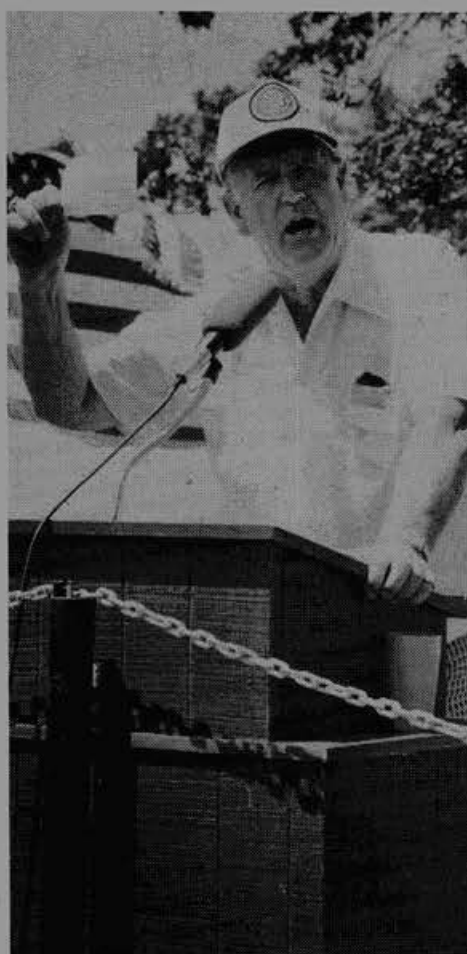
"They were the end product of actions we initiated as much as seven or eight years ago. This year, we need to be vigilant," he emphasizes. "We need to fight for those projects like Auburn dam and a host of others that will hopefully come on line two, three or more years from now."

Without continual effort on the part of the union's leadership and the rank and file, the ever present opposition of a no growth elite will inevitably choke off construction projects that are currently on the drawing boards.

There are other concerns, too. The open shop movement continues to cut vast inroads into construction work that has traditionally been union—including federal funded projects covered by Davis-Bacon provisions (see "open shop" feature in this issue).

Local 3 will continue to monitor the abuse of force account work by the state's county public works departments.

Cyclical employment, a vital issue to the construction industry was brought into the limelight last September with the creation of the Bay Area Construction Coordinating Committee. It will gather momentum in 1979. Rampant inflation and the concern over too many regulatory



agencies will provide incentive to arrive at viable solutions to combat the "boom and bust" tendencies of the construction industry.

As usual Local 3 has its work cut out. While 1979 will no doubt provide a fitting and welcome end to a decade strapped into an economic roller coaster, the new year will also provide a preview for the decade to come:

A decade when the labor movement may have to fight harder than ever before for firm footing. A decade when labor law reform must heal the wounds it suffered this year and return to the battle front.

A decade when political action committees of big business and the right wing will threaten trade union-

The Year In Pictures

A Local 3 crane operator lifts a girder in place on the new addition to San Francisco's Opera House. The project is one in many of the new structures being constructed this year that signals the greatest building boom in the city's history. Also to get off the ground this year was the \$105 million Yerba Buena Convention Center. Supervisor Dianne Feinstein, Mayor George Moscone and Chief Administrative Officer Roger Boas try their hand at a jackhammer in the opening ceremonies (center picture).

Business Manager Dale Marr (pictured immediate left) stressed the importance of political action to the several thousand retirees and their wives who attended the annual Local 3 Retiree Picnic at Rancho Murieta.



State Senators Alquist, John Holmdahl and CalTrans Director Adriana Gianturco pose for the big plunge that set the groundbreaking charge on the \$110 million Dumbarton Bridge, which was another of the controversial and long awaited projects that went on line this year.

Open Shop: Union Threat

(Cont. from Page 9)

facing such a situation, he should "take careful notes of every conversation with the business agent."

When a secondary boycott occurs, Stokes explained, "get your proof. Call up the business agent and let him spill his guts. Then you raise up your double barreled shotgun from under the table and blow their heads off."

Stokes' doublebarreled shotgun in this case meant that the contractor should file a legal suit for damages at the same time he files charges with the NLRB.

Don't be lenient when you file for damages against a union, Stokes advised. "It's just as easy to file for \$100,000 as it is for \$10,000," he explained. "All I have to do is to have the secretary put in another zero."

The seminar over, the contractors gathered up their notes and loitered around for awhile to talk over the day's events with their peers. Many of them appeared to be satisfied—even charged up over what they had heard. Yet, the information they had received was not new or secret or even innovative. Most good labor attorneys already know everything that Stokes told his audience.

But most of the contractors didn't.

Having grown up in an industry where most firms make it by the seat of their pants, these men had left such technical matters as labor disputes with their lawyers as the situation arose. They may have considered themselves pretty good negotiators, but the seminar proved to them that they were generally far too sloppy when they went into a negotiating session.

With the vast inroads open shop contractors are making into the construction industry, rank and file union members and leadership alike will have to guard their heritage with renewed intensity if they want to preserve what they have.

Goaded on by "management seminars," contractors are relying less and less on keeping a good rapport with their union employees and more and more on legal confrontations to get what they want. As they become more educated they will push strongly to wipe the Davis-Bacon Act off the lawbooks and to loosen even further regulations for an NLRB that, as Stokes conceded, is already management oriented in the construction industry.

(Cont. on Page 15)

Social Security and Your Pension

Probably the most frequently asked question regarding retirement income is "How Much Will I Get When I Retire?" Most Operating Engineers normally think in terms of their negotiated fringe benefit programs when asking this question and sometimes overlook things as Social Security Retirement benefits. A look at the Pension Trust Fund for Operating Engineers to see how it supplements Social Security benefits is interesting.

Statistics show that the average Operating Engineer in Local No. 3 is 43 years of age and earns in excess of \$18,000 per year. He has accumulated about 11.5 pension credits that would be worth approximately \$400.00 per month in benefit payments when he reaches age 65. A quick calculation of the Social Security Benefit Schedule

currently in effect shows that this same Operating Engineer could expect to receive \$270.00 per month at age 65 from the government as well. Benefits do not accrue at the same rate and the gap in the benefit amounts widens even further as employment continues.

For instance, assume that the "Average Engineer" continues to work and build additional credit and benefits in both plans. For each year he remains actively employed in the Pension Trust Fund for Operating Engineers, he will increase his monthly benefits by 2 percent of the total contributions received. One thousand five hundred (1,500) hours worked at a \$2.35 per hour contribution rate would result in an additional \$70.50 accumulating in monthly benefits. There is no maximum money amount on the monthly

benefits that he can accrue, so, at \$70.50 per year, he could accumulate a monthly benefit totalling \$1,950 by age 65. On the other hand, Social Security does have a benefit maximum of \$535.00 per month. Each year that our "Average Engineer" earns in excess of \$18,000 subject to Social Security withholding, he will increase his monthly benefit closer to that limit.

Obviously, Social Security benefit levels will continue to rise as they have in the past in an effort to keep up with inflation. As a result, the \$535.00 maximum limit will probably be increased over the years. However, the same is also true of the \$2.35 per hour contribution rate for the Pension Trust Fund for Operating Engineers. Higher hourly contribution rates have been negotiated on a

regular basis and as the rate increases, so does the monthly amount of benefits.

Based on the current rates for both programs, an Operating Engineer who is now age 43 and who continues to work in full time covered employment to age 65 could expect to receive \$535.00 maximum monthly benefits from Social Security and about \$1,950.00 per month from the Pension Trust Fund for Operating Engineers. Early retirement at age 65 would net \$425.00 from Social Security and around \$1,775.00 from Local No. 3's Plan. Noteworthy is the fact that Social Security allows for retirements as early as age 62 with a reduction in benefits of about 6.6 percent for each full year early. The Operating Engineers Pension Plan provides retirements as early as age 55 with reduction of 3 percent for each full year under age 65 to age 60 and 6 percent for each full year from age 60 to 55.

It is important to point out that both programs provide Death and Disability benefits for participants before and after retirement. The Pension Trust Fund for Operating Engineers provides two types of Death benefit. There is a Pre-retirement Death benefit of 36 monthly payments for those who had 10 or more pension credits but were under age 55 at the time of death. There is a special Spouse benefit (Husband and Wife Pension) which provides a monthly benefit for the lifetime of the spouse for those with 10 or more pension credits over age 55 at the time of death. Social Security Survivor benefits are based on average earnings and the number of surviving dependents. Social Security provides Health benefits through Medicare. The Operating Engineers have a comprehensive retiree Health and Welfare Plan for all eligible retirees.

In all probability, Social Security benefits will be the second largest source of retirement income behind the Pension Plan for most Operating Engineers in Local No. 3. However, a member should not assume that entitlement to monthly benefits from either Social Security or the Pen-

Fringe Action

FRINGE ACTION was introduced to our Outlook page last month to deal with questions or problems pertaining to your fringe benefits. Each month Fringe Action will present an actual problem or inquiry submitted to the Fringe Benefit Center for action. Names, medical and financial information are always held in strict confidence. Submit your comments, suggestions or inquiries directly to: Fringe Benefit Center, Operating Engineers Local No. 3, 474 Valencia Street, San Francisco, California 94103.

PROBLEM:

I have been retired for the past several years. We have never had any problems receiving my monthly pension benefit checks in the mail. However, my wife worries if we are traveling and are away from home when the check is delivered. Is there a way to have our check forwarded to where we are visiting or held until we return?

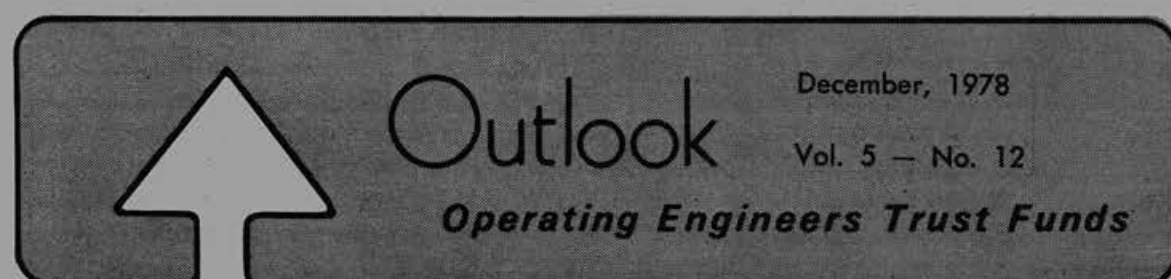
RESPONSE:

We think we may have a better solution to your problem. All checks have to be cashed anyway and most checks are deposited by the retiree into a checking or savings account. Why not have your monthly pension benefit check deposited directly to one of these accounts? This would allow you to cash personal checks or make withdrawals if you are traveling or are away from home and eliminates any of your worries about your check being lost or stolen.

Forms for direct deposit of your retirement checks can be requested through the Fringe Benefit Center of the Trust Fund Office.

sion Trust Fund for Operating Engineers is automatic.

The Operating Engineer who participates in the Pension Plan receives an Annual Pension Statement which shows years of credits (Continued on Page 18, Col. 5)



More Pre-Retirement Meetings to Come

We need your help in putting this year's Pre-retirement Counseling Program together. Last year Local 3 and the Trust Fund Office held a round of "Pre-retirement Meetings" for those Operating Engineers who were approaching or considering retirement. Representatives from the Union, Fringe Benefit Center and the Pension Trust made presentations and were available for your questions and answers after each session.

In the upcoming year a new series of "Pre-retirement Meetings" are being planned and scheduled.

WE NEED YOUR HELP. Following is a survey of several other related topics being considered for inclusion as part of the program along with a space for any other

suggestions or comments you may have. Please complete the survey and mail it to the Fringe Benefit

Office at 474 Valencia Street, San Francisco, California 94103 TODAY.

Please indicate which items you consider to be of most importance for pre-retirement counseling. Number 1 (most important) through number 8 (least important).

Legal Affairs_____	Budget_____
<small>(Wills, estates, etc.)</small>	
Housing_____	Leisure Time_____
Social Security_____	Medicare_____
Personal Health_____	(Other)_____

Suggestions for the program: _____

Fringe Benefits Forum

By MIKE KRAYNICK,
Director of Fringe Benefits



December is usually the time of year that most of us look back over the past eleven months and wonder where the year has gone. It seems like only a short time ago that we made all those earnest New Year's Resolutions to really accomplish great things in 1978. We Operating Engineers take pride in our work and we are only satisfied when the job is done. This year is rapidly closing and so I ask myself, "Where did the time go and what did we accomplish this year?"

In checking the calendar, I see that 1978 was a very busy year for everyone in Local No. 3. Besides conducting the day to day operations of the Operating Engineers Local Union No. 3, Business Manager Dale Marr, and the other officers of the Union, attended 56 district meetings throughout California, Nevada, Utah and Hawaii. There were the semi-annual general membership meetings in San Francisco, the monthly Rank and File Executive Board meetings, the monthly

Health and Welfare and Pension Trust Board of Trustees meetings and numerous staff meetings that had to be organized and attended as well as all contract negotiations, grievance hearings, safety meetings and the Apprentice Program.

As if that were not enough, there were also 30 Retiree Association meetings and 14 Pre-Retirement Counseling meetings held in the district offices during the year. There were several education seminars and a variety of association meetings and events that needed attention. We met with over 2,500 of our retired members and their lovely wives at the Third Annual Retiree Association Picnic held in June at Rancho Murieta. There were another 300 retirees and wives at the Second Annual Utah Retiree Picnic held in July and over 700 attended the Nevada Retiree Picnic in August.

On the home front, there were 12 issues of *Engineers News* that had to be put together and sent

out to our 37,000 members. Three issues of *Pensioners Progress* were produced and were sent to over 5,000 of our retirees. Quarterly Retirement Advisors Institute booklets were sent to over 3,000 of our senior member not yet retired and 90,000 interim and annual pension statements were produced and sent to all Pension Plan Participants. There were various other materials that had to be prepared and sent out during the year pertaining to dues, Health and Welfare, Vacation, Apprenticeship and the like.

Your Fringe Benefit Center, alone, fielded over 3,200 telephone calls and responded to more than 5,200 written requests for information or Fringe Benefit publications. Our Local 3 UNIVAC computer system, which ties together all of our district offices, "lit up" over 5,000 times this year with requests for information by your district representatives. And finally, there were over 1,500 members and wives who visited the Fringe

Benefit Center in 1978.

These are pretty impressive statistics but it is only a small sample of the total amount of work that was done throughout the year. The district offices were just as busy and very instrumental in serving you. We estimate that together we have reached every member of the Operating Engineers Local No. 3 during the year and hopefully been of assistance to all of them. Business Manager Dale Marr, your Local No. 3 Union Officers and your district representatives feel that communication is a very important part of their job in serving you. 1978 was a busy year but we have accomplished what we set out to do at the beginning.

* * *

December is also that time of year when we gather with family and friends to celebrate the Holiday Season. I want to take this opportunity to wish you and your families a very Merry Christmas. See you next year!

IMPORTANT NOTICE—PENSION REFORM

Federal Register, Vol. 43, No. 209, Friday, October 27, 1978

[4510-29-M]
[4830-01-M]

DEPARTMENT OF LABOR
Office of Pension and Welfare
Benefit Programs
DEPARTMENT OF THE TREASURY
Internal Revenue Service
EMPLOYEE RETIREMENT
INCOME SECURITY
ACT OF 1974

Proposed Exemption for Certain Transactions Involving Pension Trust Fund for Operating Engineers (Local 3) (Application No. D-729)

AGENCIES: Department of Labor, Department of the Treasury/Internal Revenue Service.

ACTION: Notice of proposed exemption.

SUMMARY: This document contains a notice of pendency before the Department of Labor and the Internal Revenue Service (the Agencies) of a proposed exemption from certain of the prohibited transaction restrictions of the Employee Retirement Income Security Act of 1974 (the Act) and from certain taxes imposed by the Internal Revenue Code of 1954 (the Code). The proposed exemption would exempt the purchase of lots pursuant to purchase-money financing, and long-term mortgage financing of improved real estate in the Rancho Murieta planned unit development, which transactions between the Pension Trust Fund for Operating Engineers (the Plan) or Rancho Murieta Properties Inc. (RMPI) and other persons otherwise would be prohibited because of provisions of the Act and the Code. The proposed exemption, if granted, would affect participants and beneficiaries of the Plan, RMPI, and any other person participating in the transactions.

DATES: Written comments and requests for a public hearing must be received by the Department of Labor on or before November 27, 1978.

ADDRESS: All written comments and requests for a hearing (at least six copies) should be sent to Office of Regulatory Standards and Exceptions, Pension and Welfare Benefit Programs, Room C-4526, U.S. Department of Labor, 200 Constitution Avenue NW., Washington, D.C. 20216, Attention: Application No. D-729. The application for exemption and the comments received will be available for public inspection in the Public Documents Room of Pension and Welfare Benefits Programs, U.S. Department of Labor, Room N-4677, 200 Constitution Avenue NW., Washington, D.C. 20216, and at the Internal Revenue Service National Office Reading Room, 1111 Constitution Avenue NW., Washington, D.C. 20224.

FOR FURTHER INFORMATION CONTACT:

Stephen Elkins of the Department of Labor, 202-523-8196. (This is not a toll-free number.)

SUPPLEMENTARY INFORMATION: Notice is hereby given of the pendency before the Agencies of a proposed exemption from the restrictions of section 406(a)(1) and section 406(b)(2) of the Act and from the taxes imposed by section 4975 (a) and (b) of the Code, by reason of section 4975 (c)(1)(A), 4975(c)(1)(B), 4975 (c)(1)(C), and 4975(c)(1)(D) of the Code. The proposed exemption was requested in an application filed by the trustees

of the Plan, pursuant to section 404(a) of the Act and section 4975(c)(2) of the Code, and in accordance with the procedures set forth in ERISA Procedure 75-1 (40 FR 18471, April 28, 1975) and Rev. Proc. 75-26, 1975-1 C.B. 722.

Summary of Facts and Representations

The Plan is a multiemployer pension benefit plan for members of Local Union No. 3 of the International Union of Operating Engineers (Local 3). The Plan is governed by a board of trustees and Bank of America N.T. & S.A. (B.A.) is corporate cotrustee for the Plan. Among the assets of the Plan is a planned-unit residential housing development known as Rancho Murieta, consisting of 3,500 acres, which is located near Sacramento, Calif. The Rancho Murieta Development comprises 10 percent of the Plan's assets.

RMPI was formed by the Plan for the purpose of developing and marketing the homesites within Rancho Murieta. Accordingly, the Plan transferred \$100,000 cash to RMPI and title to approximately 2,200 acres of land in return for 100 percent of RMPI's stock. Sales of lots within Rancho Murieta result in title passing from RMPI to each purchaser. The Plan has retained title to the remaining 1,300 acres in Rancho Murieta, and uses the land for purposes directly related to the planned unit development. The corporate directors of RMPI are the same individuals who serve as trustees for the Plan. Ray D. Henderson & Associates was retained by RMPI to manage the properties within Rancho Murieta. Henderson has created an affiliate, Murieta Sales Corp., which acts as exclusive broker for sales of lots in Rancho Murieta.

The Plan is involved in two types of loan transactions with respect to homesites sold and marketed within Rancho Murieta. The first type involves purchase money mortgages on unimproved lots; the second type involves mortgage loans to finance the construction of dwelling units on already purchased lots or the purchase of completed dwellings on build-er-purchased lots.

Sales of unimproved lots in Rancho Murieta ordinarily are pursuant to purchase money mortgages, executed by the purchaser in favor of RMPI. Subject to a credit review by B.A., the mortgage loans are subsequently purchased by B.A. on behalf of the Plan from RMPI pursuant to a formal agreement to do so. The Bank of California services such purchase money mortgages.

Pursuant to a formal agreement with the Wells Fargo Bank, the Plan is also obligated to purchase certain mortgage loans, secured by improved property within Rancho Murieta. Such loans ordinarily arise as a consequence of the purchaser of an unimproved lot desiring to have a dwelling unit constructed upon his property within Rancho Murieta. Wells Fargo Bank provides construction financing for such dwelling unit, after appraisal of the property as it will be improved and an examination of the credit of the titleholder. The determinations of Wells Fargo Bank are reviewed by El Dorado Savings & Loan Association (El Dorado), an unrelated party,

and by C. W. Sweeny & Co. (Sweeny), which is the fund manager for the Plan. Subject to a favorable determination by all parties, B.A. as trustee on behalf of the Plan agrees with Wells Fargo Bank to purchase the mortgage loan which Wells Fargo Bank then originates with respect to the titleholder, disbursing the funds as construction proceeds. The purchase money mortgage securing the unimproved property is retired before the permanent mortgage financing is closed. Wells Fargo Bank services the mortgage loans which are sold to the Plan. First American Title Co. provides escrow and recordation services pursuant to all the transactions.

The Plan also may provide permanent financing pursuant to mortgage loans on improved property within Rancho Murieta purchased from a builder who already has constructed a dwelling unit on a lot. The same appraisals and credit checks are required in such transactions as is the case where the titleholder seeks his own construction financing. Subject to a favorable determination by all the parties of the creditworthiness of the purchaser, B.A. as trustee on behalf of the Plan agrees to purchase the mortgage loan which Wells Fargo Bank originates.

Under the lending criteria established by B.A., RMPI, and Wells Fargo, loans ordinarily are not made for amounts greater than 80 percent of the purchase price with respect to purchase money mortgages on sales of unimproved lots, nor generally for amounts greater than 80 percent of either projected construction costs or appraised fair market value or selling price with respect to mortgage loans secured by improved property. In certain cases, such loans may be made for up to 90 percent of the appraisal value if the borrower obtains and pays the initial premium of a Mortgage Guaranty Insurance policy issued by Mortgage Guaranty Insurance Co., or other similar insurer approved by B.A., on 90 percent of the appraisal value, and if the interest rate payable is at least 8 3/4 percent annum on such 90 percent loan.

The unimproved lots are put on the market in batches or units. Prior to offering a unit of lots for sale, the floor price of each lot is determined by the RMPI and the Plan trustees on the basis of market considerations. Lots may be sold for more than the floor prices depending on subsequent market demand.

The proposed exemption, if granted, would allow persons who are parties in interest and disqualified persons with respect to the Plan to purchase lots within Rancho Murieta, and to execute purchase money mortgages securing such lots in favor of RMPI, in the same manner as such transactions are carried out with persons who are unrelated to the Plan. Also, the exemption would allow permanent mortgage financing to be carried out with respect to parties in interest and disqualified persons in the same manner as it is done with respect to persons who are unrelated to the Plan. Any such sales and financing would be upon the same terms, for the same price, pursuant to the same conditions, subject to the same de-

terminations, and in all respects, would be no different from the manner in which such transactions are carried out with persons who are unrelated to the Plan.

Applicants asserted that many parties-in-interest and disqualified persons, including contributing employers and union members who for the most part have little or no direct contact with marketing of lots or unit housing construction within Rancho Murieta, have expressed interest in purchasing homesites there. Applicants assert that the proposed exemption would be in the interests of the Plan and its participants and beneficiaries because it enlarges the potential group of home-site buyers, thus enabling the Plan sooner to achieve full return on its investments. Applicants assert that the exemption would be protective of participants' and beneficiaries' interests and rights because of the safeguards structured into the loan process arising from specific credit criteria and the several stages of loan application review that are employed. Finally the exemption would be administratively feasible because the sales and loan mechanisms are already in operation and are structured in such a way as to preclude different treatment of parties in interest to the Plan compared to unrelated purchasers and borrowers.

Notice to Interested Persons

Notice of the proposed exemption will be provided to all participating employers and employer associations by mailing such notice to such persons' places of business. Notice to participants and beneficiaries of the Plan will be accomplished by publication in the *Engineering News*, the official publication of Local 3. Also, the notice of the proposed exemption will be posted on a bulletin board in the Job Placements Center of Local 3 for a period of 30 days following publication in the *Federal Register*.

General Information

The attention of interested persons is directed to the following:

(1) The fact that a transaction is the subject of an exemption under section 408(a) of the Act and section 4975(c) (2) of the Code does not relieve a fiduciary or other party in interest or disqualified person from certain other provisions to which the exemption does not apply and the general fiduciary responsibility provisions of section 404 of the Act which require, among other things, that a fiduciary discharge his duties respecting the Plan solely in the interests of the participants and beneficiaries of the Plan and in a prudent fashion in accordance with section 404(a)(1)(B) of the Act; not does it affect the requirements of section 401(a) of the Code that the Plan must operate for the exclusive benefit of employees of the employers maintaining the plan and their beneficiaries;

(2) The proposed exemption, if granted, will not extend to transactions prohibited under section 406(a)(2), section 406 (b)(1) or (b)(3) of the Act, and section 4975(c)(1) (E) and (F) of the Code;

(3) Before an exemption may be granted under section 408 (a) of the Act and section 4975 (c)(2) of the Code, the Agen-

cies must find that the exemption is administratively feasible, in the interests of the Plan and of its participants and beneficiaries, and protective of the rights of participants and beneficiaries of the Plan; and

(4) The proposed exemption, if granted, will be supplemental to, and not in derogation of, any other provisions of the Act and the Code, including statutory or administrative exemptions and transitional rules. Furthermore, the fact that a transaction is subject to an administrative or statutory exemption is not dispositive of whether the transaction is in fact a prohibited transaction.

Written Comments and Hearing Requests

All interested persons are invited to submit written comments or requests for a hearing on the proposed exemption to the address and within the time period set forth above. All comments will be made a part of the record. Comments and requests for a hearing should state the reasons for the writer's interest in the proposed exemption. Comments received will be available for public inspection with the application for exemption at the addresses set forth above.

Proposed Exemption

Based on the facts and representations set forth in the application, the Agencies are considering granting the requested exemption under the authority of section 408(a) of the Act and section 4975(c)(2) of the Code and in accordance with the procedures set forth in ERISA Procedure 75-1 and Rev. Proc. 75-26. If the exemption is granted, the restrictions of section 406(a)(1) and section 406(b)(2) of the Act and the taxes imposed by section 4975 (a) and (b) of the Code, by reason of sections 4975(c)(1) (A), 4975(c)(1)(B), 4975 (c) (1)(C), and 4975(c)(1)(D) of the Code, shall not apply to sales of lots within Rancho Murieta, to purchase-money financing of such lot sales, and to permanent mortgage financing of improved real property within Rancho Murieta, when any such transaction is between the Plan and any person who is a party in interest or disqualified person with respect to the Plan, provided that any such transaction is upon the same terms, for the same price, pursuant to the same conditions, and subject to the same determinations as such transaction would be if it were with a person who was unrelated to the Plan.

The proposed exemption, if granted, will be subject to the express conditions that the material facts and representations are true and complete, and that the application accurately describes all material terms of the transactions to be consummated pursuant to the exemption.

Signed at Washington, D.C., this 23d day of October, 1978.

Ian D. Lanoff,
Administrator, Pension and
Welfare Benefit Programs,
Labor-Management Services
Administration, Department of Labor.

Fred J. Ochs,
Director, Employee Plans,
Internal Revenue Service.

[FR Doc. 30351 Filed 10-26-78; 8:45 am]

Duval Mine Strike Still Wears On

Business Rep. Dave Young reports that Local 3 is presently striking the Duval Mine near Battle Mountain, Nevada. "There has been a good deal of harassment and counterfeit charges against some of our members manning the pickets by the local sheriff and other law enforcement agencies," Young commented. "However, we have had excellent cooperation from the local Nevada Highway Patrol agency."

Nevada Paving was low bidder on a portion of the secondary highway system in Incline Village for \$139,823. They also are doing some bank protective work on Mt. Rose Highway near the summit and having difficulty meeting the requirements for female minorities, being in desperate need of a female loader operator.

Golden West Paving has been awarded the 1978-79 Patch Program in Reno for \$150,200. This newly formed construction company appears to have a bright future. The Phoenix, Arizona Division of the Del Webb Corp. was the low bidder for construction of the Reno-Sparks Joint Water Pollution Control Plant. This extremely important plant will cost approximately \$20 million dollars. H. M. Byars outbid Robert L. Helms and Ted Contri by about \$200,000 for structural improve-

(Continued on Page 16, Col. 1)



Teaching Techs

By ART PENNEBAKER
Administrator,
Surveyors' JAC

Frank Morales has recently been employed by Local Union No. 3 as a Business Representative to work with Paul and Gene in the Technical Engineers Department.

Mr. Morales has been Surveying for more than 20 years and was Certified in all Six Chief of Party Specialties upon completion of the NCSJAC Training Program in 1975.

He will not only be servicing members in the field but has also been appointed to represent the Union as a member of the Surveyors Trust, J.A.C. and all Sub Committees.

Frank will be a definite asset to the Tech Engineers Department and a competent representative of both Journeymen and Apprentice Local No. 3 Technical Engineers.

On November 8, 1978 the NCSJAC met and took action to remove 58 Registered Apprentices from the Training Program:

Three were completed and Certified to Chief of Party, 1 transferred to the Operating Engineers Training Program, 14 were removed at their own request, 19 were removed for lack of progress and failure to participate, 11 Apprentice Agreements expired, 4 were 1st through 4th period Apprentices and 54 were 5th through 8th period. Ethnically, 9 were minority and 49 non-minority, 58 were male and none were female.

The past two work seasons have produced an almost overabundance of work opportunities so that even persons with marginal skills were utilized beyond their usual capacities.

The President of the United States has now started off on his vigorous anti-inflation campaign and the Governor of the State of California is speaking of austerity programs for 1979. Whatever form their approaches take, it appears that fewer hours of work will be the result and competition for jobs will again be brisk.

Right now is the time to begin preparing for any downturn in the job market. During the winter months, when work is not so hectic, is the ideal time to get started. When the regular sorting out process takes place as winter turns to spring, be one step ahead.

In the Mucho Macho working world of a Survey Crew the names Joe, Tom, Bret, Hank, etc. have a certain intonation that all are used to hearing. Now fantasize the job situation where the Chief of Party shouts "Get your fanny off the 2Y23X line ROXANNE." It does have a different ring to it.

By the way Roxanne is not a fantasy. She is real, a member of

Local Union No. 3 and a well qualified Journeyperson Field and Construction Surveyor. Susan is another name to be heard around a Survey Crew and Gail and Patricia and Maria and Roberta and Catherine and Robin and Margaret and Vali and Patrice, another Patricia and so it goes.

In 1978 the Federal Government came down with regulations that mandate goals and timetables for including women in the work pool. In September 1978 the State of California adopted concurring regulations for all Apprenticeship Programs certified by the Division of Apprenticeship Standards.

There are already goals and timetables for various ethnic minorities. This has generated a great deal of conversation between the more aggressive supporters of each plan. A different set of numbers is produced when an ethnic female is counted once as ethnic and additionally as female or counted only once as ethnic or female. Persons of both persuasions have assured us that their interpretation is correct and the other is wrong.

We are told that the next step is to discover how many women in the 46 County jurisdiction are interested in entering the program—equate that number to the number of males desiring entrance—and then set goals and timetables to meet that ratio. The bureaucratic mind continues to baffle us. If any of our readers are into magic—we need you now!

Somehow, as many diverse persons as possible will be accommodated in the Apprenticeship program. We remind one and all that competition in the job market still prevails. The Individual Employer by business necessity must employ the best qualified persons obtainable from the work pool or lose his clients to another employer who does.

Equal opportunity is available and working. If an individual desires to become a little bit more equal than others, then spend a little more personal time to gain a little more knowledge to earn a little more income.

Male, Female, Minority, Non-Minority, whatever the surname might be—the opportunity to gain the necessary knowledge toward becoming as good as or better than others in the work pool is available for the cost of some books and a little personal effort.

It doesn't matter if the motivation is continued employment, more job opportunities, more money or just ego massage—WHY NOT BE THE BEST?

Talking To Techs

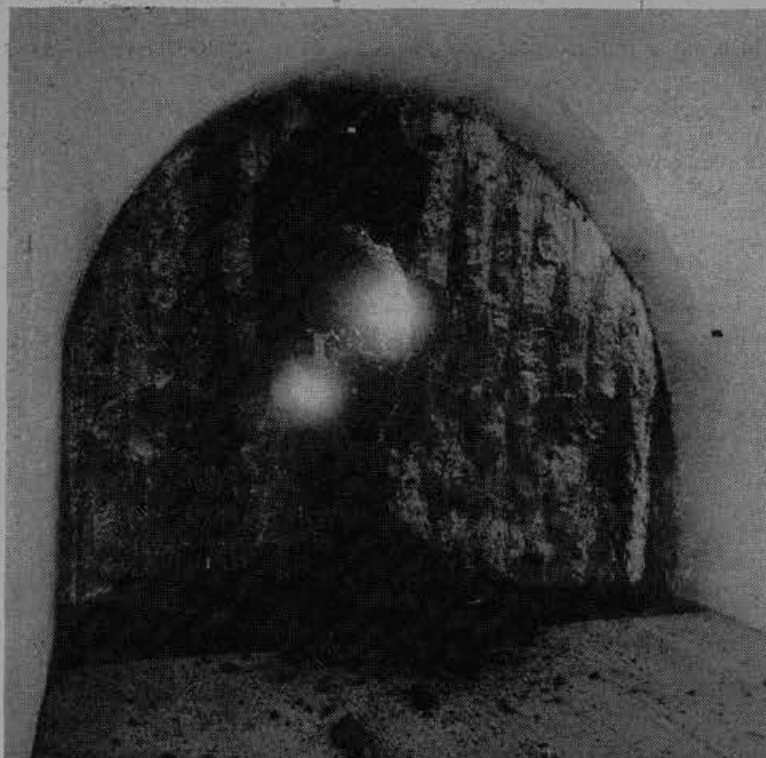


PAUL SCHISSLER
Gene Machado
Frank Morales

Several months ago the Techs had an article about a tunnel at SLAC in conjunction with and future addition to the two mile Linear Accelerator crossing Hwy. 280 at Page Mill Road. Duff Surveys of San Francisco is doing the construction surveying and Brian-Kangas-Foulk is doing inspection survey. Gill Rodrigues has been the principal Party Chief for Brian until recently when he underwent a very serious cancer operation. He is now back to limited field work at this writing. We wish him all the luck and good wishes. In addition to Brian and Duff, National Geodetic Survey has been working on permanent monuments since 1976. The monuments will be used throughout the operation of the Linear Accelerator. It will set the control for the beams that will be shot thru a vacuum tube in the tunnel. A very high degree of accuracy has been demanded for this project and Duff Surveys has exceeded these demands with the help of some very gifted brothers under the direction of Brother Red Davis for Duff.

The breakthrough we speak of is the last of three. The final two tunnels were joined October 11, 1978 on the day shift. The error or difference between the two laser construction control lines was two hundredths of a foot for line and one hundredth for elevation. A final survey check will be made on Saturday October 14, 1978 by Brian-Kangas-Foulk. This is another job well done by Local 3 brothers working together to achieve an accuracy beyond that demanded by design engineers of the project. With completion of the tunnel and building structures new controls will be brought in from NGS monuments to align the bend magnets that will bend the beams around the tunnel in a series of tangents. It will take 196 eight-ton magnets to perform this task. The P I's of the placement of these bend magnets will be set on the floor of the tunnel so precise placement will be achieved. The placement of fifty to seventy ton measuring instruments will take place next year and SLAC expects to be running their first tests in October of 1979. Already you can see from Hwy. 280 the hills are being replaced to their original form as much as possible and very little change will be noticed by next year.

This year there has been a large economic move to cut the fat in County, City, State and Federal Government. This has stirred up the public like never before. In the past, everyone just talked about what they did not like and passed it off because they couldn't fight City Hall. Well the passage of Prop. 13 has changed the mood of the voters and also the stand of the politicians. The way we voted has changed the trends of our County, City, State and Federal Governments. November is past, the issues were before you. Our Business Manager, Dale Marr, has, in every issue of this paper, put the important facts of Labor before you. The people we endorsed were carefully selected for their leanings toward labor in your interest.



More from Utah District

(Continued from Page 8)

Business Rep. Don Strate reports that the Huntington Power Plant is finished except for the odds and ends and only a few operators are still on the job. The Emery Power Plant has been a beehive of activity all summer and they are now well ahead of schedule. As normal this time of year there will be a number of layoffs soon. There are still about ninety operators on this job.

W. W. Clyde Company has pretty well finished up their jobs in Emery County. They are still working on the Willberg Mine job and will be until after the first of the year. W. W. Clyde is busy in the town of Huntington building up the streets and laying asphalt.

"The town residents will appreciate these improvements as they had few paved streets," Strate commented. This contractor has also finished the sealing of Highway 91, between American Fork and Pleasant Grove, but will have to postpone laying the asphalt until next spring.

J. M. Sumsion Construction was low bidder on the Brush Wellman Road in Millard County which calls for twenty-three miles of overlay to be completed in 120 working days. However, with the cold weather approaching, probably only some crushing will be done this winter.

Jack B. Parson Construction has been awarded the asphalt-concrete pavement recycling job on I-15 north of Beaver, from Wildcat to Pinecreek. There is about five miles to be rebuilt and with the cold weather here this is another job that won't move until spring.



WITH SAFETY IN MIND

By JERRY MARTIN, Director of Safety

Be Prepared—Know the Basics To Fighting Different Fires

Think Safety Work And Play Safely



In our daily activities all too many of us whether at work or at play, in our homes, driving our automobiles or wherever we may be, there is a chance we may be subjected to danger from fire.

Needless to say "to be prepared" is the most effective way of being able to protect ourselves and the property in our varying environments with a simple approach and hopefully your fire extinguishers are properly marked. They have been checked and charged as prescribed. There is an adequate number of extinguishers for the area to be served with OSHA's rules

followed to the letter as to location in relation to potential hazards. Just to review, these locations are to be no more than 75 feet from the hazards they protect, and not more than 50 feet from flammable liquids.

All complied with, everything is fine. But is it? How about the people who will be called upon to operate those extinguishers if and when a sudden fire breaks out. Do they truly know what to do, and how to do it?

Let's look at different types of fires that might be fought with extinguishers, and the procedures that should be used.

Ordinary Combustibles (Class A Fires)

Stored pressure and water type extinguishers are normally used on these fires. Aim the stream from fairly close range at the base of the flames, then move closer to wet down smoldering materials. Deep-seated fires should be thoroughly soaked, and bound or baled material should be pulled apart and soaked.

In using a multipurpose dry chemical ex-

tinguisher, attack the flames near the edge of the fire, then move forward, sweeping rapidly from side to side. A regular dry chemical extinguisher is discharged as a cloud about three feet above the fire. This lays down a protective covering over the fire and surrounding area. Then, the powder may be discharged directly on the burning material.

Flammable Liquids (Class B Fires)

This class of fire includes gasoline, oil, grease, solvents, paints, and other materials found in shops and repair facilities. The regular and multipurpose dry chemical extinguishers both can combat these types of fires.

These extinguishers are applied from about 10 feet from the fire since starting too close may cause only splashing with little effect on the fire. Sweep the near edge with the powder, then move forward, spreading the powder over the liquid and smothering the flames.

Carbon dioxide extinguishers are also effective on flammable liquid fires, but they must be applied at close range and in enclosed areas where there is no draft. The gas reduces oxygen concentration so that it will no longer support combustion.

Foam will also put out liquid fires, but requires a totally different approach. A blanket of foam excludes the air and puts out the fire, so it should not be directed onto the liquid. Rather, it should be directed on top of the fire by deflecting it off a nearby surface, if possible. Water spray is only effective on liquid fires if they are not extensive, and if the liquid has a flash point of over 200 degrees F.

Electrical Fires (Class C)

First, de-energize the equipment on fire if at all possible. Carbon dioxide is a good choice for electrical fires. Use the extinguish-

ers at close range to cut off oxygen, then keep applying to cool the equipment and prevent reflash. Soda-acid, foam or antifreeze extinguishers should not be used on electrical equipment because corrosion might result.

Fires in Metals (Class D)

Powders (dry compound) have been specially developed to control combustible metal fires. They will handle fires in metals such as finely divided magnesium, powdered aluminum, and sodium and potassium alloys. The dry compound may be applied from an extinguisher or with a shovel, covering the burning materials with at least a two-inch-deep layer.

The powder should be applied with a minimum of disturbance to the metal. Water should never be used on metal, as it can cause a violent reaction. Some burning metals will give off toxic fumes, making it difficult to reach the fire source with an extinguisher.

The above information gives you only the basic rudiments of fire extinguisher operation and technique. Nothing can replace actual training sessions as a means of familiarizing your people with extinguishers and their proper use.

An annual practice session should be sufficient, and it might be wise to contact your local fire department for help and advice in conducting these drills. For outside burning, be sure to pick a spot free of combustibles and hazards so that you don't suddenly get more training than you bargained for.

If nothing else, this training will instill a degree of confidence in people who will be using the extinguishers, and can save property and lives in the long run.

The simplest approach to handling an extinguisher is to read and study the instructions as listed on them.

Job Stewards Activated

From Oct. 18 to Nov. 9

Dist.	Member	Agent
01	Allen Thompson	N. Davidson
10	Barry Harwell	P. O'Connell
12	John Bale	D. Wright
12	Rick Clift	D. Wright
12	Douglas Palmer	D. Wright
12	Rodney Woolsey	R. Daugherty
20	Vordell Johnson	N. Casey
40	John Bradbury	E. Lake

Job Stewards Inactivated

From Oct. 18 to Nov. 9

Dist.	Member	Agent
12	James Bayer	R. Daugherty
12	Earl Jolley	R. Daugherty
12	Donal Leek	R. Daugherty
12	Derl Olsen	D. Strate
12	Murray Christiansen	D. Strate
12	Jack Muir	R. Daugherty
12	Mark Sorenson	R. Daugherty
12	Wayne Betts	R. Daugherty
12	Robert Jones	D. Strate
12	Roy Bird	D. Strate
12	Dennis Rowley	D. Strate
12	Don Campbell	D. Strate
50	Eston Finney	J. Bennett
50	Bob Phelps	B. Merriott
50	Mervin D. Thomas	H. Smith
50	Larry Bunning	J. Bennett

Safety Committeemen Activated

From Oct. 18 to Nov. 9

Dist.	Member	Agent
10	Jim R. Leach	P. O'Connell
10	Limon B. Snider	P. O'Connell
12	Roy Bird	V. Abbott
12	Van Hardman	V. Abbott
40	John Bradbury	E. Lake

Open Shop: Union Threat

(Continued from Page 11)

Fortunately, even from a contractor standpoint, open shop firms still haven't cornered all the market. Though they may be a competitive threat to union shops, they are not always low bidders. This implies that most union shops are better managed and have higher productivity among their employees.

In boom construction years, open shops experience manpower shortages. Union workers who came to them during lean times are anxious to get back with a union firm when activity picks up. The lack of adequate training programs among open shop firms makes it difficult for them to recruit new help.

The need to locate and keep skilled labor is causing some open shop contractors and associations to provide their employees with services generally provided by unions, such as insurance, pension plans and medical benefits. They are for the most part poor substitutes for the plans offered by established construction unions.

What the future will bring in the construction industry relies a great deal on how diligently the union member guards his contract rights. History has proven that the construction craftsman fares much better when he is protected by a union contract. Qualified journeymen, trained through apprenticeship programs and among their fellow union workers have al-

ways and will continue to provide the high level of skill that union contractors need to remain competitive with the open shop.

Some concessions have been made by unions. Outdated manning requirements have been discarded, grievance procedures set up for jurisdictional problems and greater flexibility in starting times are some of the changes unions have opted for in order to preserve work and job security for their members, while at the same time preserving their higher wage scales and benefits.

But where do these concessions end? How far will union contractors push in an effort to compete with open shop? How many changes will open shop firms make in order to become more like union firms and still remain open shop? At what point will unions become disenchanted with efforts to cooperate with the employer and realize that the employer's desires to increase profits knows no bounds?

As union contractors continue to "educate" themselves at management seminars, as they become more militant in their attempts to slash wages, benefits and work regulations in the name of "productivity" and "competition," as they begin to demand an end to those fundamental rights that form the very foundation of trade unionism—the union rank and file and leadership will have to draw the line.



MOTHER EARTH CAN BITE BACK TOO.

A lot of power lines lie harmlessly underground. Until someone carelessly digs them up.

Every year, workers risk injury or death because they neglect to check for buried high voltage electric lines or natural gas lines, before digging.

To make it easier to check, the Underground Service Alert (USA) was organized. One toll-free phone call to 800/642-2444, reaches a center in Pleasant Hill that will give you the information you need. Describe where you intend to dig, and PG&E or any of the other 33 sponsors will describe the approximate location of underground facilities.

Or a representative may visit and mark the spots for you.

Currently, this service is available in 16 counties: Alameda, Contra Costa, El Dorado, Marin, Napa, Nevada, Placer, Sacramento, San Francisco, San Mateo, Santa Clara, Solano, Sonoma, Sutter, Yolo, and Yuba.

More counties will be added soon.

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

Remember, dial before you dig.
After all, your life is on the line.

PG&E

For Elderly, Handicapped

Maui Launches Housing Jobs

Business Rep. Rick Shuff reports that the County of Maui has launched two new housing projects aimed at making available affordable living units for the county's elderly and handicapped.

Construction of the projects, one involving 79 single-bedroom units at Kaunakakai, Molokai, and 179 units in Kahului, was begun recently. The projects cost more than \$10 million.

The Kaunakakai project, to be known as "Home Pumehana" is being built on 9.8 acres of land donated to the county by Molokai Ranch Ltd.

The project will also include a community garden area for residents who wish to grow their own

vegetables and flowers. This project, is being constructed by Nordic Construction Ltd., and is scheduled to be ready for occupancy by March 1979.

The Kahului project, to be known as "Hale Mahaolu Phase II, is the largest single housing project so far undertaken by the county. It is being developed on acres of land donated by Alexander & Baldwin Inc.

Both projects are being constructed in one-story configurations featuring semi-detached designs that combine the building economy of multi-dwelling buildings with the privacy of separate homes.

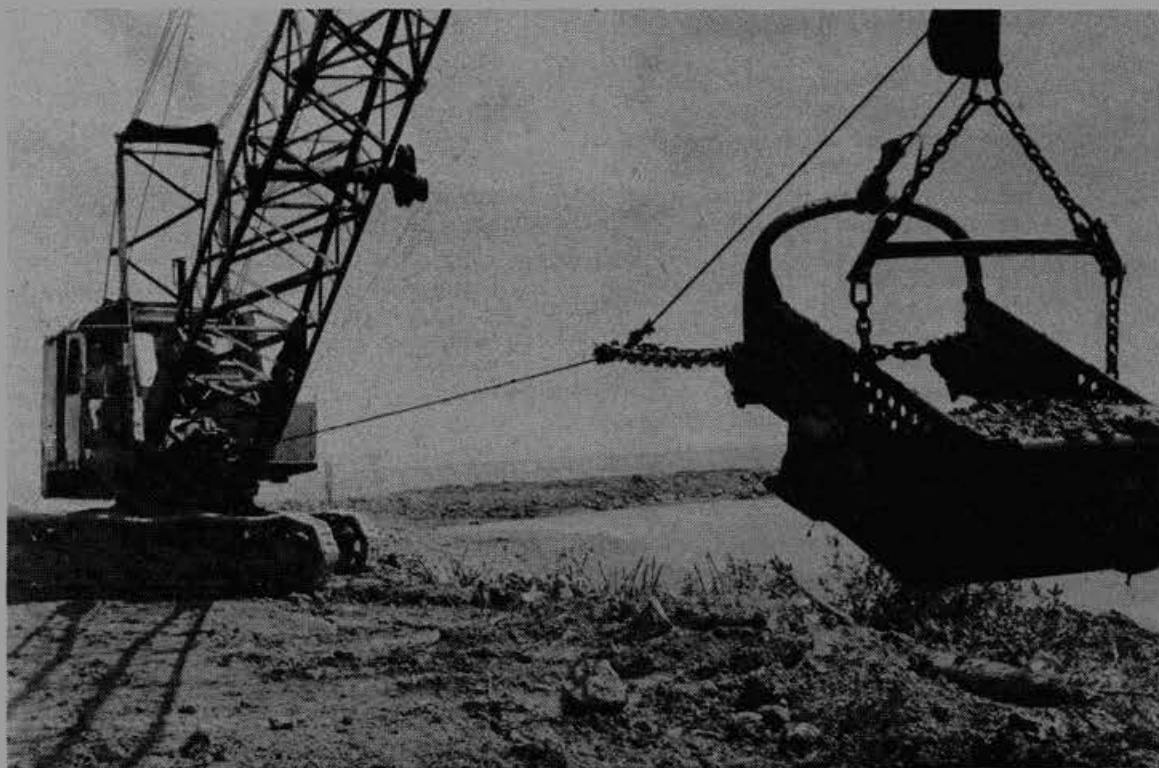
Both projects are the first of

their kind in the state to be funded and developed under the U.S. Department of Housing and Urban Development's revised Section 202 housing program for the elderly and the handicapped.

These two projects will feature a rent subsidy program, funds for which have been secured from HUD.

Under the program, residents of the two projects may be eligible for assistance in meeting their rent payments. They will be required to pay only 25 percent of their monthly income.

The Hale Mahaolu Phase II project is being constructed by Fuku Construction Inc. with completion scheduled by December 1979.



BROTHER WILLIAM KANIHO gets ready to drop a load of waste material into waiting trucks. He is enlarging the Kahaluu

Channel to take care of heavy rains and flash floods. Apprentice oiler Steven Vlach (not pictured) directs oncoming trucks.



Credit Union



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

DALE HANAN
General Manager

BUYING A NEW CAR?—Call us about financing. If approved, you can finance up to 80 percent of the purchase price for up to 48 months at 12 percent ANNUAL PERCENTAGE RATE (APR), one of the lowest rates available.

IT'S QUICK AND EASY—If you've already opened a Phone-A-Loan account, just call, write or visit the Credit Union and tell us the purchase price, amount of down payment (cash or trade) and the make and model of the car you're buying.

NO PHONE-A-LOAN?—If you haven't opened a Phone-A-Loan account, call the Credit Union for an application or pick one up at your District Office.

HOLIDAY EXPENSES—Before using your 18 percent charge cards to buy gifts this holiday season, call your Credit Union for a Christmas loan and buy your gifts with 12 percent APR money instead.

BEWARE OF CAR DEALERS—Car dealers are happy to wrap you up in a new car and toss in financing so you can drive the car home the same day. You should be aware that you're signing a legal contract when you put your signature on a purchase order, and you should be very careful to watch what interest rate (APR), if any, is listed on that contract. Because of rising prices, you should be as careful in buying a vehicle as you would in buying a house.

SEMI-ANNUAL VACATION PAY—Members not participating in monthly transfer of their Vacation Pay earnings have their earnings transferred to their Credit Union share accounts twice-a-year on May 31 and November 30 of each year.

NOVEMBER 30 VACATION PAY TRANSFER—Earnings for hours you worked from March 1 through August 31 were transferred and posted to your Credit Union share account on November 30. The amount of this transfer and deposit will be shown on your Fourth Quarter Credit Union statement which you'll receive by January 10. Your earnings since September 1 and through February 28, 1979 will be transferred to your Credit Union share account on May 31, 1979.

CHANGE IN MARITAL STATUS—If you've had a change in marital status, you should contact the Credit Union if you wish to add or change a joint owner on your share (savings) account. Local Union No. 3 does not advise the Credit Union of any changes in your marital status or address.

SAVING WITH YOUR CREDIT UNION—Saving with your Credit Union is an excellent investment—one that combines high return with safety. Your Credit Union has paid a 6.61 percent ANNUAL PERCENTAGE YIELD on qualified members' share accounts since 1974, and each member's account is insured against loss up to \$40,000 by the Administrator, National Credit Union Administration, an agency of the Federal government.

Nevada

(Continued from Page 14)

ments on East Peckham Lane in Reno. Their low bid was \$1.6 million. Also, Byars was the successful bidder on the interceptor sewer for Gardnerville Ranchos for \$1.3 million.

There are school projects in Washoe and Douglas Counties due to be bid on October 19, 1978 that will exceed \$22 million dollars. These will make three good winter projects for our local members. Helms Construction has completed the Highway 50 Spooner Pass project and is in the final stages on Highway 395 near Topaz Lake. Frehner was awarded some 400,000 yards of backfill for the old settling ponds at the Anaconda Mine in Yerington. This excellent scraper job should last until January 1979.

The District Representative and Business Agents wish to thank the following people for their time and energy in helping to walk streets and hand out literature for the politicians endorsed by the District 11 Grievance Committee: Rick Ruiz, Bob Baldwin, Ken Jones, Tom Jones, Ed Jones, Ken Gordo, Roger Gordo, Reno Risso and family, John Bellinger, Paul Radisauskas, Gifford Sheppard, and Keith Grassini.

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 1979. The schedule of such meetings at which the Grievance Committee members will be elected follows: All meetings are at 8:00 p.m. unless otherwise noted.

District	Date	Meeting Place
4 Eureka	Jan. 9th	Engineers Bldg., 2806 Broadway, Eureka
7 Redding	Jan. 10th	Engineers Bldg., 100 Lake Blvd., Redding
6 Oroville	Jan. 11th	Prospectors Village, Oroville Dam Blvd., Oroville
1 San Francisco	Jan. 18th	Engineers Bldg., 474 Valencia St., San Francisco
17 Honolulu	Jan. 24th	Washington School, 1633 S. King St., Honolulu
17 Hilo	Jan. 25th	Kapiolani School, 966 Kilauea Ave., Hilo
2 Oakland	Feb. 1st	Labor Temple, 23rd & Valdez Sts., Oakland
3 Stockton	Feb. 13th	Engineers Bldg., 2626 N. California St., Stockton
5 Fresno	Feb. 20th	Engineers Bldg., 3121 E. Olive St., Fresno
8 Sacramento	Feb. 27th	Woodlake Quality Inn, Hwy 160 & Canterbury Rd., Sacramento
10 Santa Rosa	Mar. 1st	Veterans Bldg., 1351 Maple St., Santa Rosa
12 Salt Lake City	Mar. 7th	Engineers Bldg., 1958 W.N. Temple, Salt Lake City
11 Reno	Mar. 8th	Musicians Hall, 124 West Taylor, Reno
9 San Jose	Mar. 22nd	Labor Temple, 2102 Almaden Rd., San Jose

Pertinent excerpts from Article X of the Local Union By-Laws, Grievance Committees:

Section 1

District and Sub-district Grievance Committee.

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

Section 4

No Member shall be eligible for election, be elected or hold the position of Grievance Committee Delegate:

- (a) unless he is a Member in good standing in the Parent Local Union and a registered voter in the District or Sub-district in which he is a candidate when nominated;
- (b) unless he was continuously a Member of the Parent Local Union for not less than two (2) years next preceding his nomination;
- (c) if he is an Officer of, or is on the full-time payroll of the Local Union; and
- (d) if he is an owner-operator or a contractor.

No 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.

Russian River Job to Be Rebid

(Continued from Page 7)

small jobs that can be started and finished quickly, and already the surveying brothers and sisters are putting in stakes and ribbon for next year's starting work, so all in all things look good.

The Russian River Sewer system should be ready for rebid just

before Christmas. In the Sonoma Valley, the two related jobs were awarded on October 17th to Ebert-Spartan for \$2.5 million and Tital Pacific for just over \$9 million.

Ebert-Spartan, with Bill Ebert and Jim Brittain in charge, hope to get started by mid December, if the weather permits. Otherwise

they will go as soon as it does. They have several thousand feet of sewer trunk to put in, starting with 12" clay near Boyes Springs and running generally south, to end at the existing plant site near Shellville with 30" concrete pipe. It is one long line, gravity flow and will employ about 5 to 10 engineers, depending on whether one or two crews will be used.

Tital will spend their \$9 million at the site where the trunk line starts and will result in a major expansion of that existing Sonoma plant. Dean Buehler, who is currently finishing up their Napa plant job, will be the boss on this one.

He too, will be looking to the winter weather to determine when to kick off and how fast. Arons, of Sacramento, will be subbing the ponds on this for about \$3/4 million worth of dirt work. Titan may have several engineers working for them if they do the underground, but as of now, they are considering subbing same. In any case, there will be a crane or two and at least a small hoe.

The Santa Rosa office wishes the best to all of the members and their families for the holidays and hopes to see a good turnout at the next District meeting, December 14 at the Grange Hall in Ukiah.

Union Family Corner

By Mary Kelly

A great deal of interest has been expressed about this column since it first appeared in the July, 1978, issue of *Engineers News*. If you didn't see it, know that it was addressed to the wives of operating engineers. It suggested topics we might explore in these pages, and asked for feedback. This a column primarily for the ladies who operate the homes, although we will welcome response from anyone—questions, suggestions, shared experiences—that will be of value to the community of operating engineers' spouses.

A lot is being said about working women (for some, perhaps too much is being said), and statistics show that almost half of the work force in America is female. The career woman is in the spotlight. Perhaps not enough is being said about the homemaker. The dictionary defines home as a family's place of residence, the social unit formed by a family living together, a congenial environment, a place of origin, headquarters.

For the boomer, the man who had to leave home, or make a temporary home, to follow the work, the operating engineer who moved that heavy equipment around the work site far away from home, "home is where the heart is."

When there's a home to come to, it goes something like this: He comes home tired, and with layers of tension and dirt clinging to him, remnants of the work shift. Now he can let down his guard a little, stop the defenses that are necessary in the work world. He's in a softer place now. A shower, clean clothes, maybe a can of beer, a good home-cooked meal and a comfortable chair, news of the home community, are there for him. He can "let off steam" a little by telling the wife some of the rotten things that happened "out there." Maybe he gets a kiss or two from his family. Maybe he feels his hard work is appreciated. This unique environment is his, something he created, something money can't buy, only enhance.

Has anyone talked about the value of the home? Does anyone every stop to think about the health benefits it gives to family members? Has the value been estimated in dollars and cents, the hard criterion we live by? Some people are trying to do that, in order to give dollar credit to housewives for legal purposes, social security benefits, etc. They say that housewives should be given credit for the work they do. It seems impossible to put a dollar value on the work, first because it is a joint venture, and second because the wife's activities are not easily known, and what she gives is so often in the realm of the subtle gifts of the spirit, and these cannot be easily rated. She can't be hired.

Although it seems obvious that most operating engineer homemakers do not hold full time or even part time jobs outside the home, due to the high standard of living the craft provides and the traditional lifestyle led—the husband as provider and the wife as mother and homemaker—statistics show that almost half of the married women in this country do work outside of the home. Also, a little over a million children between the ages of seven and thirteen care for themselves until a parent returns home from work, and that more than 2,000 children die each year, as a result of abuse and neglect.

Those women who must work outside, and who manage their homes as well, deserve much sympathy and praise. They must rush from one task to another constantly. And where is the time and energy to do the things that make home so pleasant—the fresh baked bread, the special family celebrations and recreational activities, the community interconnections and support—the spontaneous playtimes? The working mother must give over to the baby sitter the work and the joys of her children.

Then, many married women who are not mothers, or whose children are grown and living their own lives, feel restless in this, the beginnings of the age when female intelligence and abilities for other than homemaking are recognized by our society. They want to, or feel they must, hold a job with a challenge, or to contribute to society or to the family income. There are the widows who must either return to the work world or enter it for the first time from necessity. How does the change from the sheltered home atmosphere to the fast-paced action of the work world feel to these women? She has lived in the environment that she and her family created, her home, for the greater part of her time, and now she is an alien place—the office, the store, the plant—where the organization dictates her activities, when and where and what she'll do and for whom, what she wears, etc. There are classes and schools to train for work skills, but is there a place to acquaint these women with the kind of world they are entering?

*'Mid pleasures and palaces though me may roam,
Be it ever so humble, there's no place like home.*

—J. H. Payne

Fresno Holds Pre-Job For Kings County Project

Fresno District Representative Claude Odom reports that a pre-job conference was held with Granite Construction Company of Watsonville for work to be done for the town of Stratford in Kings County. The contract calls for storm drainage, grading and paving at a cost of \$1,619,413.00.

Lee's Paving, Incorporated of Goshen, Calif., has been awarded a \$248,040.00 project by the City of Visalia to reconstruct Walnut Avenue from County Center Drive to Yale Street, Whitendale Avenue from Stevenson Street to West Street, and South West Street from Caldwell Avenue to West Whitendale Avenue.

The Carl Limata Company of Fresno has been awarded a paving widening project by the California Department of Transportation from Sumner Avenue on Orange Cove to Highway 180 in Fresno County. This job went for \$214,575. This company was also awarded an overlay job near Kings Canyon National Park, from 2.6 miles east of Mill Creek to General Grant Grove in

Fresno and Tulare counties at a cost of \$280,618.00.

A pre-job conference was held with Erickson Equipment Incorporated, for work on the Mercer Sewer plant. There is about 1 million yards of dirt to be moved.

Brewer-Kalar Joint Venture also held a pre-job for the Firebaugh Wastewater Treatment plant. They have about 90,000 yards of dirt to be moved and about 2 miles of pipe to put in.

M. L. Dubach is putting in about 1½ miles of new 4-lane highway on the Brenda Highway 99 job. There is to be one over-crossing also. Dubach has started work with 4 631 Scrapers and 2 9-9 Cats for nine hours per day.

Work on the Helms Pumped Storage Project is moving along at a steady pace, with everyone getting ready for a rough winter, and hoping it won't be as bad as last year in which there was 30 feet of snowfall.

This job has 130 Operating Engineers presently employed on 3 shifts.

Letters From The Members



Dear Union Friends,

My daughter and I are greatly touched for receiving the lovely family bible. And also the kindness and help from the gentleman who paid us the visitation.

I must say every one I've contacted in the union has been kind and gracious.

Thank you for making things easier for us. We are indeed grateful.

Sincerely,
Hazel and Susan Durand
Pacheco, Ca.

Gentlemen,

Your kind expression of sympathy and the lovely Bible in memory of my father is deeply appreciated.

Sincerely,
Fonna Woodhouse Nater
San Marino, Ca.

Operating Engineers Local No. 3:

I want to thank you for your payment in connection with the death of my husband, David E. Williams.

I appreciate so much all the help we have had through the pension plan, medical and hospital costs and death benefits. My husband was proud to belong to Local 3.

Sincerely,
Hazel Williams
Clovis, Ca.

Dear Sir and Brother,

With grateful acknowledgement, I have received my Gold Card and 35-year pin.

My many years membership in our fine Union Local No. 3 has been a pleasure and rewarding experience for me.

With deepest appreciation and many thanks to all concerned.

Sincerely,
Fred M. Burns, Jr.
Novato, Ca.

To all Officers and Brothers:

This is to thank you for the \$1,000 Burial check, \$4,000 Health and Welfare check, \$750 from the International and the beautiful Bible.

You and your staff of courteous people have my gratitude for doing your job above the ordinary. Your correspondence certainly helped me through a bad time. Because of Ernie's history of high blood pressure he could never qualify for insurance. So your union insurance policies are all I have to control the mountain of debts I have left. I am working so everything is under control, and I will manage thanks to your wonderful benefits.

Thank you,
Annabelle Marines
San Jose, Ca.

Dear Officers and Brothers:

I wish to thank the Operating Engineer's Local No. 3 for their kindness and good thoughts in the loss of my beloved Husband Eluin A. "Whitey" Erickson. "Whitey" was a 33-year member of Local 3.

He loved his Union and fellow man. I know of many who share my loss in his passing.

Special thanks to Brother Al Swan, a long time friend and co-worker. To Al Swan and Brother Bill Marshall for presenting the lovely white Bible. Thanks to long time friend "Buck" Hope for kind thoughts and deeds, and to "Duke" Stace of Retirees Chapter 80 of Auburn.

And many, many more I may have forgot to mention. Thanks to all the office staff of Local No. 3 who have given their kind help. I know "Whitey" will be missed by many. As he was always ready to help his fellow man.

May God Bless you All.

Cordially,
Mrs. Edith B. Erickson
and Family
Cedar Ridge, Ca.

DEPARTED BROTHERS

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

Austin, Albert L. (Helen, Wife) P.O. Box 222, Mina, Nev.	8-31-78
Bell, Wm. G. (Helen, Wife) 5544 Church, Petaluma, Calif.	9-19-78
Blake, Warren (Dona, Wife) 1327 Lincoln Way, San Rafael, Calif.	9-2-78
Blaw, Wm. T. (Donna, Wife) 1155 Righton, No. 10, Albany, Calif.	8-30-78
Butler, Lavelle (Dora, Wife) 1632 Volk, Marysville, Calif.	9-24-78
Cullen, Richard (Helen, Wife) P.O. Box 106, Waianae, Haw.	8-20-78
Domaol, Alfredo (Teofelo, Brother) P.O. Box 2974, Agana, Guam	9-8-78
Edmondson, John (Margaret Ann, Wife) 47864 Masters Crt., Fremont, Calif.	9-20-78
Evans, Herman (Maxine, Daughter) 309 E Pine No. D, Centralia, Wash.	8-30-78
Fisher, John D. (Belma, Wife) Gen. Del., Board Camp, Ark.	9-19-78
Hamilton, Harold (Lois, Wife) 2299 Otter Place, Willits, Calif.	9-5-78
Hammer, Vern (Rhoda, Wife) 912 Santa Fe Ave., Albany, Calif.	8-19-78
Harris, Ulric (Lucille, Wife) 7010 San Felipe Rd., San Jose, Calif.	9-6-78
McFarland, Pete (Frances, Wife) 711 Matsonia Dr., San Mateo, Calif.	9-6-78
McMurry, Elmer (Emily, Wife) 620 Atri St., Watsonville, Calif.	9-25-78
Oliveri, Philip (Annie, Wife) Star Rt., P.O. Box 294, Collinsville, Suisun City, Calif.	9-18-78
Ponder, William (Annie, Wife) 1025 Oxford, Clovis, Calif.	8-1-78
Rodgers, Walter (Alex Rodriques, Brother) 37149 Dondero Way, Fremont, Calif.	8-30-78
Roe, Robert (Sharon, Wife) 950 W El Camino, Sacramento, Calif.	8-11-78
Rinehart, Gail F. (Katherine, Wife) P.O. Box 53, Cedar Ridge, Calif.	8-22-78
Sprinkle, Wayne (Margaret Ramona, Friend) 1590 S Novato, No. 21, Novato, Calif.	9-8-78
Sutter, Albert (Winifred, Wife) 187 Woodbridge Ave., Yuba City, Calif.	9-3-78
Tucker, William (Lyndell, Wife) 95 Crane Ave., Oroville, Calif.	9-2-78
Allen, Walter (Irene, Wife) Box 327, Hurricane, Utah	10-9-78
Archibald, Frank (Claire, Wife) 50 Iris, Redwood City, Calif.	10-13-78
Arnett, Lowell (Patricia, Wife) P.O. Box 184, Dutch Flat, Calif.	10-5-78
Barker, Granville (Thelma, Wife) 3983 T St., No. D, Eureka, Calif.	10-7-78
Basham, Dewey (Opal, Wife) 1300 Calaverits No. 71, San Andreas, Calif.	10-19-78
Brown, Raymond (Roselee, Wife) Rt. 4, Box 524-X, Chico, Calif.	10-8-78
Bottasso, Wm. L. (Wm., Jr. & Steven, Sons) 9855 Brooks Road, Windsor, Calif.	10-15-78
Blaufus, Forest (Shirley Campbell, Daughter) 4314 S. 1000 W., Riverdale, Utah	10-24-78
Cloonan, Francis (Ida, Wife) 30000 Kasson, No. 15, Tracy, Calif.	10-18-78
Daniel, Luther (Vera, Wife) 2242 Royal Tree, San Jose, Calif.	10-18-78
Dobbs, Royce (Mildred, Wife) 40154 School Crt., Fremont, Calif.	10-29-78
Dommer, Otto (Brothers and Sisters) 527 E. Willow, Pierce, Nebraska	10-11-78
Dunn, Keith (June, Wife) P.O. Box 332, Dobbins, Calif.	9-29-78
Felts, Arthur (Dorothy, Wife) 1114 Clark Ave., Yuba City, Calif.	10-1-78
Flagg, Dellas (Thelma, Wife) 707 Continental, No. 1522, Mt. View, Calif.	10-6-78
Gill, Norman 2167 Shoreview Ave., San Mateo, Calif.	10-18-78
Guldager, Chris (Esther, Wife) 116 East 1st St., Napa, Calif.	10-6-78
Harris, Leonard (Helen, Wife) 8318 Blue Spruce, Windsor, Calif.	10-25-78
Huckabee, Max (Cleopatra, Wife) 525 Minahen St., Napa, Calif.	10-13-78

Johnson, Jess (Tressa, Wife, Jess, Jr., Son) 198 Carroll Way, Chehalis, Wash.	8-11-78
Joice, Henry P., Jr. (Dell, Wife) P.O. Box 484, Tuolumne, Calif.	9-30-78
Jones, Pat H. (Lena, Wife) 10571 Suzanna Crt., Jamestown, Calif.	10-6-78
Knapp, Bernard (Robert, Brother) 1858 1/2 Pullman, San Pablo, Calif.	10-5-78
Knight, George (Elsie, Wife) 3556 Judro Way, San Jose, Calif.	10-3-78
Levos, Sidney (Marvel, Wife) Pedro Hill Road, Pilot Hill, Calif.	9-30-78
Lewis, Robert (Bernice, Wife) General Delivery, Castle Dale, Utah	10-2-78
Lopez, George (Emily, Wife) 354 Amador Crt., Pleasanton, Calif.	10-14-78
Madruga, Jack (Victoria, Wife) 1478 Hamilton Ave., San Jose, Calif.	10-23-78
Miller, Noa (Alexander, Son) 1773 Akahi St., Honolulu, Hawaii	9-28-78
Morgan, Laurence (Helen, Wife) 234 Doolittle Dr., Roseville, Calif.	10-1-78
Morrison, Michael (Evelyn, Mother) P.O. Box 164, La Grange, Calif.	10-22-78
Mullins, Carl D. (William, Son) 422 West 11th Ave., Chico, Calif.	10-21-78
McMains, Glenn (George & Robert, Brothers) 13401 San Pablo, No. 67, San Pablo, Calif.	10-4-78
Pankoski, Joe (Fern, Wife) 1133 Empey Way, San Jose, Calif.	10-17-78
Parker, James (Virginia, Wife) 909 Hawthorne, Modesto, Calif.	9-22-78
Peers, Perry (Doris, Daughter) 1355 Harding St., Seaside, Calif.	9-28-78
Prince, Carl H. (Chloria, Wife) P.O. Box 623, Livermore, Calif.	10-10-78
Rackstraw, Phillip G. (Linda Loduca, Daughter) P.O. Box 210, Linden, Calif.	2-21-78
Reynolds, James (Amy, Wife) 94 562 Awamoi St., Waipahu, Hawaii	10-7-78
Roflo, Isidoro (Beety Madeiras, Granddaughter, Cecilia, Wife) P.O. Box 812, Kapaau, Hawaii	10-3-78
Short, John (Sharon, Wife) 36577 Leone St., Newark, Calif.	10-16-78
Taga, Vicente (Martha, Wife) Agana Heights, Agana, Guam	7-26-78
Thornberry, Marshall (Opal, Wife) 1800 Kinser, Ceres, Calif.	10-5-78
Trueblood, Jonathon (Amy, Wife) 2516 Lincoln Ave., Richmond, Calif.	10-21-78
Turner, Robert (Ellen, Wife) 5535 Starcrest Dr., San Jose, Calif.	10-7-78
Watkins, Clifford (Norma, Wife) 38424 Oliver Way, Fremont, Calif.	10-13-78
Whittle, Jay (Anna, Wife) 207 Paddock Manor, Escalon, Calif.	10-13-78
Williams, Ralph (Fay D, Wife) P.O. Box 8, Lemoncove, Calif.	9-28-78
Womack, Mike (Dolores, Wife) 3191 Deer Valley, Rescue, Calif.	10-15-78
Woolsey, Dee (Frank Woolsey and Mary Turnbeaugh, Children) P.O. Box 964, Cedar City, Utah	9-25-78
Young, Lee (Ruby Hood, Friend) Star Rt., Box 20, Elkland, Missouri	10-24-78
115 Deceased Members - August 1978 through October 1978	
2 Industrial Accidents - August 1978 through October 1978	

DECEASED DEPENDENTS

September 1978

Anderson, Eric — Deceased September 2, 1978 Son of Julius Anderson	
Brightwell, Blanche — Deceased August 18, 1978 Wife of Wilbur Brightwell	
Miller, Velma Lorraine — Deceased September 10, 1978 Wife of Archie A. Miller	

October 1978

Babin, Louise — Deceased October 1, 1978 Wife of Charles Babin — 433 14 6965	
Brown, Vivian — Deceased June 17, 1978 Wife of Don L. Brown — 561 01 3015	
Dye, Theresa — Deceased September 28, 1978 Wife of Frank P. Dye — 571 03 9624	
Herring, Susan — Deceased September 30, 1978 Wife of Robert Herring — 530 18 0245	
Rogers, Joyce Johan — Deceased October 16, 1978 Wife of Earl Rogers — 573 20 3499	
Willing, Anita — Deceased October 21, 1978 Wife of Albert Willing — 217 01 9644	
Wilson, Bertha — Deceased October 15, 1978 Wife of William Wilson — 523 10 7053	

M.C.M. Bridge Project Beats Winter Rains

District Representative Gene Lake reports that in the southern part of the Eureka district, the piers on the \$5.6 million bridge project under construction by M.C.M. Cons't are safely above potential high water. The early rain in September was an "eye opener" of what can happen in the redwood country, Lake said. They are off the river bar and will be able to proceed with some of the deck work when it does rain.

Mercer Fraser plants at Fortuna and Cooks Valley have been busy this past season with overlay projects throughout southern Humboldt County. In addition to the overlays they put down the base rock and paved two new highway 101 projects.

Business Rep. Jim Johnson reports that C. K. Moseman on the South Fork of the Smith River has poured the center pier on one of their two bridges and seem to be out of any danger of high water hindering future work. At the present time this job has all but stopped for this season.

J & W Pipeline in Crescent City is progressing very well on their sewer project through this dry fall weather. McQuire & Hester have finished laying most of their approximately 6,000 feet of sewer line and are in the process of putting in hook-ups. The job is going along on schedule.

Foundation Constructors of Antioch will complete their piledriving job at the site of the new shopping center in Crescent City this week, this job consisted of four hundred-plus piles. . . COVCO Cons't has all of the site work for this project and is moving along very well.

The paving crews of North Coast Paving are making very good progress on their over-lay projects on various locations of Hiway 101 near Klamath and Hiway 199 north of Crescent City.

Kirkwood-Bly does not seem to be too worried over the approaching bad weather on their \$2 million sewer job at Manila. This job ranges in elevation from about 10 feet above sea level to below in some places and is located on the sand spit between Humboldt Bay and the ocean so they are working in the water for most of their job now.

Outlook

(Continued from Page 12)

and accumulated monthly benefits.

The Social Security Administration functions much like the Trust Fund Office in providing service and information to you. Both Plans are dependent on your employers submitting properly prepared reports. Periodically you should check with Social Security to verify your wages and credit. Also, as you near retirement you may want to request an estimate of your benefits. Further information can be obtained at your local Social Security office.

Swap Shop: Free Want Ads for Engineers

FOR SALE: OFFICE TRAILER, 42' x 10', three rooms, each with A/C—\$2,750 cash or trade. David Acosta, 9765 Orr Rd., Galt, CA 95632. Phone 209/745-2634; Reg. No. 737762, 10-78

FOR SALE: BROADMORE MOBILE HOME, 24' x 64', partially furnished, large lot, landscaped, fruit trees, garden space. Located in Murietta Mobile Village adult community with all country club privileges—\$16,995. Lester Heath, 91 Carmela Circle, Sloughhouse, CA 95663; Phone 916/354-2882; Reg. No. 660957, 10-78

WANTED: COMPRESSOR with tank, less motor, two stage for air tools. Harry Syar, Model 'A' Ranch, Rt. 1, Box 42, Fairfield, CA 94533; Phone 707/425-2377; Reg. No. 688955, 10-78

WANTED: CALCULATOR, H-P 21, or HP-25 or Texas Instrument SR-52, or a sextant to be used for celestial navigation. Kenneth Mahoney, 455 41st Ave., San Francisco, CA 94121; Phone 415/387-2552; Reg. No. 883769, 10-78

FOR SALE OR TRADE: 5 ACRES, secluded, 3 miles south of Elko, Nev., \$8,000 or equivalent trade (house trailer, etc.). Alfred C. Huber Sr., 181 Santa Rosa Ave. No. 21, Oakland, CA 94610; Reg. No. 772840, 10-78

FOR SALE: 10 ACRES, with dwelling, Yuba County, low taxes — asking \$11,000. Manuel Romero, 1885 E. Bayshore Rd., SP No. 5, Palo Alto, CA 94303; Phone 415/326-4218; Reg. No. 310699, 10-78

FOR SALE: 32 ACRES n/Hunting Hiking on Luachito National Forest, new modern log cabin, good water 1 small pool, ideal for overnight camper park, on S.H. 63 east of Muse, Ok. Marvin Jaques, Box 35 Muse, Ok. 74949 916/651-3378. Reg. No. 1091206 11-78

FOR SALE: BEAUTIFUL building lot in exclusive Shelter Cove, good fishing, hunting, & clean air, ideal for retirement. Make us an offer. William G. Yoshida, 47-197 Iulu St., Kaneohe, HI. 96744. Reg. No. 1175218, 11-78

FOR SALE: 1976 BARRINGTON MOBILE HOME 14'x70', 2 bdrms, 2 baths, deck awning, skirting, storage shed, adult court, \$50 rent per month. Otto Lenhart, 380 E. Pole Rd., Space 7, Lynden, Wash. 98264. Reg. No. 0143266, 11-78

FOR SALE: LOT Clear Lake Park on 6th btwn Bush & Oak Lot 12-50 by 100. Arthur Gabriel, 1730 Almond Ave., Merced, CA. 95340. 722-1891. Reg. No. 0714912.

FOR SALE: CLEAN 7 room house, plus 5 trailer park space, in Huntington, Utah. Income \$570 per mo. Cal owner-agent. Norman Clemens, P.O. Box 188, Spring City, Utah 84662. 462-2541. Reg. No. 1238702, 11-78

FOR SALE: PICKUP & TRAVEL TRAILER 1976 Chev. HD. 1/2 ton Scotsdale w/Insulated Camper Top 350V8 4 spd 26000 miles P.S.P.B. Pickup came from Colorado, has no smog. 1977 Frowler, 19' Tandem Axle Sleeps 6, large Refrigerator, large Dual Tanks, 2 Skyvents DC Converter fully sold contained, used 3 days. Both vehicles like new \$8,500, or consider trade on 4 wheel drive vehicle, write Franklin Callahan, 9380 Woodleaf Star Rt., Oro-

ville, Ca. 95965 or phone 916/589-3663. Reg. No. 1092551, 11-78

FOR SALE: INT. TD24 w/18 yd. struck LeT carryal' \$6,250, also 12 yd. struck LeT scraper \$1,250. Luke Evan, P.O. Box 245, Fowler, Ca. 93625 209/896-3007. Reg. No. 294559, 11-78

FOR SALE: MODEL 25 Northwest Crawler, Cat engine, 40' boom, fairleads, dragline bucket plus all backhoe attach. w/bucket, \$4,850. International T-9 Swing Crane \$4,200. Paul Bunten, P.O. Box 3013, Redding, Ca. 96001. 916/246-2883. Reg. No. 0766489, 11-78

FOR SALE: 76 AMERICAN CLIPPER 440 Dodge motor w/cruise control, cab air, radio, like new 12,400 miles \$12,500. Lester Lollar, 2224 Hawn Ave. Redding, Ca. 96001. Ph. 916/243-8296. Reg. No. 1142960, 11-78

FOR SALE: 1971 20'x43' ROYAL EMBASSY MOBILE HOME, 2 bdrms., skirting, awnings shed, \$15,000. Bill Blackard, 3435 MarFargo No. 11, Stockton, Ca. 95205. 209/466-4495. Reg. No. 1020476, 12-78

FOR SALE: MUZZLE LOADER PISTOL 50 Cal. Percussion, in mahogany case comp. shooting kit w/powder flask, shot pouch, powder measure, bullet starter, bullet puller exel. cond., used very little, \$100. Ivan G. Martin, 2122 Fruitvale Ave. Oakland, Ca. 94601. 415/533-7999. Reg. No. GA134-000-1555, 12-78

FOR SALE: 1976 BROADMORE MOBILE HOME, 12'x70' w/expando, 2 bdrms., 2 full baths, washer & dryer space, skirting, awnings, storage shed. 2 1/2 T. air, upgrade carpet. Tel. 916/362-6478 after 5:00. N. J. Sheeran, 3121 Patriot, Scaramento, Ca. 95827. Reg. No. 0535417, 12-78

FOR SALE: 3 AXLE TAG-A-LONG TRAILER w/ramps, length overall 24'x6", 9 ton load, \$3,000; 1955 Willys Jeep, V-8 engine, lots of extras \$2,500. Chip Warren, P.O. Box 54, Clover Valley Rd., Upper Lake, Ca. 95485. 707/275-2447. Reg. No. 1312819, 12-78

FOR SALE: 3 1/4 ACRES Horse Setup, 3 bdrms. home (3 yrs old), 4 stall barn, out buildings, cyclone fencing, irrigated pasture, fruit trees, assumable loan at 8.5 per cent Int. \$89,500. William Trost, 2831 S. Graton, Denair, Ca. 95316. 209/883-2836. Reg. No. 0959345, 12-78

FOR SALE: 1964 Dodge Crew Cab, positrac, new 318 4 barrel engine, new tires, Barden bumper, E-A lift hitch trailer brake & vacuum brake cont. \$1,500; 90 Gallon fuel tank & tool box comb. \$50. Alfred M. Russell, 3844 Mercury Dr., Redding, Ca. 96001. 916/246-3789. Reg. No. 1181680, 12-78

FOR SALE: 1970 22' WINNEBAGO, 61,000 mil. p/s, p/b \$8,200. good cond., Wilbur Marshall, Rt. 1 Box 444-A, Wilton, Ca. 95693. 916/687-6796 or 687-6494. Reg. No. 0892694, 12-78

FOR SALE: 326 ACRES in Green Forest, Arkansas \$165,000., owner will carry 8 per cent interest/29 per cent down. P. B. Grown, 4638 Mayfield Dr., Fremont, Ca. 94536. 415/792-6579. Reg. No. 1355119, 12-78

FOR SALE: DRILL RIG PGE type w/boom & Augers 40"x4" & 8"x12" & 20"x30" of stem winch & 3 cyl I. R. compressor on 1961 GMC 4000, also

Hdy track eng. driven Kelly 2/3 finished w/most parts to finish \$6,500. F. V. Dalton, 299 Oleander Dr., San Rafael, Ca. 94903. 415/479-5639. Reg. No. 1113026, 12-78

FOR SALE: 2000 ft. of 2"x40' Sure-Rain aluminum irrigation pipe; also 30 rain birds, 6 new aluminum 2" valves, Banjo, misc. pieces \$1,400, or offer. R. D. Scofield, 21 Big Tree Rd., Redwood City, Ca. 94062. 415/851-7520. Reg. No. 0736406, 12-78

FOR SALE: 1956 CHRIS CRAFT BOAT, 14', classic 40 hp Mercury outboard, fully equip. w/skis, personal floating device, lines, set up for CB or stereo unit, new battery, \$1,200 or best offer. Jeff Pearson, 232 Northup Pl., Santa Cruz, Ca. 95060. 408/425-1403. Reg. No. 1558170, 12-78

FOR SALE: MONARK BASS BOAT Shoreline Trailer, 25 hp, Evinrude motor, Lowrance depth locator, super guide electric trolling motor, live well, rod box, 2 food boxes, under deck storage compartment. George Hurt, 19142 J. Jacktone Rd., Locke-

ford, Ca. 95237. 209/727-3155. Reg. No. 1087414, 12-78

FOR SALE: 1970-14 1/2' Chrysler Tri-havl-boat & 55 hp motor; Teardrop Capover 8' camper—reasonable. Roland Ridgeway, Clacrlake Highland. 707/994-5134. Reg. No. 870865, 12-78

RULES FOR SUBMITTING ADS

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

• PRINT OR TYPE the wording you want in your advertising on a separate sheet of paper, limiting yourself to 30 words or less, including

your NAME, complete ADDRESS and REGISTER NUMBER.

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

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

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

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

Ceres Firms Working Full Crews

Asst. District Rep. Jay Victor reports that activity in Stanislaus and Tuolumne Counties is still holding very well. Local contractors in Tuolumne County are working their full crews. George Reed Company is enjoying a good work load with excavation and paving throughout the entire county. The owner-operators are at this time very busy in Tuolumne County. Valley Engineering is in the last stages of their pipe job but understand they have other jobs to go to when this one is completed.

R. D. Watson is working some overtime hours on their project in the Jamestown area. This has been a very good job for 10-12 operating engineers all summer. There

is a new job coming up in Tuolumne County in LaGrange which will be a bridge and relocation, however, it has not as yet gone to bid, although it will be in the very near future.

In Stanislaus County the work outlook from now until the rains start should continue to be as good as it has been in the last several months. A new job coming up is the water treatment plant in Newman for \$2 million. Fred J. Early was successful low bidder on that project. They should be starting excavation right away, Victor says. "We also have another new project in Newman to start right away which was successfully bid by Gentz Construction out of Fres-

no. This project is getting underway this month for just under \$1 million."

The rock plants in Stanislaus County are running full crews and working some overtime hours. The local paving and grading contractors are in full swing. Most of the members who live locally are working. Because of the unexpected rain storm early this month the out-of-work list has temporarily grown. There are one or two members in each class but a good percentage of them will go back to work weather permitting, Victor said. "We are hoping that we can continue to enjoy a good workload like we have the last several months."

Personal Notes

Reno

Our best wishes to Charles Dickton of Fallon recuperating from a serious illness after a lengthy hospital stay.

Congratulations to new parents Lloyd and Donna Carson, a girl; Steve and Misty Davis, a girl; Joseph and Sheree Riggs, a girl.

Sacramento

We, here in the Sacramento office, feel a great personal loss in the death of Brother Mike Womack. Mike was an inspiration to all of us. Our sincere sympathies go to his wife Dolores and his family. The only condolence is the fact that Mike died doing something he loved to do, "FLY." We personally feel that we not only lost a fellow worker, but also we lost a friend.

Nials (Steve) Deitrick of West Sacramento died accidentally October 27, 1978, at the age of 45. He was a foreman for the Asta Construction Co, where he was employed for 18 years. Our sympathies are extended to Mrs. Marion Deitrick and family and friends.

We regret having to report the death of several of our Brothers—Lowell Arnett, Sidney LeVos, Lee Young, and Walter Glasby. Our deepest condolences are extended to the families and friends of our departed Brothers.

Sympathies go to William Wilson on the passing of his wife Bertha, and to Robert Herring on the passing of his wife Susan.

Eureka

We extend our condolences to the family and friends of Brother Frank Martin who passed away November 4, 1978.

Santa Rosa

Congratulations to Bro. Rick Alborz and his wife, Donna, on the recent birth of their son Ryan, weighing in at 7 lbs., 6 oz. Glad to report Jim Hawkins, retired, is home recuperating nicely after having been hospitalized due to an auto accident. Also glad to hear John Ogata is back home doing much better—keep up the good work, John. With regret we report the death of Brothers Max Huckabee, Wm. Bottasso and L. C. "Jack" Harris, retired. Our sincerest condolences are extended to the families and friends of our late Brothers.

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

SIZE	GROUP PRICE	F.E.T.
BR78-13	36.28	1.84
DR78-14	37.77	2.26
ER78-14	38.81	2.36
FR78-14	40.35	2.51
GR78-14	41.45	2.65
HR78-14	43.29	2.82
FR78-15	41.54	2.45
GR78-15	42.10	2.75
HR78-15	44.96	2.94
JR78-15	45.25	3.08
LR78-15	45.97	3.22

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40,000-MILE TREADWEAR WARRANTY
Whitewalls. Two steel belts with polyester cord body. Lifetime road hazard, workmanship and materials warranties.

SIZE	GROUP PRICE	F.E.T.
CR70-13	40.65	2.25
ER70-14	43.87	2.71
FR70-14	45.68	2.89
GR70-14	47.49	3.03
HR70-14	52.60	3.37
GR70-15	49.24	3.05
HR70-15	53.37	3.27
LR70-15	56.87	3.65

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Tubeless blackwalls and whitewalls. Lifetime road hazard, workmanship and materials warranties.

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600-12	18.60	1.48
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560-15	19.60	1.73
600-15	20.60	1.78

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A78-13	19.48	1.69
C78-14	21.77	1.93
E78-14	23.32	2.13
F78-14	24.70	2.26
G78-14	25.56	2.42
G78-15	26.49	2.45

Attend Your Union Meetings

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

December

- 5th Sacramento: CEL & T Bldg., 2525 Stockton Blvd.
 6th Ogden: Ramada Inn, 2433 Adams Ave.
 7th Reno: Musicians Hall, 124 West Taylor
 14th Ukiah: Grange Hall, 740 State Street
 21st Watsonville: Veterans Bldg., 215 Third Street

January

- 9th Eureka: Engineers Building, 2806 Broadway
 10th Redding: Engineers Building, 100 Lake Blvd.
 11th Oroville: Prospectors Village, Oroville Dam Blvd.
 18th San Francisco: Engineers Building, 474 Valencia St.
 24th Honolulu: Washington School, 1633 S. King St.
 25th Hilo: Kapiolani School, 966 Kilauea Ave.

Semi-Annual Meetings

Location: Marine Cooks & Stewards Auditorium, 350 Fremont St., San Francisco

Dates: Saturday, Jan. 6, 1 p.m.; Saturday, July 11, 1 p.m.

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Have You Checked Your Dues?

Dues Schedule for Period 10-1-78 through 9-30-79

Local 3	\$90.	(Per Qtr.)
Local 3A	\$87.	(Per Qtr.)
Local 3B	\$87.	(Per Qtr.)
Local 3C	\$87.	(Per Qtr.)
Local 3E	\$87.	(Per Qtr.)
Local 3R	\$87.	(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.

What, If Any Will Be The Issue In This 'Shotgun Wedding?'

There was a shotgun wedding performed in California on November 7th that promises to have far reaching consequences right in to Orwell's 1984.

The why's and means will have little bearing on the end. The fiendish fact is that the voter, with obvious relish and calculated premeditation, performed the ritual that gave Governor Jerry Brown two completely unwanted bedfellows in new Lt. Governor Mike Curb and new Attorney General George Deukmejian.

Despite the Brown landslide and despite early protestations of cooperation on the part of all three successful candidates, the elements for all out war are now in place and there will be no ground rules in this one.

Mike Curb may be a philosophical lightweight in the eyes of liberals and intellectuals, and already the press is trying to underline his lack of depth on the emotional issues of our day. They may, however, be hoisted on their own petards by Curb's sheer honesty and simplicity and non-answers on concerns that are a matter of life and death (no pun intended) to numerous special interest groups who have little in common with the broad interests of the average voter. After all, a lieutenant governor is a lieutenant governor, and confrontation on emotional and sometimes no-win issues with the elected leadership is at best counter-productive for the politician with everything to gain and nothing to lose. Curb won't be lost in that wasteland.

Governor Brown too has a built-in problem in that if he cuts Curb's office off at the pockets, he not only removes what responsibilities the new lieutenant governor might have or be given, he also creates a martyr image and frustrates the will of the majority voter.

In the meantime, lest we underestimate the new lieutenant governor, it is well to remember he successfully brought together in a very productive business a number of temperamental recording stars, as well as the diverse temperaments in his own party in his first run for political office. In accomplishing both these feats, he scored amazing successes over pros in both the record industry and the body politic. No mean accomplishment for a 33-year-old who was almost unknown two years ago. He bears careful and serious watching.

An even more dangerous and dedicated opponent to the "new politics" of the Brown administration will be Attorney General George "The Duke" Deukmejian. He is a political pro, but not a predictable one. Highly respected by his state senate colleagues and friends, and even those who disagree with him on morals and issues, he will definitely be the "people's attorney" and may well give the office the highest visibility it has had in thirty years.

The Bird Court can expect no quarter on the death penalty and will have to

A POLITICAL ANALYSIS

Art Of The Possible

BY KEN ERWIN



make tough and unassailable legal opinions on liberalizing by court fiat the social concerns of the few against the fears and resistance of the many. Deukmejian will fight for the necessary funds to carry out the mandate of the voters in the areas of law enforcement and crime prevention. He can also be expected to look with humanity toward prison reform and victim relief. He will be tough and fair with a surprisingly liberal outlook in some special areas. He will not be an obvious thorn in Jerry Brown's side, but he will be his own man.

Where, then, does this leave Jerry Brown? As a presidential aspirant and a declared "lame duck" governor, he will have a delicate balancing act to perform in any event.

Should he seriously seek the presidency in 1980, he must expand a national image that projects him into international and economic affairs. He must subtly undermine Carter's failures in energy and in domestic economics and retain his aura of being the "new populist hero." Failure of Carter's Middle East policy, doomed before it started, will diminish any other accomplishments he could make in 1979.

Jerry need not be overtly critical, but must move toward more general and cooperative concepts in hemispheric politics while keeping an eye on economic and political movements in the Pacific Basin, which is closer to home and less locked into the concrete of European nationalism.

On domestic issues, Governor Brown can watch and wait for the failure of voluntary wage and price controls and ride a predictable recession in 1979 or early 1980 by taking credit for a strong California economy that should weather any such recession. He might even, for the benefit of the nation's populists, talk about excess profit controls, etc.

Any domestic weakening of Carter's popularity would accrue to Jerry Brown despite the poll popularity of Senator Kennedy and the untested, in the light of Proposition 13, popularity of the touring show he has planned for his national medical care program. What then?

Well, dear reader, since 24 hours is a lifetime in politics, everything can get very iffy at this point. Let's read the tea leaves for a few issues and see if we can't play another round of Erwin's Political Boxes in say, April? In the meantime, we can only shout bravos for the voters of California who have made political games much more interesting.

STRAWS IN THE WIND: Both the Carter Administration and the powerful House Ways and Means Committee are singing a duet on dropping major spending programs in 1979 such as re-vamping the federal welfare system; national health insurance; a tax cut before 1981 and will make no effort to reduce Social Security increases before 1981.

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