

# Local 3 wishes you a Merry Christmas



## ENGINEERS NEWS

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### Convention Proceedings

One of the most historic AFL-CIO conventions in the organization's history took place last month in Washington, D.C. as 24-year President George Meany bade farewell to convention delegates representing 14 million trade unionists nationwide. *Engineers News* was on hand to witness the event. A full account of the convention proceedings begins on pages 4 and 5.



## Vigilance Needed On Highway Program

Business Manager Dale Marr of the Operating Engineers Local 3 warned union and business leaders in the construction industry this month to "keep a close scrutiny" of the federal Department of Transportation's proposal to restructure the federal highway program to use more funds for rehabilitation and repair of Interstate and other highway systems.

The warning by the head of the nation's largest heavy construction local union came in response to a recent announcement by new Transportation Secretary Neil Goldschmidt that equalizing the federal-state matching ratio for highway funding might be one possibility to provide the federal government with more money to rehabilitate the nation's highways.

Currently under most categories, states are required to come up with 10 percent of the funds for a project in order to obtain the remaining 90 percent from the federal Highway Trust Fund.

Forcing the states to come up with a greater percentage of highway project costs in order to receive matching funds would result in a drastic drop in new highway construction, Marr declared.

"There is no question in my mind that more money needs to be allocated to repairing and maintaining our great highway systems," Marr commented, "but reducing the flow of funds for new construction when there are still many unfinished segments of the Interstate system is not the answer."

Marr added that at the present time, officials in the Transportation Department have not yet finalized their proposals which will ultimately be drafted into legislation. Highway officials and representatives from labor and business will

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### Important Notices

Rules for the 1979-80 Local 3 Scholarship contest can be found on page 14. Turn to page 20 for an official notice on the upcoming Grievance Committee elections.

### Semi-Annual Meeting

Recording-Corresponding Secretary James R. Ivy has announced that the next semi-annual meeting of the membership will be held on Saturday, January 5, 1980 at 1 p.m. at the Marine Cooks and Stewards Auditorium, 350 Fremont Street, San Francisco, CA.

# The Seventies: Or How We Fought 'Small is Beautiful'

A Special Report by James Earp

*"There is a limit to the good things we have in this country. We're coming up against those limits. It's really a very salutary exercise to learn to live with them."*

—Gov. Jerry Brown

**T**RADE UNIONISTS IN CALIFORNIA came to despise that statement during the ten years now coming to an end that we call "The Seventies." Not because it wasn't true (it is partly true), but because the force of that statement seemed to be directed most heavily against anyone who had ever built a dam or paved a freeway. Building and

construction tradesman suffered most from "small is beautiful." Environmentalists—who at the time always seemed to be upper class attorneys or college professors or left wing activists living on food stamps—suffered least.

Fortunately, we didn't go for the idea of "learning to live" with our limits. We did, however, learn to "deal" with them. We also learned to deal with the governor who espoused that philosophy. And that's what makes it worthwhile to take a look at the decade we are now leaving behind. It was in the seventies that trade unionists in the construction industry learned to become survivors. The Fifties were growth oriented and "progress" meant building things. In the sixties, an almost unbroken economic boom and low inflation provided seemingly unlimited funds for public works projects and business expansion.

But in the seventies it was "guerilla warfare" against the growth of the "no growth movement, against environmental activists who had become politicians or secured bureaucratic posts in regulatory agencies, against inflation-bitten taxpayers who said "no" to "pork barrel" funding and "social programs." It was in the seventies that construction projects no longer came on a silver platter and trade unionists learned to fight for them.

It was a learning process. We came to realize that packing public hearings with big, angry operating engineers wearing hard hats was not only very persuasive, but made good press. We learned that all those years of negotiating contracts came in pretty handy when dealing with politicians. It was amazing how quickly most legislators were willing to drop their environmental facade when it came down

to talking about our support for their upcoming election versus their support for a construction project.

The "era of limits" philosophy was unquestionably one of the pervading influences of the seventies. It fueled the

environmental movement and laws mandating cleaner air and water, EIR's and EIS's, coastal protection and designation of "wild and scenic rivers." The era of limits thinking was responsible for the tax reform movement, resulting in the "Proposition 13" fever and an angry cry by voters for government to spend less. The "no growth" movement, which must be distinguished from the environmental movement, was a reflection of the public's desire to preserve their present lifestyles. Land use, regional government and general plans were the children of this trend.

Curiously enough, many of these movements were rather impotent in their pure and separated states. It was when they combined—often in very strange alliances—that sparks began to fly.

In the environmental movement, for

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## End of an Era for Labor

Following an address to delegates to the 13th AFL-CIO Convention last month, President Jimmy Carter paid special tribute to George Meany, who announced his retirement as head of the world's greatest labor organization after five decades of service.

In speaking of Meany, Carter related an incident from Pope John Paul II's visit to the United States. After his moving speech to the nation from the White House, the Pope turned to a man seated on the front row.

"While millions around the world watched," President Carter related, "the Holy father clasped the hands of

a great American and he said—and I quote, because I was right there listening—"I know about you and I know that you have done much good in your life for the working people of the United States and the people of other nations." That man was George Meany."

"It was a moving moment," Carter recalled, "and as President I was especially proud to be an American. No American has fought harder for economic justice for union members and also for millions who have never carried a union card, then your leader has, George Meany."





By DALE MARR, Business Manager

# Looking At Labor

## ENGINEERS NEWS

WIPA

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As we approach the holiday season and the end of a decade, it is only natural to reflect upon where we have been and what we have accomplished over the last 10 years—something this newspaper has devoted considerable space to this month. Although tense developments abroad and unrelenting inflation at home make it tempting to finish off this period with feelings of apprehension and frustration, our members don't have to reminisce too hard to realize that in many ways, we are better off now than at any point in the last 10 years.

We are currently wrapping up what appears to be the heaviest construction year of the decade, one that has followed on the heels of two other boom years. Our members tell me in district meetings throughout the local that they are looking forward to the rainy season so they can have some time off. That is a far cry from the feedback we constantly received during the first half of the decade when unemployment was high and there seemed to be no end in sight to construction moratoriums, environmental delays and recessions.

Certainly our members have a right to look forward to this holiday season, to "reap the fruits of their labors," so to speak. Much of the prosperity we now enjoy came as a result of hard work. Many construction projects are now on line only because of our attendance at countless public hearings, hard negotiations with political leaders, confrontations with bureaucrats and cooperation with other business, labor and citizens action groups. It can certainly be said that we received very little on a silver platter in the Seventies.

On the other hand, as I've said before, we cannot rest on our laurels in the belief that future construction work will come of its own accord. Whether we want to accept it or not, we are living in a different era than the growth oriented Fifties and the prosperous Sixties. The limitations of our energy resources, the effects of inflation and the

high cost of running our federal government have firmly rooted themselves in the minds of the public. As far as I can see, trade union members will have to be prepared to justify every construction project they hope to work on, and back it up with political action.

In the upcoming year we will be placing more emphasis than ever before on political involvement by the rank and file. We will continue to inform our membership on the need for a Local 3 political action committee based on the "check-off." In this regard we encourage our members to attend the upcoming Semi-Annual Meeting January 5. We have invited Al Barkan, National COPE Director and labor's number one political strategist to address our membership. We consider it a real privilege for Al to take time out of his busy schedule to address us on the importance of political action committees and give a preview of some of the political challenges labor will face in the coming election year.

There will also be a greater effort to inform our members through the *Engineers News* on upcoming public hearings for vital construction projects and on key legislative developments that affect building and construction tradesmen.

Several recent developments have also brought home to me the necessity of paying closer attention to the way state and federal bureaucrats are administering the agencies that oversee public works projects. It is no secret that given two different presidential administrations, the way they enforce the same set of laws and same agencies can be as different as night and day. Therefore, it is essential that trade union leaders keep a close eye on government agencies to see that the laws mandated by congressional and state legislatures are not stymied by bureaucratic shuffling.

Last month, for instance, the Bureau of Reclamation, which is annually responsible for tens of millions of dollars of work for our

members in water development projects, announced major revisions in its administrative procedures. The bureau now intends to rapidly expand its use of private engineering consultants in studying the feasibility of proposed construction projects.

We view this change with a very skeptical eye. It has been our experience that government agencies—given the opportunity to contract out feasibility studies—will shop around for the firms that will give them the results they desire. The Resources Agency in California has repeatedly utilized the services of "independent" consultants who are known to be extremely environmentally oriented. This practice results in studies that consistently overemphasize the negative aspects of projects.

The Bureau of Reclamation will also undergo a name change—it will soon become the Water and Power Resources Administration. I've been told by friends in the Bureau, that in addition to greater use of private consultants, there will be more autonomy given to regional offices to make their own decisions on water development projects. This too would seem to place the future of many projects at the whim of the regional officials.

In another case, major changes proposed by the Water Resources Council to revamp cost/benefit methods used to evaluate the worth of water projects also spells trouble for the construction industry. The net result in these changes will be a reduction in the calculated benefits of many construction projects. This could spell the end to millions of dollars of projects in California which are now considered to be marginal.

It's quite apparent, then, that we have our work cut out for us as we enter a new year and decade. In the meantime, I sincerely wish our members a very merry and well deserved Christmas and may God be with you and your families.

## House Victory for New Energy Mobilization Board

Advocates of creating a powerful new energy mobilization board that could override federal environmental laws if necessary to speed construction of high-priority energy projects won a major victory in the House of Representatives last month. But the congressional battle over just how much authority to give the board is not over yet.

After debate, the House picked the stronger of two bills before it. The legislation would set up a five-member board empowered to fast-track an unlimited number of energy projects, such as synthetic fuel plants, refineries, pipelines and hydroelectric projects. The board would set deadlines for affected federal, state and local agencies to act on licenses, permits and other clearances. If the agencies failed to meet the deadlines, the board could then step in and make the decisions itself.

Giving the board this authority was relatively noncontroversial. The main debate centered on whether the board should also be allowed to waive local, state and federal laws that put restrictions on energy projects. In the end, the House compromised. It denied the board over-riding authority on local and state laws but

would permit it to waive federal laws provided the President and both houses of Congress approve each waiver. The waivers could apply to such laws as those mandating air pollution emission controls, water cleanup, toxic waste disposal and wilderness protection. The bill now goes to a conference committee where it must be reconciled with a Senate version

that would not allow waivers of any substantive laws.

Morris K. Udall (D-Ariz.), chairman of the House Interior Committee, who opposed the waiver power, said that the final bill "constitutes a formula for destroying the [environmental] laws of the country put together by Congress

over the last 20 years." But James C. Wright, Jr. (D-Tex.), House majority leader, said the bill should include the option of waiving federal laws because a

"regulation-writing bureaucracy promulgating 10,000 regulations... has been bogging down the vital efforts of the U.S. to make itself fuel-efficient."

## Watchful Eye Needed on Highway Program

(Continued from Page 1)

be invited to participate in a number of discussions within the next few months to determine what form the new legislation will take.

"Representatives from our International union, as well as other construction trades unions will be on hand for those discussions to see that the interests of our members are protected," Marr said.

A regional spokesman for the Transportation Department told *Engineers News* this month that, with the nearing completion of the nation's Interstate system, "some way has to be found" to provide funds to maintain it. Officials are forecasting that there will be less money

in the future coming into the Highway Trust Fund, due to the rising cost of gasoline. Since the fund is supported by federal gas taxes, a reduction in driving nationwide will undoubtedly result in fewer federal dollars for highway construction and rehabilitation.

On a brighter note, the transportation secretary has promised to expedite a number of Interstate segments currently hung up in litigation, including H-3 in Honolulu, which is undergoing a supplemental EIS. This action is seen as one step the Transportation Department is undertaking to conform to the mandate Congress made last year to get all remaining segments of the Interstate system out to bid by 1984.

"We have \$10 billion of undecided freeway segments around the country, and the cost of leaving them alone is almost incalculable," Secretary Goldschmidt said.

Goldschmidt also had some good news for transit builders. Though early drafts of President Carter's proposed windfall profits tax indicated that the \$13 billion to be generated from it for transit would not go to any new systems, the transportation secretary said last month that has been changed. The administration's position now is to allow for construction of new transit systems in cases where that would be more feasible than revamping old ones, he said.



# PROJECT

## \$8 Million Boost for Highways

The Brown administration's business and transportation secretary, Alan Stein, agreed to restore \$8 million to the Transportation Department budget so highway construction projects can be put out to bid sooner. Governor Brown had earlier blue-penciled \$10 million from the department budget, money that was to be used either to beef up the staff, hire outside firms or allow local governments to do planning and engineering to prepare millions of dollars of highway construction projects during the next five years.

Deletion of the \$10 million from the budget would have seriously affected Caltrans' ability to process planning and bids for upcoming highway projects in California. The amendment to restore the \$8 million of the \$10 million that was deleted will be added to Assemblyman Walter Ingalls' AB 1098.

## OSHA Adopts New Blasting Signals

The State Occupational Safety and Health Standards Board (Cal/OSHA) has announced the adoption of revised blasting signal requirements for blasting operations. The new requirements become effective January 1. Blasting signals are used whenever explosive blasting operations are conducted during phases of construction, mining and tunneling to warn employees by loud horn signals of the approach or cessation of blasting.

Under the newly-adopted requirements, California's blasting signals will correspond to the federal signals used in the rest of the country. CAL/OSHA also requires that all blasters be licensed by the state to ensure their familiarity and knowledge of safe blasting techniques.

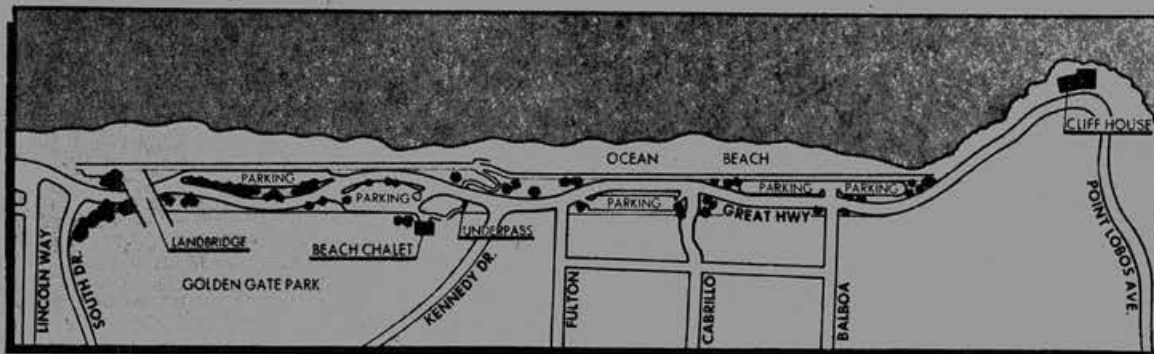
## \$1.5 Million for Pillar Point

Legislation authorizing a \$1.5 million loan for construction at the Pillar Point Harbor in Half Moon Bay is on the desk of Governor Jerry Brown. By a 56 to 0 vote, the State Assembly concurred with Senate amendments to a bill authored by Assemblyman Louis Papan (D-Millbrae). The bill, AB 1192, provides for a loan of \$1.5 million to the San Mateo County Harbor District. The money will come from the Harbors and Watercraft Revolving Fund and is to be repaid over a 30-year period at an interest rate of 4.5 percent. The money will be used to construct an inner breakwater at the Pillar Point project.

## Transbay Terminal Renovation OK'd

A plan to spend more than \$50 million to renovate and expand the aging Transbay Terminal in downtown San Francisco was approved, but without facilities for Greyhound buslines. The vote by the San Francisco Bay Area Transportation Terminal Authority, made up of public transit officials and planners, is the first step toward seeking government money for the project. The trimmed-down plans mean the terminal will be overhauled for increased commuter use with the addition of a second bus loading deck for SamTrans, AC Transit, and Golden Gate Transit riders.

The proposal also calls for changing the Mission Street face of the terminal, lowering the ramp used by municipal railway trolleys to street level and building a pedestrian bridge-way over the muni loading area to the Mission Street curb. Greyhound officials persuaded terminal planners to leave the long-haul bus line out of the rebuilding scheme, in favor of proceeding with their own plans to rebuild the existing Greyhound terminal at Seventh and Mission Streets. The Greyhound terminal should begin construction within the next several months, with the Transbay Terminal construction scheduled to begin next year.



## SF Great Highway to be Revamped

Plans are in the making to transform the bleak area extending from the San Francisco Cliff House to the south side of Golden Gate Park into a landscaped recreational corridor. The City has retained landscape architect Michael Painter to design a plan for the project, which will be carried out in connection with construction of the Westside section of San Francisco's \$1.5 billion wastewater treatment program.

Key features of the Great Highway facelift include: • two lanes of traffic in each direction with a gently curving roadway replacing the existing arrow-straight stretch which has long encouraged drag racing • moving the highway

closer to the ocean and eliminating the large parking area between the north and south-bound lanes • shifting most parking to the seawall of the Esplanade, with the parking sites partially depressed and concealed by landscaping berms.

Other features include a bikeway and jogging trail, new bus turnaround, and improved public beach access. The state Coastal Commission last Spring approved, with some modifications, the current plan for revamping the coastal area once the sewer line is installed. Estimated cost of the project is approximately \$5 million.

## I-5 Gap Finally Bridged

The final link in the Interstate 5 Freeway has been completed with the pouring of twin bands of concrete on side-by-side bridges spanning the Mokelumne River. The highway, which begins at the Canadian border, traverses Washington, Oregon and California, ending at the Mexican border. It is the only interstate highway that can boast it is an unbroken, high-speed roadway from Mexico to Canada. The total cost of I-5 exceeded \$2.3 billion in initial construction costs, right-of-way and engineering fees.

## Sugar Pine Contract Awarded

A Reno construction company has won a \$6.6 million federal contract to build the eight-mile Sugar Pine pipeline in Placer County, the U.S. Bureau of Reclamation has reported. The low bid by H.M. Byars Construction Co. was nearly 50 percent higher than a \$4.49 million estimate of project costs by bureau engineers. The pipeline will supply the community of Foresthill and surrounding areas. The dam and pipeline project are scheduled to be finished in two years. Construction of the dam started early this year.

## \$20 Million Complex Authorized

Construction is expected to begin early in January on a \$20 million, energy-efficient state office building in Sacramento. The Public Works Board has decided to authorize a call for bids on the building which will house about 1,000 state employees.

## I-80 Bids Below Estimate

Bids on completion of I-80 between 6000 West and Old Saltair came in well below estimate, according to the Utah Department of Transportation. Owl Engineers out of Irvine, CA bid the job at \$17.4 million, well below the estimate of \$21.7 million. The job involves constructing a concrete pavement roadway and three major structures, two of them at 7200 West and one at 6200 West. A full interchange is planned for 7200 West.

The contract will be completed in several phases. Eastbound lanes will be constructed first. The current westbound lanes of North Temple will become access roads to the interchanges at 7200 West and 5600 West.

## Supreme Court Dismisses Tahoe Case

The Supreme Court has refused to consider appeals from environmentalists and the state

of California seeking to block construction of three gambling casinos at Lake Tahoe. Without comment, the court dismissed appeals filed by the League to Save Lake Tahoe, California Attorney General and officials from the Tahoe Regional Planning Agency. All three of the highrise complexes along the Lake's North Shore in Nevada were opposed by the planning agency staff but won "default" approvals from the agency in 1973.

Under the agency's procedures, the failure of a majority of both Nevada and California members to agree automatically results in a project's being approved. The projects are the 11-story, 560-room Tahoe Palace Hotel, the seven-story, 960-room Hotel Oliver and the 22-story, 546-room addition to Harvey's Resort Hotel. Plans also call for construction of new parking facilities.

## Stockton Sues State

The City of Stockton wants to complete its Crosstown Freeway and is taking the state to court to get the \$50 million job done. The unfinished freeway was scratched from the state Department of Transportation drawing board in 1975, victim of Brown administration funding cutbacks. Unfinished is the 2.2-mile section of the freeway linking Highway 99 on the east and Interstate 5 on the west. The City Council has hired Fresno attorney Wayne Witchez, who fought a similar legal battle for the City of Fresno and succeeded in getting Caltrans to resume work on three partially completed freeways.

The resumption of highways 41, 180 and 168 in Fresno—more than \$200 million in construction—came as a result of a settlement conference at the Third District Court of Appeal in Sacramento. Local officials hope the Stockton case will move in the same direction.

## San Felipe's Costs Skyrocket

The estimated cost of building the first phase of an in-county distribution system for the San Felipe water project has been boosted to more than \$100 million because of price increases for concrete and steel. The estimate, according to Santa Clara County Water District officials, is a 45 percent increase since the last project review nine months ago and 155 percent more than the \$41 million voters approved for the system in May 1977.

# UPDATE





## 'Changing of the Guard' Marks AFL-CIO Convention

In one of its most historic occasions, the AFL-CIO met in Washington, D. C. this month for its 13th Convention to witness the passing of the gavel from retiring President George Meany to new President Lane Kirkland, who had served nine years as Meany's executive assistant and 10 years as Secretary-Treasurer.

Filling Kirkland's post as Secretary-Treasurer was Thomas R. Donahue. Four new members and 29 incumbents on the executive council were also elected.

In a convention marked by an outpouring of warmth for the aging Meany, Kirkland set labor's course for the 1980's as "full ahead, steady as she goes."

The 895 delegates spelled out the course also in adopting 122 resolutions, increasing the per capita tax, choosing a 33-member Executive Council including four new members and paying deep and touching tribute to Meany.

They listened attentively to speakers including the President, Cabinet members and the leaders of Congress, leaders of the civil rights movement, a recently released Cuban political prisoner and representatives of women and Hispanic groups in the four-day convention at the Sheraton-Washington hotel in Washington.

The 309 resolutions that came before the convention demonstrated a deep concern with the major problems of energy, inflation, unemployment, human rights and social welfare as well as a host of problems facing workers on the job and in their communities.

The man who had led the federation for 24 years in developing policy and action programs on these issues was upmost, however, in the delegates' minds. Not a speaker failed to mention Meany's contributions, nor did the delegates omit a round of applause.

Meany was named president emeritus of the AFL-CIO in a standing cheering ovation to which he responded from his wheelchair on the convention platform with memories of earlier years, and of those who had helped him. He promised to help out where he can and thanked the delegates "from the bottom of my heart."

Kirkland, who had been nominated by Meany, recalling the retiring president's record, said "the life work of this one valiant man would do honor to a dozen men, if divided among their histories. He is living proof of how much difference one person, armed with his qualities, can really make in the course of human events."

Noting a convention resolution on affiliation of unions not in the AFL-CIO, Kirkland declared "all workers belong in the unions of their trade or industry and all true unions belong in the AFL-CIO. This AFL-CIO is the steward of the common good of the trade union movement. Its delegates distill from the natural conflicting passions and prejudices of workers at large the best and most generous impulses and qualities of American labor."

In his last keynote address to an AFL-CIO convention, Meany stepped down with a gift for America's workers—a strong and unified trade union movement, a well-built house of labor. He urged the delegates to take this labor movement and move it forward to new growth and expansion.

To help achieve this growth, the delegates supported unanimously a recommendation from the council to increase the per capita payment from 16 to 19 cents per member per month to meet increasing costs and expenses and prevent future deficits. The new per capita is effective Jan. 1, 1980.

Following the lead of the Committee on Resolutions and other convention committees, the delegates approved 122 resolutions, a reaffirmation of AFL-CIO

policies across the board spectrum of labor's interests.

### Labor Law Reform On Legislative Agenda

Labor law reform is "a top priority item" on the AFL-CIO's agenda, the convention affirmed.

It cited the difficulties of getting effective legislation through Congress, especially with the constant threat of a Senate filibuster.

"Reform that threatens the business community's vested interests does not come easy," the convention pointed out.

It voted to give the AFL-CIO Executive Council broad flexibility to shape new proposals in line with "current legislative realities." The federation is prepared to work with the Administration and congressional committees to put before Congress "legislation that is narrow enough to come to a vote and yet broad enough to be worthy of our support and passage," the resolution said.

The federation will not abandon any of its specific goals, the convention declared. But it will move "step by step, if necessary, to assure that all workers enjoy in fact as well as in theory their rights stated in the law."

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Change of leadership in the AFL-CIO is marked by the passing of the gavel from George Meany to new President Lane Kirkland.

## Kirkland Will Keep Labor Movement 'Full Speed Ahead'

By Mark Stechbart

The changing of the guard and the election of new leadership provokes both reminiscing and reassessment in any organization, and the AFL-CIO is no different. As George Meany steps down after 24 years as the only AFL-CIO president known to millions of union members, Lane Kirkland is elected to lead the AFL-CIO into the 1980's. From the Brooklyn plumber George Meany to the merchant mariner Lane Kirkland is passed the title and the responsibility of becoming the "voice of labor." And what is the stature of Lane Kirkland, the trade unionist might ask, and where is the AFL-CIO going in the 1980's?

"I recently wrote Lane Kirkland a note," Senator Daniel Patrick Moynihan (D-NY) said, "and I told him that if the power were given to me to choose either the next president of the United States or the head of the American labor movement, I would choose the labor movement as the more important job." Warming up to this subject, Moynihan continued, "As an institution—and business still doesn't appreciate it—it has more stability than any other institution in America. The American labor movement is a rock. American social stability is built on the rock of the labor movement."

This heritage and responsibility is nothing new to Kirkland, since he has been inside the labor movement in vari-

ous capacities since 1948. Kirkland started out by graduating in the first class of the US Merchant Marine Academy in 1942 and as a member of the Masters, Mates and Pilots Union, AFL-CIO, spent World War II running wolf packs as a deck officer in the merchant marine. After the war, Kirkland entered Georgetown University and later joined the research staff of the old American Federation of Labor, headed by George Meany.

From 1958-1960, Kirkland was employed as the director of research and education for the International Union of Operating Engineers. By the end of 1960, Kirkland was back in the now merged AFL-CIO as the executive assistant to Meany.

Through his own performance and a close working relationship with George Meany, Kirkland was elected AFL-CIO Secretary-Treasurer in 1969 and assumed the corresponding responsibilities of being second in command in a federation of 104 national unions.

The differences between Kirkland and Meany are many, even after a 30-year working relationship. Yet there are also many similarities in terms of their agenda for the American trade union movement.

While Kirkland is by no means a cigar smoking, Brooklyn plumber, he has been involved in every AFL-CIO policy decision made since 1969. Kirk-

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# Historic Changes for Convention

(Continued from Page 4)

Unions and union members put a mighty effort into the campaign for labor law reform in the last Congress, the convention noted, and it pledged "even greater energies" to a renewed campaign.

## Repeal of 14(b) Affirmed as Goal

A convention resolution affirmed the AFL-CIO's "determination to seek repeal of Section 14(b) of the Taft-Hartley Act," which allows states to outlaw union shop agreements.

State "right-to-work" laws that prohibit the union shop are intended to obstruct unionism and limit the scope of collective bargaining, the AFL-CIO asserted.

While recent attempts to impose "right-to-work" laws have been beaten in Missouri and New Mexico, the resolution noted that large number of workers in states with such laws are still denied full union rights.

## Meany's Farewell Speech

(Editor's Note: Following is the complete text of AFL-CIO President George Meany's farewell address to the American labor movement given at the AFL-CIO 13th Convention, Nov. 15, 1979.)

GEORGE MEANY

President, American Federation of Labor and Congress of Industrial Organizations

Today is the last time I will have the honor of opening a convention of the AFL-CIO. By coincidence it is also an historic anniversary for the American trade union movement.

Ninety-eight years ago on this day—in Pittsburgh, Pennsylvania—107 trade unionists established the first, continuing national trade union center in this country. The AFL-CIO is its direct descendant.

On November 15, 1881 the Federation of Organized Trades and Labor Unions was born for one simple reason—the unions of that day knew—

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"Mr. Meany, on behalf of the American people, thank you. May God bless all of you."—President Jimmy Carter

It said the right to negotiate union security is essential to national labor policy.

## Mass Transit Pushed

"As the energy crisis worsens, millions more Americans will turn to mass transit," the AFL-CIO convention said, and they'll find a pitiful system that falls far short of national needs.

Consequently, the convention outlined an extensive program designed to enable urban mass transit systems to serve 14 percent of the nation's transportation needs instead of the current 4 percent.

Such a program starts with adequate funding, "a minimum of \$10 billion annually," and includes such features as more extensive experimenting with no-fare transit, through which "an estimated 1 million barrels of oil, or 10 percent of our foreign oil imports, can be saved daily" if applied nationwide.

Other features of the program urge the federal government to better distribute its assistance funds under the Urban Mass Transportation Act, create a permanent advisory committee on bus and rail design and triple the capability of manufacturing them.

Essential labor standards, the convention said, include promoting collective bargaining in the industry, paying prevailing wages for construction of needed facilities, and putting the Labor Dept. solely in charge of labor protection provisions in all federal mass transit programs.

## Strict Enforcement Of Job Safety Asked

In another resolution, the AFL-CIO stressed that a joint effort by workers and the federal government is essential to reduce the toll of work-related deaths, injuries and illnesses.

While calling for expanded training



Seated at the 13th Convention of the AFL-CIO are some of the delegates representing the International Union of Operating Engineers.

and education programs for union members to help them identify occupational hazards, the resolution outlined needed steps the White House and federal agencies should take to improve on-the-job safeguards.

It urged President Carter to exempt the Occupational Safety & Health Administration and other agencies from making cost-benefit analyses on proposed rulemaking when their operating statutes contain no such provisions.

OSHA is now under a presidential order to submit these studies to the White House months before new safety and health regulations can be issued.

The resolution pointed out that economic impact studies in the rulemaking processes tend to ignore human values.

Rather than focusing on dollar sav-

ings for employers in complying with OSHA standards, the emphasis should be on workers' lives, the resolution stressed.

The convention commended Assistant Labor Sec. Eula Bingham for establishing a task force leading to an enforcement section in OSHA covering the construction industry. But it also cited the need to increase the number of compliance officers in all industries, with particular emphasis on high-risk occupations.

The resolution traced a mounting backlog of worker complaints on safety and health violations to a serious shortage of OSHA inspectors.

The convention renewed the AFL-CIO's call to bring all public employees

(Continued on Page 17)

## A Lifetime Devoted to the Labor Movement

By John McMahon

George Meany retired last month leaving behind him a monument to his 24 years of leadership—a strong and united AFL-CIO.

Saying that the American labor movement is "vital, dynamic and growing" Meany said good-by to delegates representing 14 million trade unionists from across the country at the 13th Biennial Convention of the American Federation of Labor-Congress of Industrial Organizations.

Meany had announced that he would not seek reelection as President of the AFL-CIO, a position he has held continuously since 1955. The head of the free labor movement had cited recent bad health as his main reason for stepping down.

Meany has spent a life time devoted to the labor movement and his strong belief that the laboring class has a right to organize and bargain collectively. As head of the AFL-CIO, Meany made it a point to speak out on every issue that related to the conditions of working men and women. More often than not, Meany's opinions were listened to and followed.

He was born William George Meany in August, 1894 in the Harlem section of New York City, the second of ten kids. His Irish-American father, Michael, was president of the local plumbers union.

In 1910 Meany followed in his father's footsteps when he began his apprenticeship as a plumber. After receiving his journeyman's card five years later, Meany took up the trade in New York City. He became active in his union and was soon elected to the Executive Board.

A few years later, in 1922 Meany was elected a full time business agent, a job that

paid \$60 a week plus \$15 in expenses. He soon began to widen his activities, first in the building trades and later in the Central Trades. In 1934 he was elected President of the New York State Federation of Labor. He held that position for five years.

Meany's hard work on behalf of the labor movement caught the attention of AFL President William Green, who summoned him to Washington to serve as the Secretary-Treasurer of the AFL, succeeding the late Frank Morrison.

During World War II, Meany served as a member of the War Labor Board and represented the AFL on the President's Committee to draw up a wartime labor policy.

In November, 1952 Green died at age 82. George Meany was elected President of the AFL to succeed him. The labor movement that Meany inherited was a house divided. Split over issues of craft vs. industrial organizations, embarrassed by charges of corruption among its ranks, faced with a Republican President for the first time since 1932. Meany went to work building one of the most powerful organizations in the nation.

His chief goal, and what likely will be remembered as his greatest accomplishment, was reunification of the national labor movement. Split since 1937 over the issue of organizing the new mass production industries, the AFL and the CIO spent thousands of dollars and man-hours grappling with each other.

Upon taking office, Meany quickly extended the olive branch to the CIO, declaring in his acceptance speech: "They are trade unionists and so are we, and we must find some way to get together." Within three years, it was done, a single labor federation, 12.6 million strong, speaking with one united voice, that of George Meany.

Meany quickly cleaned labor's image, expelling local unions for racketeering and Communist influence.

He also set in motion the best oiled, and for years now the most effective political action committee yet organized—the Committee on Political Education (COPE).

The political support of COPE was soon the most sought after endorsement of any politician wishing to be identified as a "friend of labor."

Landmark legislation, designed to further upgrade the plight of working people all bear the imprint of George Meany. The Civil Rights Act of 1964, Medicare, Medicaid, minimum-wage increases, OSHA, the Postal Reform Act to name a few were all enacted with the active support and help of Meany and the AFL-CIO.

In closing out his long career as an active spokesman for the labor movement, Meany reminded the delegates at the convention that "the labor movement cannot be content with defending the status quo or reliving past glories. We must constantly look to the future, develop new leadership and adapt policies to changing conditions and new technologies."

He described the trade union movement as growing "despite the combined effects of technology, unfair international trade policies and continued high unemployment..." It is growing despite the fact that the "labor laws of this nation have been sharply tilted away from protecting the right of workers to organize and bargain collectively."

Leading the AFL-CIO, he concluded, has been: "both a humbling and tremendously rewarding experience," he said. To the delegates—"the representatives of the workers of America—gives my sincere appreciation for this opportunity to serve."





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 work picture for 1979 has been better than last year, and we expect 1980 to be even greater—we hope and pray that many new projects will go to bid in 1980, and new housing developments will start throughout our jurisdiction even with the extremely high interest rates now prevailing. Our goal is 100% employment of all the brothers and sister engineers.

Earlier this month, the Department of Health, Education and Welfare announced that Medicare participants will be required to pay higher deductible amounts with respect to each benefit period beginning January 1, 1980.

A list of the new deductibles, as published recently in the Federal Register is as follows:

\$45 a day for 61st through 90th day of hospitalization (now \$40);  
\$22.50 for the 21st through 100th day of post-hospital extended care (now \$20);  
\$90 a day for each day in hospital during 60 day lifetime reserve (now \$80).

The following table of Medicare changes has been updated to incorporate the modifications described above. At this time, it is not known whether the current premium of \$8.70 per month for Part B will be changed as of July 1, 1980.

If Santa Claus were a highway planner, he'd love this list.

The Contra Costa Mayor's Conference has given its rubber-stamp approval to a list of highway projects proposed by cities and counties over the next 10 years that would total nearly \$520 million.

But as every one knows, Santa Claus doesn't always bring everything you ask for.

### CHANGES IN MEDICARE DEDUCTIBLES, CO-INSURANCE AND REIMBURSEMENTS

	Part A				Part B	
	1st day hospital deductible	61st-90th day co-insurance	60-day Lifetime reserve co-insurance	21st-100th day extended care co-insurance	DXL deductible	Monthly Premium Deductible
7-1-66	\$40	\$10	-	-	\$20	\$3.00 \$50
1-1-67				Added-\$5		
4-1-68			Added-	\$20	Eliminated	4.00 DXL transferred from Part A
1-1-69	44	11	22	5.50		
1-1-70	52	13	26	6.50		
7-1-70					5.30	
1-1-71	60	15	30	7.50		
7-1-71					5.60	
1-1-72	68	17	34	8.50		
7-1-72					5.80	60
1-1-73	72	18	36	9.00		
7-1-73					6.30	
1-1-74	84	21	42	10.50		
7-1-74					6.70	
1-1-75	92	23	46	11.50		
1-1-76	104	26	52	13.00		
7-1-76					7.20	
1-1-77	124	31	62	15.50		
7-1-77					7.70	
1-1-78	144	36	72	18.00		
7-1-78					8.20	
1-1-79	160	40	80	20.00		
7-1-79					8.70	
1-1-80	180	45	90	22.50		

The Metropolitan Transportation Commission has requested the county to sit down this year and put all their wishes in order, however this does not mean they will get them all.

The list includes projects that would do everything from completing the Hoffman Freeway through Richmond to drilling a fourth bore through the Caldecott Tunnel.

There are also projects to take care of relatively minor problems, such as linking St. Stephens Drive to the Caldecott Tunnel.

There is a total of 33 projects on the list, which will go before the Board of Supervisors for approval before the end of the year and then be forwarded to the MTC and put in the funding hopper.

The MTC annually reviews highway projects proposed by cities and counties in the entire Bay Area and makes appropriations to the ones needed most.

Last year, the county received funding for one project—preliminary work on the Hoffman Freeway. A \$3.9 million grant was awarded out of \$90 million fund available to the entire Bay Area.

In its "wish" list the county is asking for a total of \$145 million to finish the Hoffman Freeway over the next 10 years. The project is considered vital to the redevelopment of downtown Richmond and the cultivation of the city's new port.

Amount the other major projects included in the list are:

- Building a four-lane freeway connecting Interstate 80 near Pinole to Highway 4 west of the Cummings Skyway at a cost of \$15.3 million.
- Add two more lanes to Highway 680 between Willow Pass Road and Highway 4 at a cost of \$3.7 million.
- Expand Highway 4 between Interstate 680 and Railroad Avenue to six lanes at a cost of \$44.4 million.

There are three projects on the list that are sure to be built next year because they will be funded by money from local developers as part of their subdivision requirements.

They include the widening of Highway 4 between Borden Junction to Old River Bridge.

## Signs of Construction Boom Hang on in Reno

Business agent Ed Jones reports that after a very good work season in District 11, the downtown Reno area still shows signs of the recent construction boom. Western Crane & Rigging has almost completed setting the pre-cast panels on a 12-story plus 4 level parking garage of Valley Bank Plaza, at the corner of Sierra St. and Liberty St.

Harrahs Club, already the largest gambling and entertainment establishment in the Reno area, shows signs of growing even larger as their 7 story casino cabaret begins to take shape at Second St. and Virginia St. in downtown Reno.

Western Crane and Rigging can also be found setting the tilt up walls for the 550,000 square foot General Motor's Parts Distribution Center at Vista. Sierra Crane Service is setting the steel on this project. Nearby, the R. E. Ferretto Construction Co. crew is busy doing site work for the Iron Horse Shopping center at McCarran and Prater Way in Sparks. Gerhart and Berry is doing the underground work on this project.

The R.E. Ferretto crew is also busy on the streets and underground work at the 72 unit Lewis Homes residential subdivision in Sparks. Nevada Paving is working on the \$769,486 Donati Road extension with Gerhart and Berry doing the underground and pipe work. Tannenbaum Construction is doing the excavating on this City of Sparks project which will connect Prater Way with Baring Blvd.

Tannenbaum Construction also has a scraper spread working on

the 300 unit Liberty Village Trailer Park at Mustang. This job should run through the winter months, weather permitting, Jones said.

Mid Mountain Contractors out of Belview Washington, has a contract with Southwest Gas Co. to install a 12 inch gas 5 mile loop line north of Reno from Spanish Springs to the main station at the north end of Valley Rd. This project should maintain about 30 operators on the job.

Nevada Paving is finishing up the 10.5 mile overlay job north of Denio, with the crusher crew still on this job running 40,000 ton stock pile of material for the State of Nevada. Nevada Paving was the low bidder on a job on Schindrek Road in Fallon at \$141,932.00, which will provide continuing work for some of their crew.

Helms Construction recently picked up another phase of I-580 with the .767 mile long stretch from Moana Lane to South Virginia St. for \$5,040,175. Helms Const. also picked up the Greg Street extension for \$1,060,770.

Helms Const. is finishing up the first work on the Elko I-80 bypass with the crusher crews running two shifts for base and CTB. They also have a dirt spread working on the \$3,130,170 I-80 job at Halleck with about 400,000 yards of scraper dirt on this job. Helms Const. should be setting up a crusher soon, on the \$1,324,785 Mill City job and plan to run crusher through the winter months, weather permitting.

Jack B. Parson Construction is finishing up the dirt work on the east bound lane of the 10.5 mile

I-80 Freeway at Wendover. Their dirt crew will be down through the winter months since the west bound lane must remain open to traffic while they do base rock, CTB, and white paving on the east bound lane. They will be doing crushing and structures through the winter months. They also plan to do crushing and about 60,000

yards of dirt work on the 7.5 mile I-80 Carlin bypass job through the winter.

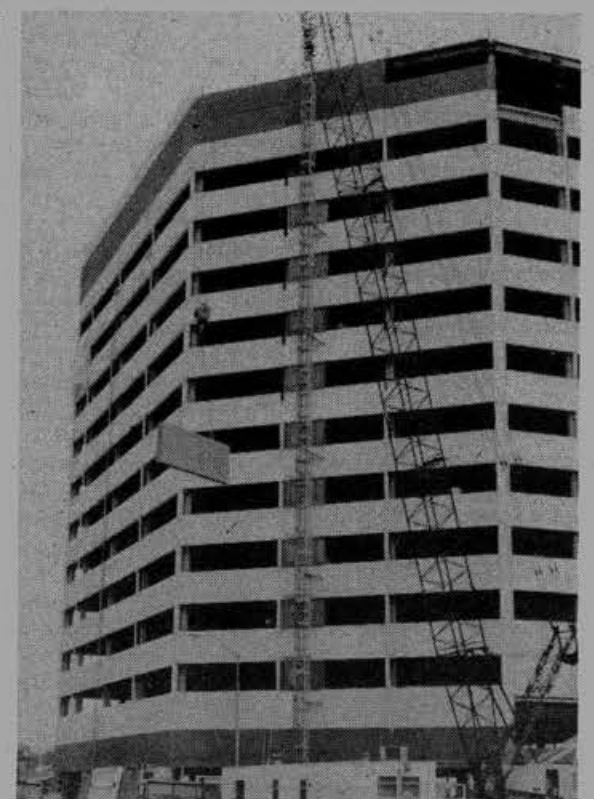
T.A.B. Construction out of Las Vegas has a contract for 18 miles of water lines ranging in size from 6-inch to 16-inch to connect eleven water wells located west of Battle Mountain to the Valmy Power Plant. This project should have

about eight operators working on the trenching machines, loaders and the crane.

District 11 Representative Dale Beach, along with the District 11 business agents, would like to take this opportunity to thank those members in District 11 who contributed to the recent City of Hope fund raising project.



Pictured left is Harrah's seven-story Casino Cabaret expansion at Second and Virginia Streets. On the right is the



new Valley Bank Plaza under construction at Sierra and Liberty streets in Reno.





By BOB MAYFIELD  
Vice-President

## Rigging Lines

It hardly seems possible but Thanksgiving 1979 is now a page in history and I only hope that every member's Turkey dinner and holidays with the kids and families was as happy as mine. It also would be most appropriate to wish everybody and their family a Merry Christmas and most happy and prosperous upcoming New Year. We all should count our blessings and hope 1980 will be close to the 1979 work year, which is certainly already an all-time record work year.

For this writer, this last half-year has been sort of an "off" year, as far as contract negotiations are concerned. This relative calm in this area, however, is just about to come to a screeching halt. The immediate contract opening is the Cortez Gold Mine, which is located about halfway between Elko and Battle Mountain in Nevada, and is a long way out in the Boonies off from the highway. For several years, this property had upwards of 150-200 people in the bargaining unit and was a go-ahead mine with top-flight crews making a marginal ore body a profitable operation for the Mother company (Placer Amex).

However, inflation and low gold and silver prices finally virtually halted this mine in late 1973, with only 5 or 6 employees consisting of the work crew since that time. However, the company and we in the union have continued a labor agreement a year at a time for the small crews that remained. The approaching 1980's gold and silver prices have risen to all-time record levels, which have now made this mining property once more a prospect to expand to the levels it once held only a few years back. We, (Nevada District Representative Dale Beach and myself,) have met with company officials once already and have reason to believe that sometime prior to Christmas we should reach agreement with the company on a new and long term agreement.

Not only is the above property showing strong signs of immediate big activity, but many other new (and also old and historic) gold and silver properties are once more likely to come alive. A new prospect is located almost directly north of Elko, Nevada towards Idaho. We are told the company involved may build a mill, which could run as much as \$40 million. We also hear this particular company isn't a union-oriented company, so the prospects for mill construction and the permanent employees of the mine and mill that will be required on an on-going basis being constructed union and the permanent employers being union, certainly remain a big question mark. Several other mining projects in this region, besides gold, remain immediate possibilities for organizing. Even old Virginia City shows signs of coming alive once, as there is reason to believe that much more gold and silver remains in that mountain and will be found as long as high prices dictate the desire to find gold and silver.

Last month I mentioned the MX Missile project in my column as a possible project of huge magnitude that might fill some gaps in our business, in case the housing industry went on its ear, primarily due to very high interest rates. Since that time this same project has drawn a great deal of ink in many national magazines such *Engineering News Record* and others, and also a lot of newspapers, nationally. Most recently, the San Francisco Chronicle reprinted an article written by a writer of the Washington Post in Washington, D. C. He claims this project would likely surpass many famous milestones in this country's history, such as the transcontinental railroad, the Panama Canal, and in some instances would rival a large segment of the interstate highway system, which is no doubt the best such system in the world. To say the least, compared with any of the above projects even remotely would make this a giant.

About 65 percent of MX would be constructed in the State of Nevada under present planning, and nearly all of the balance—or 35 percent of it—would be done in the remote areas of Utah, immediately across from Nevada. As everyone who is a member of our union should know, this means that a majority of the entire project would be constructed in Local #3's jurisdiction, with the balance to be done in our sister local, Local #12, which covers Southern Nevada. It really is hard to imagine money figures people are talking about when they say project costs are estimated to be around \$35 Billion, and could require up to 30,000 building tradesmen. This figure is almost four times that required to build the Alaska pipeline.

They speak of the equivalent of 10,000 miles of interstate highways, 2,000 miles of new railroad, and many miles of cut & cover, or actual tunnels, that would house the missile. When the entire project is completed, figures of 14,000 permanent employees will be required to maintain and operate the facilities. This article, from which these figures were derived, suggests that the beginning dates of possible construction would hinge on how quickly Salt II might be signed. To me, there are many unknowns yet regarding MX, but in a way this massive project—if it must be built—will certainly provide not only a lot of excellent Operating Engineer jobs but, hopefully, a defensive system that would help protect the people of this country from a nuclear devastation by those countries capable of doing so.

## A Landslide Vote

# Warm Springs Dam Survives Referendum

The vote on the Warm Springs Dam issue was soundly defeated this month by an overwhelming vote of 73 percent to 27 percent reports District Representative Bob Wagnon.

"If ever there was a mandate to complete the dam, this was it and in looking at the different precinct results throughout Sonoma County the vote was practically the same," commented Wagnon. "Our office does not know where to begin to thank all those who helped bring about this victory, so we will just

say "Thanks" to everyone for their wonderful support in helping to put up signs, working on the week-end dam tours and manning the telephone banks. There are many more issues to be reckoned with in the future but with the expertise and help we are getting I believe that by pulling together we can rectify some of the problems we are faced with."

The Southern area, consisting of Southern Sonoma and Napa Counties, has resumed limited operations, in spite of the first heavy

rains and a couple of days of sunshine, reports Business Representative Charlie Snyder. A few of the contractors are attempting to wind up the work on their projects that are nearing completion.

Great American Construction is working on a couple of projects in the area, including Sear's new store in downtown Santa Rosa. Argonaut Constructors have several small projects running in the area.

Titan Group, at the Sonoma Sewer Plant, is continuing with

(Continued on Page 14)

## How to Utilize City of Hope

### Admission Policy & Procedure

Admission policy is established by the Board of Directors of the City of Hope, a referral medical and research center for the treatment and study of catatrophic diseases.

Patients are accepted on referral from a private physician if they have a disease treated at the City of Hope at a stage which permits definitive therapy. Patients with early, untreated disease receive preference for acceptance because maximum benefit can be afforded them by the City of Hope's multidisciplinary approach. Patients needing custodial care are not admissible.

Free care is available to patients without regard to handicap, race, creed or color. In all instances, liaison is maintained with the referring physician; the patient is returned to private care after the specialized services of the City of Hope have been provided.

#### Letter of Referral

The patient's current attending or personal physician, clinic or hospital should send a letter of referral to the Office of Admissions giving the history of illness and present clinical findings. Consideration for acceptance depends upon this material being available to our physicians. If additional pertinent information is needed, this will be requested.

The letter of referral should state if the physician and patient are seeking care at the City of Hope, or consultation only.

In cases of an urgent nature, the referring physician may telephone the Admitting Office. In such instances, if the patient is accepted for care, the pertinent medical information should accompany the patient.

Correspondence should be addressed to the Office of Admissions, City of Hope National Medical Center, Duarte, California 91010. (213) 359-8111.

In this brief summary, the full scope of clinical programs cannot be detailed. Examples follow:

#### Cancer

The City of Hope cares for patients with primary cancer of all organ systems. The disease must be at a stage which can be helped by definitive surgical, radiologic or chemotherapeutic modalities. Patients with widely disseminated disease, applying for the first time, are usually not admitted except for selected cases of metastatic breast cancer, choriocarcinoma of the uterus and germinal neoplasms. There are ongoing research programs dealing with various forms and stages of cancer. Hence, inquiries beyond the above guidelines are encouraged.

#### Blood Diseases

Admissible are patients with: Tumors of the lymph glands, and lymphatic system. Acute leukemia, chronic myelogenous and chronic lymphatic leukemia, sickle cell anemia. Hemolytic diseases. Poorly defined anemias. Lipid storage diseases, such as Gaucher's. Any other hematologic disorder.

#### Gastrointestinal Diseases

Patients with various gastrointestinal diseases may be accepted for diagnostic evaluation, consultation or care. Available services include endoscopy, colonoscopy with polypectomy, liver and small bowel biopsy.

#### Heart Diseases

Admissible are selected patients with untreated high blood pressure (essential hypertension), arteriosclerosis and coronary infarction, for a limited period of study and evaluation. At the conclusion of

the study, such patients are returned to the care of the referring physician with recommendations for treatment.

#### Metabolic Diseases

Metabolic and endocrine patients with special emphasis on diabetes are admitted to the Adult Metabolic Unit. The Pediatric Metabolic Service has facilities for juvenile diabetes and endocrine disorders.

#### Pediatrics

Admissible are infants, children and adolescents with blood and neoplastic diseases such as leukemia, anemia, leukocyte and platelet abnormalities, and other bleeding disorders, lymphomas and malignant solid tumors of various types; diabetes and certain other metabolic disturbances; and congenital heart disease (for investigation and medical treatment).

#### Pulmonary Diseases

Admissible are adult patients with: Cancer, benign tumors and all forms of intrathoracic disease requiring surgery. Emphysema, chronic bronchitis, chronic asthma, cystic fibrosis, pneumoconiosis, chronic infections, sarcoidosis, collagen disease or pulmonary disease of unknown etiology, for a limited period of study, evaluation and treatment. At the conclusion of this period, such patients are returned to the care of the referring physician with recommendations for further care.

#### Genetic Diseases

The Genetics Counseling Service is available to physicians on behalf of patients with certain problems relating to hereditary diseases. Karyotyping will be performed if necessary. Inquiries should be addressed to the Office of Admissions.

#### Other

Patients with neurological, neurosurgical and other conditions may be admitted to specialized treatment or investigative programs. Referring physicians should inquire at the Office of Admissions.

#### Consultation Service

Consultation service is offered directly to physicians in any part of the world on behalf of their patients. This is an indirect way of extending the facilities of the Medical Center and the knowledge and experience of the Staff to the benefit of patients who may not be admitted to the City of Hope. Such services are available either if the City of Hope declines the referral for admission or if the referring physician wishes only a consultation. Consultations are offered to referring physicians either by individual City of Hope specialists or through multidisciplinary conferences and tumor boards. Such services can be obtained by the physician through communication with the Office of Admissions.

## For Your Information

Patients and family are responsible for:

1. Transportation to and from the Medical Center.
2. Housing and meals for outpatients and for relatives visiting patients.
3. Cost of outpatient medications and pharmaceuticals prescribed on discharge.
4. Cost of services provided for outpatients by outside agencies.
5. Cost of medical devices that will be used on an outpatient basis.
6. Patients and their families are also encouraged to replace blood used while at the City of Hope.



# Local 3 in the Seventies

(Continued from Page 1)

instance, years of unconnected campaigns to clear the air, clean up polluted waterways, save the coastline, block freeways and preserve our natural environment, did not really gain momentum until some enterprising ecologist somewhere discovered the strong "no growth sentiment" boiling under people's skins.

Residents, it seemed, were becoming increasingly concerned with their own lifestyles—longer lines at the supermarket, the threat of double sessions at school, packed swimming pools, even the need for reservations to rough it in Yosemite National Park. Quality of life was *their* environment. Once those feelings were fully understood, it was easy for environmentalists to capitalize on them.

So it came to be that local businessmen, who wouldn't be caught dead with an "eco-freak" could be found supporting a county referendum to limit sewer hookups, because as taxpayers they were worried about the costs in city services for unbridled development. Even a construction trade unionist, whose children were threatened by the school district with double sessions could be caught favoring a moratorium on growth.

The tax reform movement also

worked amazingly well for environmentalists. Nearly every wage earner feels he is taxed too heavily, that government is big, bumbling and wastes tax dollars. How easy it was then for opponents to a federally funded dam or sewer project to call it a "boondoggle," or "pork barrel" project and a waste of *our* tax dollars. How strange, for instance, to see right wing, Mr. free enterprise Howard Jarvis endorsing a measure in Sonoma County to dump Warm Springs Dam.

It is no small achievement then, that trade unionists in the construction industry survived the turbulent seventies. After all, the no-growth and taxes vs. jobs issues exerted strong conflicts of interest—even for us. The Jarvis-Gann Initiative showed just how strong those conflicts could be. A majority of operating engineers voted for Proposition 13, even though it threatened to dry up local matching funds for sewer construction and many road and street projects.

Strong pushes by open shop and right-to-work advocates in their own way, added fuel to the environmentalist's fire. Supporting Labor Law Reform, fighting incursions into the Davis-Bacon Act, trying to pass a situs picketing law stamping out right-to-work campaigns in a dozen states—all these required great

expenditures of time and effort—time that could have been spent fighting for specific construction projects.

Somehow though, the process that ultimately "bureaucratized" the "era of limits" movement also enabled building tradesmen to compete for construction work on a more equal footing. Wild, crazy and unpredictable environmentalists staging sit ins and demonstrations and manipulating the media were harder to deal with than wild, crazy and unpredictable activists who eventually obtained jobs in the EPA, the Resources Agency, Water Resources Control Board, etc. Once lodged in the bureaucratic structure, even died in the wool environmentalists and no-growth advocates became political animals. They had to answer to their superiors who were elected officials and who could fire them if they got too far out of line.

Before the seventies ended, trade unionists also learned a thing or two about the taxpayer psychology. No-growthers might blame us with proliferating pork barrel projects and tax waste. But we could prove the millions it cost to file environmental reports or stand by idly while inflation ravaged a construction project tied up in an environmental lawsuit.

Yes, Governor Brown was right in a sense. There is less energy. There are fewer trees to camp under or cut down and build things with. There are not as many dollars for public projects and they don't go as far as they used to because inflation average over seven percent for 10 years running. There is less room for businesses and cities to expand in and for farms to grow food on. There are indeed limits.

Sometime between January 1970 and December 1979 environmentalists, trade unionists and everyone else also learned a little bit more about dollars—that there are only so many of them floating around in any given economy. How we spend them has a direct bearing on the lifestyle we choose. We can spend them all on dams and roads and buildings—and ultimately wreck our environment. We can spend them all on cleaning up, preserving, memorializing and regulating—and still wreck our environment. There have to be priorities and compromises and sacrifice. And it's in the democratic process that we determine what priorities are set, and who makes what compromises and sacrifices.

That's why as trade unionists, we don't have to see eye to eye with the no-growther or the environmental extremist. We believe hard work, resolve technology and a healthy, employed nation make us not worse, but better equipped to deal with our dwindling resources. And we'll fight it out in City Hall and Sacramento and Capitol Hill.

And now, *Engineers News* presents . . . The Seventies.

## 1970

The year of the environment. Increasing activism and public exposure by environmentalists resulted in the implementation of a stream of environmental laws and agencies under the Nixon administration, providing a preview of the stiff environmental challenges the construction industry would have to face in the Seventies. A partial list of the environmental actions taken by the Federal government in 1970 include: establishment of the Council on Environmental Quality (CEQ) by President Nixon in January, formation of the federal Environmental Protection Agency (EPA) in July, passage of the Clean Air Act by Congress and the institution of a federal permit program for water quality enforcement. In California, the passage of the Environmental Quality Act required an additional state level EIR for public construction projects.

For the Operating Engineers Local 3, the decade began with an announcement by Business Manager Al Clem of a special loan program for eligible members desiring to increase their job skills through Rancho Murieta's six-

week training program.

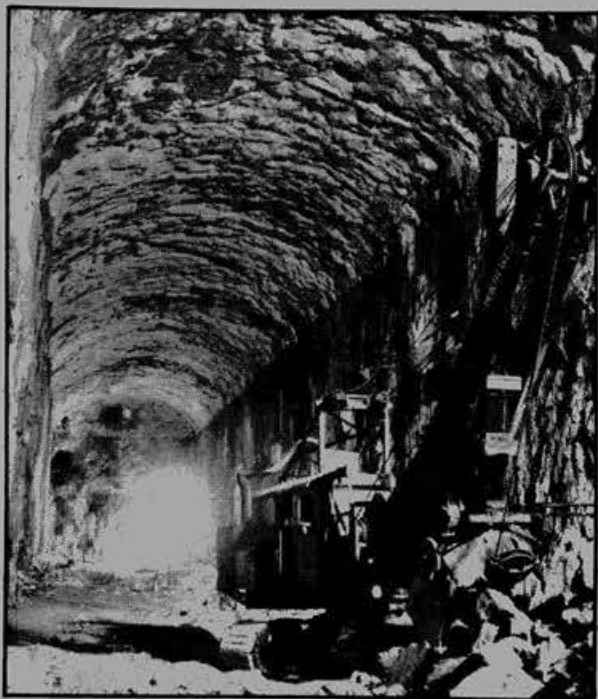
The present concerns on cyclical and seasonal employment in the construction industry made some early rumblings in February 1970 with a joint report by the departments of Labor and Commerce that concluded: "Much underutilization of manpower and other resources continues to exist even in a full employment economy with specific labor shortages." Blaming seasonality as a major part of this underutilization, the report contended that an opportunity exists "to increase the output of the construction industry by lessening seasonality through more intensive use of resources in the off-season."

In March, Local 3 signed its first, formal collective bargaining agreement with the government of Guam, securing an agreement from Governor Camacho as the sole bargaining agent for 147 employees of the Public Works Dept. In earlier organizing drives, Local 3 had won representation elections with Commercial Port Employees and construction workers throughout the island.

In May, one of Local 3's most dramatic demonstrations of the decade was staged at the Concord office of Congressman Jerome Waldie in protest of his attempt to pass federal legislation designating the Klamath, Trinity and Eel rivers in the North California coast under the protection of the Wild and Scenic Rivers Act. Securing this designation would preclude construction of dams and other water development projects on the rivers to conserve water and prevent rampant flooding.

Over 300 pickets surrounded the Congressman's office, drawing national media attention, as Local 3 leaders convened with Waldie in an attempt to get him to back off from the bill. Although he refused to cooperate at the time, the action by the operating engineers and other building and construction trade unions was instrumental in eventually killing Waldie's bill.

In June, Local 72 of the IUOE Welders Division in Vallejo was amalgamated into Local 3. In October, Congressman "Bizz" Johnson engineered a \$62 million water and power development program through the House as part of the fiscal 1971 budget. The appropriations money affected 20 counties in northern California. In November the fledgling Voluntary Organization of Taxpaying Engineers (VOTE) was successful in backing winning congressional and gubernatorial candidates throughout its jurisdiction, including Governor O'Callaghan of Nevada and Lt. Governor Harry Reid—both uphill fights.



A giant cavern almost as large as the state Capitol Building remained under construction in 1970 as work on the structure of Bullard's Bar Dam in Yuba County reached completion in 1970.



Pretty picketeer Linda Gowder of Concord is joined by members of the Operating Engineers Local 3 and the Seafarers International Union in protest over Congressman Waldie's sponsorship of a bill that would have halted development of flood control along several northern California Rivers.

## 1971

Rising unemployment, inflation and the gathering momentum of the environmental movement combined to make 1971 less than a "vintage year"

for operating engineers in Local 3. In some regions, unemployment hit as high as 26 percent as the national economy struggled to redefine itself after years of prosperity.

In California, the environmental movement continued to brew like a gathering storm. In May the People's Lobby qualified an initiative for the June 1972 ballot designed to deal with many environmental problems in one massive package. It would prove to be one of the most controversial measures ever put before the California voters.

Other environmental actions flowed from the California Legislature: a new coastal highway planning policy by the Reagan administration to protect California's coastline; the cre-

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ation of a nine-county Bay Area Regional Conservation and Development Agency; and the imposition of a construction moratorium in the Tahoe basin pending adoption of a proposed general plan by the Tahoe Regional Planning Agency.

Legislation to establish an environmental "super agency" by consolidating all existing environmental agencies, like the Water Resources Control Board, Air Resources Board passed the Assembly but died in the conservative Senate after stiff opposition, as did a coastline protection measure.

A statewide drive corresponding with Rep. Waldie's congressional bill to include the Klamath, Eel and Trinity Rivers into the Wild Rivers Act received heavy support from environmental lobbyists headed by a new organization called the California Committee of Two Million. The bill, SB 107, which would have prohibited dams on the three rivers, met with stiff opposition from Senator Randolph Collier and subsequently died.

For Local 3 members, perhaps the worst blow of the year was President Nixon's suspension of the Davis-Bacon Act and the institution of a moratorium on federal public works construction funds nationwide in an attempt to deal with rising inflation. While the action did nothing to stop inflation, it threw thousands of construction workers in Local 3 as well as the nation completely out of work.

In May Local 3 Business Manager Al Clem and Local 12 Business Manager Joe Seymour



Local Business Manager Al Clem (left) Governor Ronald Reagan and Local 12 Business Manager Joseph Seymour are on hand during the 1971 signing of the first statewide program for bringing minorities

were on hand in Sacramento as Governor Reagan signed an affirmative action agreement for the construction industry. The agreement was the first of its kind in the nation through which labor and management voluntarily, in cooperation with the state, formulated a program for recruiting and training minorities into the building and construction industry.

In August, the President's Cost of Living

into the building trades. The program brought national attention because it represented a cooperative effort between labor and management, as opposed to a government mandated program.

Council issued a wage/price freeze in a more desperate attempt to halt inflation. Construction unions, hit hard by the suspension of Davis Bacon Act and the freezing of federal construction funds were suffering the additional burden of being monitored by the Construction Industry Stabilization Committee, which effectively prevented most unions from instituting negotiated collective bargaining increases.

## 1972

If 1971 proved to be a hardship for construction workers in California, 1972 was nearly a carbon copy. Environmental bills continued to rage through the state legislature, gaining slowly but surely as environmentalists learned to form coalitions and make the complicated negotiations necessary to get bills signed into law.

Proposition 9, the "Environmental Initiative," which had qualified for the June 1972 ballot in 1971, proved to be one of the most controversial initiatives in many years for Californians. The lengthy measure, designed to solve a variety of environmental problems in one massive program drew heavy opposition from the business and labor communities, and due to its complex nature, even failed to gain the unanimous support of environmentalists. Governor Reagan, reacting to mounting public pressure to deal with environmental problems, and in an effort to dilute the momentum of Prop. 9, instituted his own, 10-point program which he claimed was "balanced, common sense approach." The net result of these forces was a shattering defeat of the measure in June by almost a 2 to 1 margin.

For the third legislative session in a row, the State Senate rejected a coastline protection bill, prompting the Coastal Alliance to spearhead an initiative drive to place the issue before the voters in the November 1972 election. The success of environmentalists in gathering the requisite signatures resulted in Proposition 20, the controversial Coastline Initiative which passed by a wide margin in November. Under the terms of the initiative, a state Coastal Zone Conservation Commission and nine regional agencies would be established. These agencies would monitor proposed developments and construc-



Local officials, including Mayor Joe Alioto (fifth from right) observe the final work on Candlestick Park, which began construction in December 1970.

tion projects along a thin strip of coastal land protected under the measure. Any projects deemed detrimental to preservation of Coastal resources could be severely modified or dumped altogether.

The Friends of Mammoth vs. Mono County decision by the California Supreme Court dealt another blow to construction trade union members. Under this decision, private as well as public projects proposed for construction were interpreted as coming under the provisions of the Environmental Quality Act, passed by the California Legislature in 1970.

Construction projects throughout the state ground to a halt or were stalled as developers tried to implement the required Environmental

Impact Reports. It was undoubtedly one of the most far reaching environmental decisions of the decade.

On a federal level, the Environmental Protection Agency in May 1972 rejected substantial portions of California's proposed plan for meeting federal clean air standards. The Sierra Club also won a major battle against PG&E in October, winning a lawsuit that was successful in killing a proposed nuclear reactor on the Mendocino Coast.

In other areas, the construction outlook was equally dismal. The year began on the same note economically as 1971 ended—with federal wage and price controls still under enforcement by the Nixon administration. Major construction projects like the New Melones Dam were slapped with court injunctions delaying awarding of contracts. Other projects such as the \$1.4 billion BART system which had provided so many jobs in the Sixties reached completion.

On a union level, the International celebrated its 75th Anniversary in May. At the July Semi-annual meeting, the membership rejected three resolutions calling for major changes in the bylaws and the Local 3 pension plan which would have reduced the ability of the local's officers to administrate the union and undermined the financial stability of the pension plan.

In August the membership re-elected Business Manager Al Clem and all incumbent officers in an election that was later to be contested and rerun under the supervision of the Labor Department.

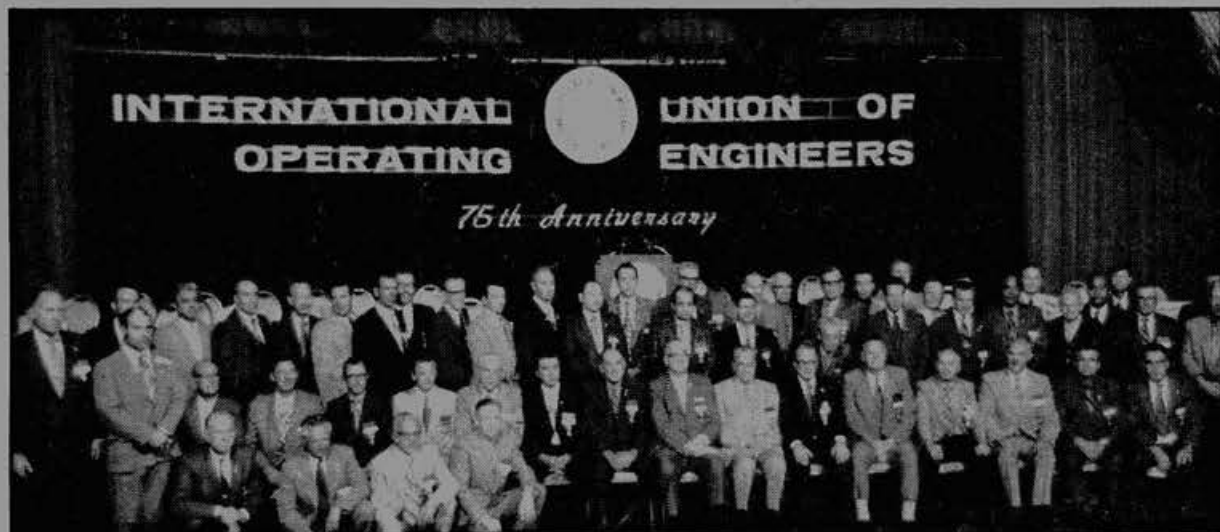
## 1973

The Year of OPEC. After suffering through a year of vise-like wage/price controls by the Construction Industry Stabilization Committee, building and construction tradesmen were looking forward to going back to work in 1973. For a while, things picked up, but the Arab oil embargo that slapped the United States in October, followed by a quadrupling of oil prices threw the nation into the worst recession since the great Depression four decades earlier. For the construction industry, it was a recession that would last well into 1976.

Inflation soared nationwide, gutting paychecks, pensions and negotiated wage increases. Along with increased inflation came higher unemployment—a phenomenon that stymied economists and government leaders who had been taught that one would rise only at the expense of the other.

In California, these events were complicated by the continued surge of the environmentalists who seemed unable to recognize the importance of a balance between the economy and the ecology. Following the passage of Prop. 20 in November 1972, the Coastal Commission began operation in February 1973. A Volunteer

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Local 3 Delegation gathers at the International Convention which commemorated the 75th Anniversary

of the IUOE in 1972. Pictured with the local's delegation is General President Hunter P. Wharton



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group called the Ocean Society began a much publicized "pollution watch" over the Bay Area in protest of the state's own lack of enforcement of environmental laws. In San Francisco the Federal Highway Administration agreed to join the city to study the feasibility of ripping out the partially constructed Embarcadero Freeway—a battle that even today plods on in the administrative halls of San Francisco.

The long-planned Peripheral Canal—key unfinished link in the California State Water Plan—came to an indefinite halt following hearings, litigation and bureaucratic conflicts that had been boiling over since 1969. These issues, i.e. the obligation of the State to deliver water to Southern California versus Delta Water quality, federal versus state authority, are still keeping the project from receiving legislative approval and funding.

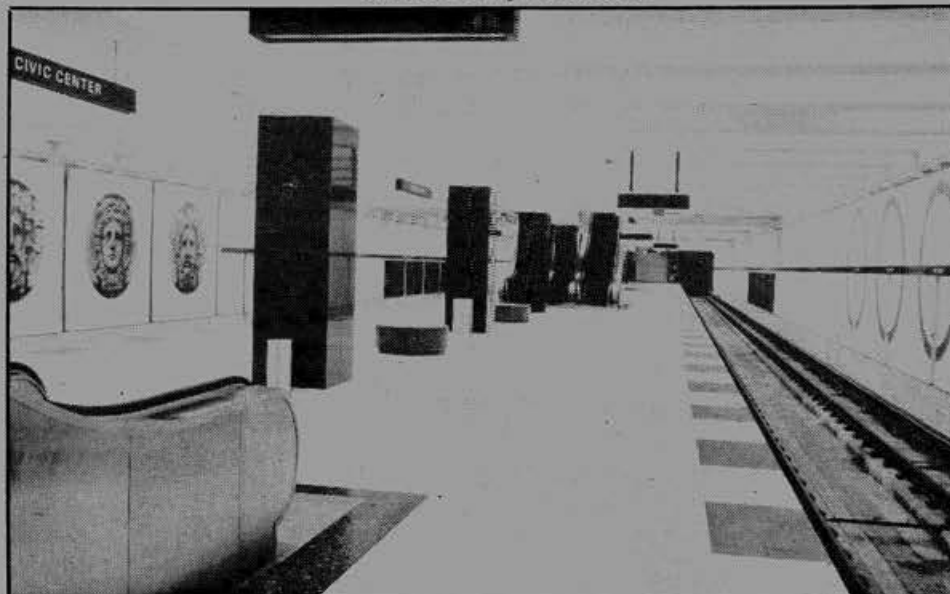
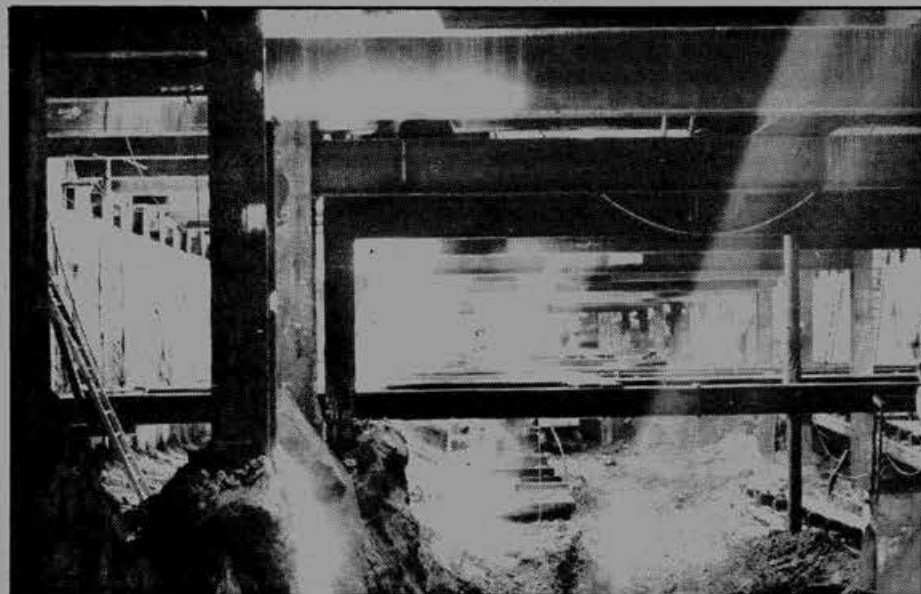
In other events, the California Department of Transportation was created in July, replacing the Department of Public Works and absorbing the Division of Highways and Department of Aeronautics. Inherent in the massive reorgani-

zation was the conviction by some officials that the "age of the freeway" was coming to an end, that other modes such as mass transportation and regional planning would have to play a greater role in California's future transportation needs.

For Local 3, 1973 was a year of significant changes and growth. In January new pension increases went into effect following a two-year study. Work was begun on the massive and controversial New Melones project on the Stanislaus River. In May it was announced that the Labor Department has entered into a voluntary agreement with Local 3 to supervise a rerun of the 1972 Union Election. Business Manager Al Clem subsequently announced he would not seek re-election. In November, following a closely contested race, Vice President and Asst. Business Manager Dale Marr was elected Business Manager of Local 3 over Norris Casey, President Paul Edgecombe and Martin Casey of Daly City. Also elected into office were President Harold Huston, Recording-Corresponding Secretary James "Red" Ivy, Vice President Bob Mayfield, Treasurer Don Kinchloe and Financial Secretary Harold K. Lewis.



(Above) Operating Engineers pull a hydraulic lift out of the excavation of the San Francisco Muni railway after it flipped over, injuring the operator. (Below) Before and after shots of the BART project, which provided \$1.4 billion in construction during the sixties and early seventies.



## 1974

It was a year of political changes and economic tightening when nearly everyone finally realized we were indeed in the Seventies and that they were nothing at all like the spendthrift Sixties. The Arab oil embargo and OPEC price increases of late 1973 began to seep deeply into the bloodstream of the economy. People were earning more money than ever before but had less in their pockets at the end of the week. It was finally a time for a full recognition that we were living in an "era of limits."

Edmund G. "Jerry" Brown, Jr. became Governor of California on just such a platform, ending eight years of Republican rule in the state's chief executive office. Backed heavily by labor—primarily because he was a Democrat—and son of former Governor Pat Brown—the building and construction trades would soon realize they would have to fight tooth and nail for the kinds of projects that the Governor's father had given them on a silver platter a decade earlier.

The Coastal Commission began to wield its power over the California coastline—even overruling the U.S. Atomic Commission in January when it denied a request by Southern Cal. Edison to build two nuclear generating units at its San Onofre Plant. The utility company would eventually get its nuclear plant, but it was one in many incidents demonstrating that the labor movement was going to have to fight back to get construction projects on line.

In the June Primary Election, Proposition 5 allowing local communities the option, with voter approval, of diverting gasoline tax revenue from the highway fund to construction of mass transit systems was approved by 60 percent of the voters. In the same election, Prop. 9, the campaign reform initiative, also won overwhelmingly, demonstrating the distrust the public harbored for its elected officials following Watergate.

On the November ballot along with the elected officials was another controversial initiative—Proposition 17, calling for a halt on the construction of New Melones Dam. Fortunately for the construction unions, the referendum did not pass, giving the green light to continued construction of the project which was by that time more than 30 percent complete.

1974 was a year of reorganization, innovation and increased production for Local 3. Immediately following his election as Business

Manager, Dale Marr instituted a sweeping reorganization of the union. Officers were given specific areas of responsibility, a training program for new business agents was devised, a new job stewards program aimed at informing job stewards on all aspects of the union's function was begun. A safety department and department for the union's surveyors were also formed to increase the effectiveness of service in these fields.

Perhaps the most significant change for the rank and file was the switch to a new comprehensive health and welfare plan for Northern California covering 85 percent of customary medical expenses. This plan, later expanded to include Utah and Nevada and improved with dental and vision coverage became one of the finest medical plans of any local union in the nation. Another significant change was the negotiation of cost-of-living clauses in over 200 contracts in 1974. These clauses, providing for increases above fixed negotiated increases in wages and benefits based on the Consumer Price Index, became an essential ingredient of the union worker's wage package as inflation eroded away normal wage increases.



Newly elected Governor Jerry Brown (left) and Assembly Speaker Leo McCarthy were backed by Local 3 in the 1974 elections. Both addressed the membership at the January 1975 semi-annual meeting.



## 1975

The recession was entrenched. Unemployment broke 10 percent nationwide and in some pockets of the construction industry was as high as 40 percent. Building tradesmen were dismal and cynical of the economy and the government, bitter against the inroads cut by the environmental movement. Governor Brown did not help matters. Many of his appointments were environmental activists who vowed to change the face of California's lifestyle. To them, nuclear energy was taboo, smog control took precedence over everything. There was to be no compromise between jobs and ecology. Adriana Gianturco, selected to head the Department of Transportation (Caltrans) drew heavy fire from labor, business and the legislature as she attempted sweeping reforms to "get Californians out of their automobiles."

Highway projects that had been on line and approved were systematically blue-lined out of the budget. A complete moratorium on highway construction was in effect much of the year. Tremendous debates raged over who had authority of approving highway projects—the Highway Commission or Caltrans. Vital projects like Warm Springs Dam, Dumbarton Bridge and Blood Alley were suffering in a quagmire of litigation and re-evaluation.

Over 1,300 loggers descended upon Sacramento to protest Governor Brown's appointment of Sierra Club Vice President Claire Dedrick to head the Resources Agency. Appointing a Sierra Club officer to the Resources Agency, declared the loggers, was like "picking a weasel to guard the hen house when eggs were all you had to eat."

Significant construction projects were few and far between for Local 3, due primarily to the roadbuilding moratorium. However, work did manage to begin on I-580 in the East Bay, as well as the construction of the State Capitol Building to meet earthquake safety standards. Auburn Dam got a momentary start as initial work began, only to come to a grinding halt later as additional studies were ordered to determine earthquake safety.

In Utah, plans were underway for the giant Kaiparowits coal-fired plant. A year later it would enter the mortality list of projects killed by environmentalists. In other developments, the Local 3 membership rejected in the July Semi-Annual Meeting a proposal to change the

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dues structure. In October the Building and Construction Trades and the AFL-CIO held conventions in San Francisco, calling for "a new philosophy," "new policies" and "a whole new cast of characters" in the White House to deal with the massive unemployment nationwide. In December Dale Marr was elected as a General Vice President of IUOE.

## 1976

The outcry against environmental extremists and bureaucrats in the Brown administration reached a crescendo in 1976. Caltrans Director Adriana Gianturco, following Brown's directions, continued to thwart construction of major highway projects like Dumbarton Bridge, San Jose's Blood Alley and countless unfinished freeway segments throughout the state. The "no go" approach by the department prompted some enterprising operating engineers in San Jose to hoist an automobile atop the unfinished I-280/101 interchange for the amusement of passing motorists.

Labor and business leaders were enraged and confused to hear of massive layoffs (over 2,700 by July 1976) on one hand and rumors of a \$309 million surplus on the other. Caltrans responded that the energy crisis brought on by the 1973 Arab oil embargo and OPEC price increases had caused a drastic drop in driving among Californians—and thus a funding crisis. The state could no longer afford the "pork barrel" approach to highway spending, Brown's people repeated.

To make matters worse, a special transportation task force late in the year produced a massive California Transportation Plan, which amounted to a blatant attempt to tax people out of driving their cars. Local 3 attacked the plan heavily as an "ivory towered" program developed by academe to "impose socialist, textbook theories" on the people of California. Public hearings were held throughout the state, with unions receiving heavy backing from business groups and citizens action committees. It was considered by many to reflect Brown's true attitude toward economic development in the state. After increased opposition, the Governor in December canned it, terming it nothing more than an "interesting theoretical exercise" at a cost of over \$60 million.

In other developments, the newly created state Energy Commission in April rejected San Diego Gas and Electric's application for the Sundesert nuclear power plant. It was the first in a long series of rejections and public hear-



Blademan Dave Gentry, working on I-580 in Alameda County is questioned by a television reporter on the controversial Proposition 15 "Nuclear Initiative." Local 3 was heavily involved in a successful effort to defeat the measure.

ings that would eventually kill the proposed project. In June San Francisco was slapped with a ban on all new sewer hookups by the Regional Water Quality Control Board because of the city's slowness in responding to EPA mandates to clean up its sewer pollution. The ban virtually froze construction for a time and forced the city to come to grips with its problem. In November it passed a \$240 million sewer bond issue paving the way for construction of the \$1.5 billion wastewater treatment system that now employs hundreds of construction union members.

For Local 3, the year was one of confrontations with the state. In addition to the California

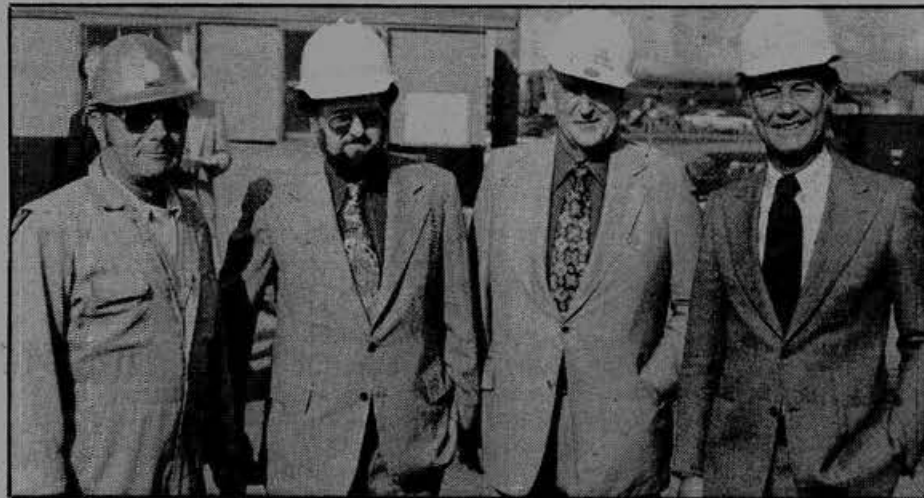
Transportation Plan, the union acted quickly to a proposal by the Department of Industrial Relations to institute a state operated construction apprenticeship program. After heated negotiations, the program was severely restricted to train only a few state service employees who wanted to get out of their janitorial occupations.

Perhaps the biggest battle of the year for the union was proposition 15, the "Nuclear Initiative," which threw the state into one of the hottest environmental controversies of the decade. The initiative, if passed would have imposed a ban on all new nuclear power plant construction and reduced the output of existing ones to a fraction of their capacity. Through the circulation of pamphlets, a special eight-page tabloid and the organization of political opposition throughout the state, Local 3 was instrumental in helping to defeat the measure.

In the area of union elections, General President Hunter P. Wharton retired at the beginning of the year and was replaced by Jay Turner, who continues as the head of the International Union. 1976 also marked the re-election to a second term of Business Manager Dale Marr and all the incumbent officers. It was the first time in the history of the local union that a business manager had carried a majority of votes in every district. The election of Marr to the International Executive Board as a vice president also was a first—the first time in the history of the International that a first term business manager had been elected to such a position.

Without question, 1976 was a turbulent and active year. It saw the groundbreaking of San Francisco's massive sewer project. A new president of the United States, was elected ending eight years of Republican rule in a close contest where labor's vote made the difference.

Taking part in the groundbreaking of the \$1.5 billion San Francisco sewer treatment system in November 1976 are (left to right) dozer operator Hal Cooper, Waste Water Manager Richard Sklar, Local 3 Business Manager Dale Marr and the late Mayor George Moscone.



## 1977

Somewhere between the recessionary, no-growth slump of the early and mid seventies and the more fast paced, prosperous trend of the last few years, certain events occurred that changed the economic face of California. The events that emerge as most responsible happened in 1977. They were called the Dow Chemical pull-out and the Great California Drought.

Jerry Brown, who had managed to get labor's backing for his first gubernatorial race in 1974, despite his "space ship earth," "era of limits" philosophy, had almost become "public enemy number one" by the end of 1976. In October 1976 he told an audience in San Luis Obispo that he



The death of Victor Swanson in January 1977 marked a milestone in Local 3's history. Swanson was the first business manager of Local 3 and was responsible for amalgamating the 14 local unions that formed the beginnings of the nation's largest heavy construction local. He is pictured here with General President Jay Turner.

feared the importation of liquified natural gas into California. "It raises serious environmental hazards and I certainly want my administration to look very carefully at it before any steps are made in any part of the state," he promised.

That "careful look" took about three months, because Brown announced in January 1977 that he wanted rapid approval of an LNG terminal site in California and would develop legislation to speed up the process. What happened between October and January was the public relations disaster known as Dow Chemical. Dow Chemical, which had been trying for years to secure the dozens of permits it needed for a new petrochemical plant near Antioch, announced suddenly and dramatically in January that it was pulling out because of red tape. "Business climate" overnight became the political code word for the strict and cumbersome processes that, critics said, discouraged business from coming to California.

Dow Chemical was the final straw that broke labor's back. Governor Brown for several weeks was faced almost daily with charges by labor and industry that he was destroying California's chances for pulling out of a recession that had hit this region harder than any other.

Labor's frustration burst into the open in late March at the California Labor Federation's industrial development conference in San Francisco. At that time Brown promised cooperation and warned labor against an alliance with big business. But his entreaties were ignored as unionist after unionist came to the microphone to lash at Brown and his appointees. Henning, who could have stopped the verbal onslaught, did nothing. "I don't think you realize how damaging you and your administration have been to the construction industry in this state," charged one local union official.

These constant lashings made their desired effect. Brown, faced with an upcoming re-

election and hopeful contention for the 1980 presidential campaign, changed his steps almost overnight. He lined up behind Auburn Dam when President Carter placed it on his "hit list" of water projects. He announced an increase in highway construction—with considerable urging and pressure from Local 3. He called for rapid action on the LNG terminal. He made support for expansion of the Redwood National Park contingent on a jobs program for displaced loggers.

In retrospect, the Dow Chemical controversy was a worthwhile sacrifice. Although it meant the loss of a \$500 million construction project, it was the catalyst that broke the red tape on countless other projects. It was not until after the Dow incident, for instance, that Caltrans began freeing up a lot more highway projects. Furthermore, Dow Chemical has a national reputation for being nonunion. There was no guarantee that, having received support from labor, the firm would let its contracts out to union firms. Considering the heavy workload for operating engineers the last two years, the loss of Dow Chemical was money well spent.

The great drought of 1977 also plays heavily in the equation that improved California's construction industry climate. While 1977 was one of the driest years in the state's history, what made it so threatening was that it followed on the heels of the 1976 drought, also one of the driest years on record. By the time July 1977 rolled around, almost every resident in California was being directly affected by the lack of water. Many areas were on drastic rations. Suddenly, all those water projects that had been shelved for environmental and no growth reasons looked pretty good.

Ironically, those areas that had been most anti-growth in recent years were the ones hit the hardest. Marin County, which had voted over-

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whelmingly against new water development in 1973 was thrown into a 45-gallon-a-day ration, and was saved from a worse fate only because the county was able to secure an emergency supply line across the Richmond/San Rafael Bridge. Surveys taken in the county during and after the drought indicated a massive switch in favor of new water supplies. Another water initiative in 1978 for water development passed easily in the county.

This trend occurred throughout the state. New hope was given for construction of the Peripheral Canal. Warm Springs Dam in Sonoma County, which had suffered through litigation and delays for years, would undergo construction a year later.

The other ironic twist to the drought was that, although some business was adversely affected, the construction industry thrived. Construction on many projects, which would ordinarily have stopped during the winter rains, kept right on going. Some of them, like the Antioch Bridge finished considerably ahead of schedule. The net effect was an upturn in construction in 1977—one that was to continue to accelerate through the rest of the decade.

## 1978

Working "six tens" or more became almost the rule for 1978. Tired bones, fat paychecks and worn out work clothes gave ample testimony that construction work for the first time in a decade was finally flowing hard and heavy. It was also evidence that constant participating in the political process was paying off. Operating engineers were learning how to survive in the seventies—a skill that they will undoubtedly have to take with them into the new decade.

Working "six tens" or more became almost the rule for 1978. Tired bones, fat paychecks and worn out work clothes gave ample testimony that construction work for the first time in a decade was finally flowing hard and heavy.



Local 3 Business Manager Dale Marr presents AFL-CIO President George Meany with a piece of cable from the Golden Gate Bridge, which celebrated its 40th anniversary in 1977.

sonal appearance by Adriana Gianturco, who had to take considerable ribbing for the part she played in stalling the project.

The \$105 million George Moscone convention center in San Francisco and the \$41 million "Blood Alley" project in San Jose were other long awaited projects. But these were only part of the story. Hundreds of medium and small highway projects were let throughout Local 3's jurisdiction. Housing starts were up along with commercial development—an indication that the economy as a whole was picking up measurably.

Without involvement by trade unionists, 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



Antioch Mayor Verne Roberts (left), Senator John Nejedly and Caltrans Director Adriana Gianturco pause by the sign which now adorns the \$33 million Antioch Bridge. The structure was named after the state senator from Contra Costa County in recognition of his many efforts to obtain legislative approval for the bridge's construction.

Hundreds of millions of dollars of construction work 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, telegram campaigns to congressmen and pressure on government bureaucrats. It was in 1978 that dirt on the \$220 million Warm Springs Dam project finally began moving—after years of litigation, and public hearings. The \$110 million Dumbarton Bridge began with a token explosion of TNT and a per-



State Senators Al Alquist, John Holmdahl and Caltrans Director Adriana Gianturco hover over the plunger used during the groundbreaking ceremonies of the \$105 million Dumbarton Bridge in February 1978.

in financing. The Hwy. 101/280/680 interchange in San Jose, made famous by operating engineers in 1976 would also not have been awarded for construction in 1978.

Despite the upbeat nature of the year, Local 3 was still involved in its share of confrontations for the sake of future jobs. In January, the Association of Bay Area Governments (ABAG) announced its intention to hold public hearings before administering an "Environmental Management Plan." The massive document, which bore suspicious similarities to Governor Brown's "Urban Strategy" proposal and his earlier California Transportation Plan, 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 public to prepare testimony. The plan, drafted by academicians and supported by local officials dedicated to halting growth, far exceeded any state or federal mandates. Describing it as a "chapter right out of 1984," Local 3 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 for new construction and the establishment of additional regulatory agencies to enforce the plan. The plan was attacked by business and labor alike as an experiment in "social engineering." The tremendous costs of establishing more regulations and agencies to enforce them was pointed out. The plan's proponents were criticized for trying to mandate to the voters, instead of following their mandate. The tremendous upwelling by the rank and file

resulted in a complete scuttling of the offending portions of the plan. It was another major triumph for labor.

1978 was also the year that major steps were taken on Guam to improve the condition of construction workers who had been systematically exploited by employers and undercut by the importation of alien contract workers. In the face of extremely hostile contractors, the union was able to obtain the funds to institute a construction training program on the island. This program, obtained with the help of Labor Secretary Ray Marshall, was set up to improve trade skills across the board for the Guam construction industry. The fight still goes on today and is far from over. But for the first time since Local 3 has been on the island, there is real hope for a sustained, stable construction industry comprised of workers who have a fair chance at receiving union representation.

## 1979

And so we come to the final year. Despite prediction by doomsayers that galloping inflation would lead to a recession in 1979, the construction work continued unabated. Although it is still too early for all the statistics to be in, it appears that 1979 even exceeded last year in terms of total construction volume. The last three years of prosperity played a significant role in allowing the union in November to increase health and welfare benefits to its members. Included in these improvements were: an increase in the comprehensive lifetime benefits from \$50,000 to \$250,000, increase in the coverage of customary hospital and medical charges from 85 percent to 90 percent, improvements in maternity coverage and the addition of numerous features entirely new to the plan.

It was also in 1979 that a well coordinated attack against the Davis-Bacon Act by big business failed because of the heavy support labor was able to obtain from the Carter administration. In California, Governor Brown boosted the state's highway spending program by \$1.8 billion for the next five years in order to get more federal matching funds.

The long awaited San Felipe water development and Grove-Schaffer projects in the Bay Area were awarded. The Utah Transportation Department also accelerated its highway program, letting out the largest highway contract in Local 3's history—the \$48 million I-80 expansion just west of Salt Lake City. A \$17 million contract for further construction of the Tehama-Colusa Canal was also awarded in March.

And what do we have to look forward to in the 1980's? That will be the subject of a special report next month, but one thing is certain. The last couple of years saw the successful culmination of many construction projects that were the end product of many years of hard work. "We need to be vigilant," says Business Manager Dale Marr. "We can't let our current success make us apathetic. We need to fight now for construction work that we hope to see on line two, three or more years from now. It was that kind of perseverance that got us where we are today."



The Yerba Buena project kicks off with Supervisor Dianne Feinstein, Mayor George Moscone and Chief Administrative Officer Roger Boas doing their best to handle a jackhammer.



# When Should You Seek a Second Surgical Opinion?

*Second Surgical Opinions are enjoying widespread popularity among health and welfare plans in an attempt to help contain rising costs. Last month we erroneously submitted the wrong article for publication in Engineers News. Below is the Operating Engineers' version on Second Surgical Opinions.*

*We apologize for any confusion caused.*

## TRUST FUND OFFICE Second Opinions Encouraged

There is a relatively new weapon being used these days against unneeded and expensive surgery. It is called the Second Surgical Opinion and Operating Engineers and their eligible dependents in the Utah, Nevada and

Northern California Health and Welfare Trusts are being encouraged to use it.

### What Is It?

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

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

Most county medical societies have a specialist referral service.

### Plan Pays

The Utah, Nevada and Northern California Health and Welfare Plans specifically cover the costs in connection with a second surgical opinion for non-emergency surgery at 85% of the usual, reasonable and customary charges. The Plans also cover third consultations

where there is a conflict of opinion. Claims are handled in the same manner as all other medical claims. Simply fill out your portion of the claim form, have the doctor complete his portion of the form and submit to the Trust Fund Office.

### A Final Note

Second opinions are part of good medical practice—making sure that you receive the care that is

best for you. Second opinions are not for doctor shopping or for looking around for an excuse not to have a much needed surgical procedure. Second opinions are a way for you to get expert advice from a doctor who specializes in treating symptoms like yours. Second opinions do not tell you what to do. They provide you with as much information as possible. The final decision regarding surgery is always yours; the choice is up to you.

## FRINGE ACTION

Question: My Pension check always arrives before the first of each month. In November my check was one week late. What happened?

Answer: Pension checks are mailed from the New York Life Insurance Company home office to arrive approximately the first of each month. The November checks were turned over to the Post Office in New York City several days before the end of the month, as usual.

For some unexplained reason, the checks were delayed by the Post Office and did not arrive in the hands of retired Engineers until well after the first of November.

Anticipating that the holiday mail rush would contribute to further postal delays, New York Life has advised the Fringe Benefit Center that they mailed the December benefit checks several days earlier than normal hoping to eliminate the problem. We appreciate that effort.

### When to Get One

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

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

### How to Get One

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

## An Update on Medicare Deductibles

In an age when the dollar seems to shrink away almost daily some things continue to rise, like Social Security taxes and Medicare deductibles.

On January 1, 1980 workers will continue to pay 6.13% of their wages to Social Security, however, this year they will be taxed on a higher limit of \$25,900. That figure is up over 12% from 1979 and there are more scheduled increases on the way. Medicare has announced even larger increases in their annual deductibles for Part A coverage.

Those people eligible for Medicare benefits because of their age or physical disability are subject to certain annual deductibles before Hospital and Medical benefits are covered in the program. These deductibles have increased steadily and substantially over the fourteen years of their existence.

When Medicare was first instituted in 1966 the average participant was only out of pocket about \$40.00 for most hospital visits. Today the average person on Med-

icare can easily expect to pick up several hundred dollars of costs himself for a hospital confinement. This sharply highlights the need for additional insurance to supplement sagging Medicare coverage.

Operating Engineer Local Union No. 3 members who retire receive that much needed coverage for themselves and their spouses.

The Pensioned Operating Engineers Health and Welfare Trust Fund provides for payment of all covered charges at 80% even those incurred which are subject to the Medicare deductibles. Simply submit a copy of Medicare's Advice of Payment form along with your claims to the Trust Fund Office.

## NEW MEDICARE DEDUCTIBLES

Below is a three comparison of the Medicare Part A Deductibles:

	1980	1979	1978
Hospital Bills	\$180	\$160	\$144
Hospitalization			
61st to 90th day	45.00	40.00	36.00
a day	a day	a day	a day
Post Hospital Care			
21st to 100th day	22.50	20.00	18.00
Hospital—60 day			
Lifetime Reserve	90.00	80.00	72.00
a day	a day	a day	a day

## Fringe Benefits Forum

By MIKE KRAYNICK,  
Director of Fringe Benefits



Here it is, the last month of the year and the decade. Before we launch into the 80's, the 70's deserve a look back to see how far we have come. There is the old adage that history often repeats itself. Maybe a review of the past 10 years will give us a peek at what is ahead during the next ten.

There was a shift in organized labor in the 70's. We have seen labor organizations become more responsive to the needs of the individual worker. This was no easy task since it was accomplished without losing sight of our common goals; there is strength in unity. This shift is best demonstrated in the large growth of fringe benefit programs. Organized labor was the first to recognize the need for and advocate the use of employee assistance benefits for members and their families.

Labor took a firmer stand against conservatism in the 70's. There is a new move to control our own destiny and rely less on the old standard institutions such as banking and government. Labor and Management have found that they have a great number of common goals and that their success

is dependent on one another. A powerful new alliance is being formed as we enter the 80's.

Locally, it was a busy decade. In 1970 we enjoyed full employment. And, although we had "peaks and valleys" in our employment activity over the years, the last two were record years for our active members. This was a direct result of our own efforts in the constant search for new jobs. Local 3 has become one of the most politically active unions in the country during the 1970's.

It was a good thing too, because, the Consumer Price Index during the past 10 years has risen steadily up over 90%. This means that what used to cost \$1.00 in 1970 now sells for \$1.90. The cost of living wasn't the only thing playing leap frog either. Social Security increased their tax rate over 50% and raised the taxable limits over 300%. In 1970 Americans paid 4% of their wages up to \$7,800 to Social Security; in 1979 it costs 6.13% of wages up to \$22,900. Although we saw some relief in our property taxes, the working man still got hit pretty hard.

On the other hand, Operating Engineers wage rates actually stayed a bit ahead of the cost of living during the 1970's. There were substantial gains, though, in the fringe benefit programs. The fringe benefit contribution rates are now 3½ times what they were in 1970. This works as a real bonus since fringe benefit dollars are sheltered from Social Security and personal income taxes.

The Pension Plan provided the best return over the period. An active Operating Engineer in 1970 who averaged 1,500 hours each year since then would have increased his monthly pension benefit over \$430. New death benefit protections and retirement options were also added to enhance the Plan.

The sheltered health and welfare dollars accomplished similar results. In 1970 it cost 40¢ per hour for a \$30,000 health and welfare package. Today, it takes \$1.60 for a \$250,000 program which provides broader improved

coverage. One way to look at it is that in 1970 one dollar of premium brought \$69.00 of coverage; today that dollar buys almost \$145.00 in benefits.

What is the "outlook" for the next ten years? Historians study the past to prepare for the future. If the 1970's are any indication of what is ahead for us in the next decades, we must be careful—not conservative but concerned.

We are part of a change occurring in the labor movement of this country. In our demands as individuals, we must not lose sight of our common goals as a Union. We are becoming the working partner of management and we both share a stake in the future.

We have a Pension Plan that will soon boast over a half a billion dollars in assets. In the 1980's Local #3 members will probably find that our Pension Plan provides a greater return on their investment than Social Security. For that reason, the Plan must be protected for the security of our current and future retirees.

During the next decade we can expect that our health and welfare plans will continue to provide a safeguard against rising medical costs and runaway inflation. We will see new and innovative approaches to curb increasing costs. And, we will continue to see programs and benefits developed that promote good health and the well being of Local 3 members. In short, our health and welfare plans are expected to make additional improvements.

If there is a lesson to be learned from the 1970's, I guess it is that we should be prepared for similar and new challenges in the 80's.

No one would agree that we haven't made substantial progress as a labor movement, a Union and most of all a local in the past decade. The 1980's should be no different. Local 3 has been long been an example for other unions and as Business Manager Dale Marr has always stressed, we cannot and will not rest on our past accomplishments.

Merry Christmas and a Happy New Year to All.



# Stockton Winds Up 'Splendid' Year

The work picture in the Stockton District has been splendid all year long, reports District Representative Jay Victor. R.D. Watson at Markleville, is 95% completed with only six or seven employees left.

C.C. Woods on their Highway 88 Job with five jobsites and all are completed with the exception of one. Dalton Construction is completing their \$1.3 million sewer job in Jackson.

Some of the upcoming jobs with federal funding are as follows:

In Amador there is a \$110,000 job for clearing for Amador County. Also a \$1.4 million sewer upgrading for Amador County. In Sutter Creek, Amador County there is a \$100,000 job on the Community Center.

In San Joaquin County there is a \$600,000 job for Hwy. 12 and Hammer Lane, Lodi, CA. Also a \$3.5 million job in San Joaquin County City of Stockton, and \$191,000 for improvement of the City building in Lodi.

In Calaveras County a \$500,000 bid for work on the facilities of the Roman Catholic Church in Angels Camp, is in the making as well as a

\$731,342 bid for stadium seats at the New Melones Project.

The Stockton office extends greetings to the members of Local 3 for a Happy and Prosperous Holiday Season.

Asst. District Rep. Ray Morgan reports that in the Ceres area, the out-of-work list at this time is beginning to grow as jobs are completed and contractors prepare for the usual winter slowdown. Melones is finally through after many good man-hours for operating engineers. Piombo has finished their work at Grinding Rock Dam, Tuolumne City.

All of the Rock, Sand and Gravel outfits are working full shifts preparing needed materials. C.K. Moseman is preparing to

pour the deck on their bridge project. El Camino is clearing up their portion of this same job and are starting a new project at the Oakdale Airport to lengthen the runway.

Homer J. Olsen has begun a \$2.4 million job out of La Grange on the La Grange Tunnel of Turlock Irrigation District to improve the main canal between the forebay and Turlock Lake.

D.W. Nicholson Corporation has a \$1.3 million job at McClure Station east of Modesto for the Modesto Irrigation District.

All the local contractors are busy doing needed sub-division work. It has been a good year for most of the members in this area with steady employment all season.

# More from Santa Rosa

(Continued from Page 7)

their project, hopefully due for completion some time next fall. Soiland, Inc. has a couple of jobs running with a few engineers working.

"It has been a prosperous year, both for Employer and Employee, and our expectations for the coming year are equally as bright," Snyder commented.

With the heavy rains recently most work in the North has slowed down, reports Business Representative Pat O'Connell. Warm Springs Dam has just a skeleton crew left but with some luck and good weather it won't be long before work will be back in full swing. Caputo-Wagner-JV, Tri Valley Engineers and S H Construction are all working at Guerneville on the sewer project and

hope to work during the winter. In the Willits area Berglund, Inc. has been real busy this year and should continue this winter. Also in Willits, Abex Corporation (Remco Hydraulics, Inc.) works year round and has enough to do for a couple of years.

"With the rains members are signing in on the out of work list so be sure to re-register before your registration expires to keep yourself where you now are on the list," O'Connell advised. "Also, if you are called back to work please advise your employer to send in a recall slip and you should also contact the dispatcher to let him know you are being recalled."

Work in the area has slowed down but still several jobs are going, reports Business Representative Chuck Smith. In Mendocino County, Ladd Construction is finishing up on its Willits job as is McGuire & Hester on theirs. Parum Paving, Inc. is finishing up a busy season with several jobs yet to be paved.

In Lake County Rugen Construction is down for the winter. Peter Kiewit Sons' Co. has almost \$2 million in work just starting in Clearlake Highlands, looking to go most of the winter. Joe Ramos also has a pretty good job, almost \$3 million, in the Highlands and also expects to work through the rainy season.

Near St. Helena, by Conn Dam, a project soon to be let at just over \$10 million, should put a few Brothers to work in early spring. C. Norman Peterson coming along on the sewer treatment plant near Calistoga.

Up at The Geysers, Lange Bros. is keeping several Brothers busy, 50 hours and sometimes more a week, on several projects. Unit #17 is supposed to start early in the spring; Unit #16 is slow to get started because of difficulty in obtaining permits. Valley Engineers doing work at various locations throughout The Geysers area.

## A Brief History

# Local 3's Annual Scholarship Program

By Mary Kelly

Fifteen years ago, two children of Local 3 members received a scholarship award of \$500.00 each to be applied toward their tuition costs at the college of their choice for the 1964-1965 academic year. Patricia Rathbone, daughter of Stanley Rathbone, and Carol Henry, daughter of Clarence Henry, were the first recipients of awards that had been approved by a Resolution adopted by the Executive Board in 1963. Ms. Rathbone planned to study electronic engineering at Chico State, and Ms. Henry was to enroll at the University of California, Berkeley.

Recommendations were made to the Executive Board by the chairman of the University of California Committee on Undergraduate Scholarships and Honors as to which of the applicants would make the best use of such a schol-

arship. In making the recommendations, the chairman emphasized the high caliber of the applicants and wished that more scholarships could have been awarded.

Those sentiments have been expressed each year since, by the University's representative. Each year, scores of children of Local 3 members apply for scholarships and they are always unusually qualified groups of individuals. These young men and women are also deeply appreciative of the help given to them by the local union, as letters from them attest.

The scholarship program has not changed very much since its inception, except for dollar increases in the awards in recent years. Early in the program, the Executive Board changed the wording from awards to sons or daughters to read that one award would be made each year in the future to one female applicant and one male applicant. Later, the program was expanded

to include children of deceased members of Local 3.

In 1977, in response to the steadily increasing costs of higher education, the awards were increased from \$500 to \$750.00. An additional improvement was made in 1979 in recognition of the effects of inflation on education costs, and as a tribute to the generous supply of highly qualified applicants. Awards to the male and female winners would be \$1,000.00 each, with an additional \$500.00 going to both the male and female runners-up.

This is a good program, one that all Local 3 members can be very proud of. We could give ourselves a "pat on the back" for it, but that's not necessary, because the young scholars, their families, educators, other labor unions and members of the communities have done it for us in their praise of Local 3's scholarship program throughout the years.

ATTEND  
YOUR  
UNION  
MEETINGS

# 1979-80 LOCAL 3 SCHOLARSHIP RULES

Two college scholarships of \$1,000 each will be awarded winners for study at any accredited college or university, one award to a son and one to a daughter of Members of Operating Engineers Local 3.

Two college scholarships of \$500 each will be awarded 1st runners-up for study at any accredited college or university, one award to a son and one to a daughter of Members of Operating Engineers Local 3.

The Local 3 scholarships will impose no restrictions of any kind on the course of study. Recipients 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 1979),  
or: (2) the Spring Semester (beginning in 1980),  
in public, private or parochial schools who are plan-

ning 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, 1980, and March 1, 1980.

## 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 the checks 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, 1980.

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.



# INEERS • TECH ENGINEERS • TECH ENGINEERS • T

TEACHING TECHS BY ART PENNEBAKER, ADMINISTRATOR, SURVEYORS JAC

## Teaching Techs

The Operating Engineers National Joint Apprenticeship Committee recently convened its annual meeting in San Francisco. Representatives of Apprenticeship Programs, Local Union, Management and Government were in attendance from all over the United States.



Many of the Representatives sought out information on the highly successful Surveyors Training Program in Local No. 3. J.C. Turner, General President of the International Union of Operating Engineers found time in his heavy schedule to talk with Technical Engineers Representatives from the several Local Unions.

The General President was particularly pleased with the Surveyor members of Local Union No. 3 for their individual participation in building a strong training program. Mr. Turner appeared well aware of the activities of the Technical Engineers Department, its Training Program, the growing number of Soils and Materials Tester members, the possibility of Apprenticeship Training for Soils and Materials Testers, and complimented Dale Marr, Business Manager of Local Union No. 3 for the structuring of his unique Technical Engineers Department.

At a special session on Job Corps, Carl Nygard and Howard Brown singled out the Surveyors Job Corps in California for special acclaim as examples of cooperative programs of training and placement that can serve the best purpose of all the concerned entities.

If this seems to be an effort to blow a little smoke then inhale deeply. None of it happens when everyone is sitting on their posteriors. Whatever good words are said or impressions made, it all starts with the Union Member who has an interest in his occupation and the integrity of a Good Days Work For a Good Days Pay. Local No. 3 Technical Engineers can honestly inhale the smoke and enjoy. Every new Apprentice had better understand that it was a long time coming and a hard road. The Journeyman is going to insist that every Apprentice invests a little extra time and energy to keep the Standards of Local No. 3 Technical Engineers High.

The Good Words and the Impressive Impressions are great. For those who deserve—your efforts have been noticed across the United States. For those who just look for the pay check at the end of the week, it's time to Hunker Down and do your thing!

### READ ON:

After encouragement, harassment, admonishment and many words of warning the NCS-JAC has finally decided that the direct approach to DEFICIENCIES in progress by individual Apprentices is the only logical solution.

Please take a few minutes to carefully READ AND UNDERSTAND THE NEW POLICY implemented by the Northern California Surveyors Joint Apprenticeship Committee at its meeting on November 7, 1979.

One POLICY concerns First (1st) through Fourth (4th) Period Registered Apprentices and the other concerns Fifth (5th) through Eighth (8th) Period Registered Apprentices (See below). If you do not understand how the new Policy affects your Apprenticeship, then discuss the matter with your Instructor or contact the Administrative Office. An ATTENDANCE ROSTER is prepared for each Related Training Class, and is in the possession of the Instructor at each class session. A RELATED TRAINING SCHEDULE is found in either the front or back of your Workbook and the Instructor has extra Copies.

The Attendance Roster, together with the Related Training Schedule, provides all the needed information necessary to determine APPRENTICESHIP PROGRESS. The information is available to the Individual Registered Apprentice at each Related Training Class Session, and is updated each week.

This new Policy of the NCSJAC will have virtually no effect on the many responsible Registered Apprentices who are advancing through the Program on schedule or ahead of schedule. Others will simply have to make an individual determination to expend more time and energy in order to stay with the minimum schedule!

It is a WISE APPRENTICE that looks ahead to the Holidays, Vacation, Emergencies, etc. Remember that the NCSJAC has set MINIMUM Standards for Progress. DON'T wait until the last minute to get the First Aid Certificate! DO complete Topics at a faster pace in order to provide a bit more time for the tougher topics. ALWAYS stay ahead!! NEVER get behind!!

### READ AND UNDERSTAND THE POLICY BELOW

If you do not understand your responsibilities under the new NCSJAC Policy, then discuss the matter with your Related Training Class Instructor, or contact the Administrative Office.

### Policy

### Effective

January 1, 1980

### WHEN APPRENTICESHIP PROGRESS BECOMES DEFICIENT:

#### \*\*\*First (1st) through Fourth (4th) Period Registered Apprentices\*\*\*

1. The individual employer shall be required to terminate the employment of the deficient registered apprentice.
2. The name of the deficient registered apprentice shall not appear on the out of work list of persons eligible for dispatch.
3. When the records the administrative office indicate that a deficiency no longer exists, then the name of their registered apprentice will be placed on the out of work list and eligibility for employment will resume.

#### \*\*\*Fifth (5th) through Eighth (8th) Period Registered Apprentices\*\*\*

1. The apprenticeship agreement of the deficient registered apprentice shall be cancelled.
2. Eligibility for consideration of a new application to re-enter the program shall be one (1) year after the effective date of the cancellation.
3. The individual employer and the job placement center shall be notified of the cancellation.

Once each month, the number of contribution hours reported by the Individual Employer are provided to the Administrative Office. Upon receipt of the reported hours the Administrative Office checks the individual record of each Apprentice to determine advancements. When the number of reported hours indicate advancement, then the record is further checked for First Aid Certificate and Related Training Progress.

When NO First Aid Certificate is recorded and/or the record indicates DEFICIENT Related Training Progress, then a notice will be mailed to the Apprentice and either the Individual Employer or Job Placement Center, whichever appropriate:

NORTHERN CALIFORNIA SURVEYORS  
JOINT APPRENTICESHIP COMMITTEE  
DISCIPLINARY ACTION  
EFFECTIVE AT THE END OF THE REGULAR WORK  
DAY ON THE INDICATED DATE:

Date:	Employment Shall Be Terminated
Date:	Not Eligible To Place Name On Out Of Work List
Date:	Apprenticeship Agreement Shall Be Cancelled

## Talking to Techs

### Tech Engineers Meetings

During the months of October and November, several Technical Engineers Meetings were held throughout Northern California. These WELL ATTENDED meetings were held so that YOU, THE MEMBER, would have a better understanding of the Duties and Responsibilities of YOUR BUSINESS REPRESENTATIVES. Among the many Topics discussed, were:

- (1) The Individual Member's role in supporting Sanction Strikes by Building Trades.
- (2) A better working knowledge of Information Pickets and what YOU, THE MEMBER can do to make them effective.
- (3) The Cause and Effect of the Pending Litigation of the PUBLIC WORKS DETERMINATION.

Extreme Interest focused on the area of ORGANIZING! Considerable points of information were discussed on this Topic; such as, the Active Role of the Open Shop Movement. How the New Professional Employers' Consultants (Union Busters), are utilizing a "New Bag of Tricks" to suppress and prevent any effective gains by Labor Movement. Many Non-Union Firms are now being taught how to hire any new prospective employees. Among these tactics in hiring are:

- (A) A PASSIVE EMPLOYEE is a GOOD EMPLOYEE!
- (B) A NON-AGGRESSIVE EMPLOYEE is a GOOD EMPLOYEE!
- (C) A Prospective Employee that would complain about his/her rights regardless how minor the incident, is a BAD EMPLOYEE!
- (D) If an employee has had any prior affiliation with a labor union, they would be considered a BAD-RISK EMPLOYEE!

In short, a Non-Union Employer would PREFER to have a \$2.90 ROBOT!!!

### Inflation

As we move into the second year of President Carter's Administration's "voluntary" wage and price guidelines to fight inflation, we find fiscal restraint and "tight money" policies the basis for Carter's anti-inflation strategy.

From the beginning, the guidelines were supposed to limit wage increases to 7% a year, and a maximum of 22.5% over three years. Many large corporations were given incentives to stay within the guidelines under the threat that the Federal Government would not contract with those who did not conform.

These guidelines were knee-deep in mud from the beginning. Rising prices of raw materials, and energy costs, required many firms to pass along price hikes to maintain their profit margin. This in turn, added pressure on workers to obtain wage increases in order to cover rising living costs.

As inflation continues at a double digit rate, the question in point is, "Who benefits the most: The UNION WORKER or the NON-UNION WORKER?" Let's compare the two!

The Union Worker has the protection of the Collective Bargaining Agreement, because of the Cost of Living Provision Incorporated.

What happens to the Non-Union Worker? Many Non-Union workers complain that their employers passed along price hikes to their clients, but held their wage increases consistent with Mr. Carter's 7% guidelines. You don't have to be a mathematician to figure who is being exploited!

In closing, we feel George Meany summed it all up well in his farewell message to the AFL-CIO, "LABOR NEVER QUILTS. WE NEVER GIVE UP THE FIGHT NO MATTER HOW TOUGH THE ODDS, NO MATTER HOW LONG IT TAKES."

### Testing and Inspection

As most of the Inspectors know, we have been trying over the past few months to establish an Apprentice, Journeyman, Training Program for the Local #3 Member in the Testing and Inspecting Industry. To date, the Union has laid most of the initial groundwork required for this complex Program. We have had several meetings with the Division of Apprenticeship Standards, Department of Industrial Relations, and Department of Education.

We have met with the Representative of the Department of Industrial Relations concerning the Legislative Bill SB 132. This Bill has monies available to assist in implementing a new Training Program such as this. We then set up a meeting between these State Department Representatives and some of the Employers to allow the Employer the opportunity to discuss the type of program they desire and possibilities for funding assistance. Recently, we received approval from the Northern California Surveyors Joint Apprenticeship Committee, to form a Sub-Committee of Inspection Employers and Union Representatives that could utilize the assistance and experience of Art Pennebaker, Administrator of the Surveyors Program. Mr. Pennebaker's expertise in the area of apprenticeship training would be extremely invaluable to us.

The training can be in one or several types of Inspection. If a training program could be made available, that is standardized, then each Inspector could be assured of receiving a certain body of knowledge about his particular phase of inspection. An Inspector would also be able to be trained in other phases of inspection, which would make available to him more types of work, and therefore, better employability. The employer would also benefit by having Inspectors properly trained in several types of inspection disciplines, obviously making him a more versatile Inspector and a more valuable employee.

There is still a lot of work ahead to make this Training Program successful. With hard work and dedication, we are hopeful that this additional training program will be a major contribution to the Inspection Industry!



**Season's Greetings  
from the  
Tech Department**



# Meany's Farewell Speech

(Continued from Page 5)

as we know—that in unity there is strength.

Of course, there were many trade unions, assemblies and councils in many cities, even national and international labor unions in existence in 1881. They had already made many important gains. But the founders of this great movement knew that much more could be accomplished through a combination of all those organizations.

So they organized and adopted a charter to "promote the general welfare of the industrial classes and secure that justice which isolated and separated trade and labor unions can never fully command."

Each succeeding generation of trade unions has given that charter life and breath. It has been a torch handed down from generation to generation—sometimes flickering, but never dimmed. It is now our responsibility—individually and collectively—to preserve that charter, to give it life and meaning in our time and to pass it, intact and shining, to those who follow us; to carry that torch high, with pride, with honor.

Despite what some of my friends in the media may believe, I did not attend that convention in 1881. (Applause.) But I have read the proceedings and I believe Gompers, Foster, Leffingwell and all the courageous founders of our movement would look with favor upon the stewardship of their successors.

Examine, if you will, their first platform. They determined to fight for compulsory free public education, an end to child labor, achievement of the 8-hour day, protection against garnishment, apprenticeship laws, payment of wages, in legal tender, repeal of conspiracy laws, creation of a national bureau of labor statistics, workers' compensation, use of the ballot to elect friendly legislators. The trade union movement has achieved all these and more.

With equal vision, succeeding generations have extended the platform. They sought social security, unemployment insurance, civil rights, health care for the elderly and the poverty-stricken, minimum wage, occupational safety and health, pensions, a national labor relations act, food stamps, and much much more. And they achieved those goals as well.

And true to our mission to expand the frontiers of human progress, this generation of trade unionists has an agenda of platform items as yet unfulfilled—national health insurance, full employment, equal rights for women, labor law reform, to name but a few. And we recognize the constant need to refine and improve and protect those programs already enacted.

Labor's agenda and labor's platform are the issue of human concern. Labor's goals are economic and social justice, and because human beings are fallible, achieving those goals requires ever new horizons and commands all of our energy.

To achieve those goals, the labor movement cannot be content with defending the status quo, or reliving past glories. We must constantly look to the future, develop new leadership, adapt policies to changing conditions, and new technologies—but—always, always—with unswerving loyalty to the mission of the trade union movement as the instrument for improving and enhancing the working and living conditions of those who work for wages.

Two years from today I expect the AFL-CIO will be celebrating, in some form or other, the centennial of the American labor movement.

Because I know so well the calibre of the leaders of this movement, I am sure they will not be content to say smugly, "We've come a long way." Rather, I am confident, they will use that centennial as a launching pad for new campaigns to improve further the conditions of work and life in this land. For the quest for social and economic justice is never ending.

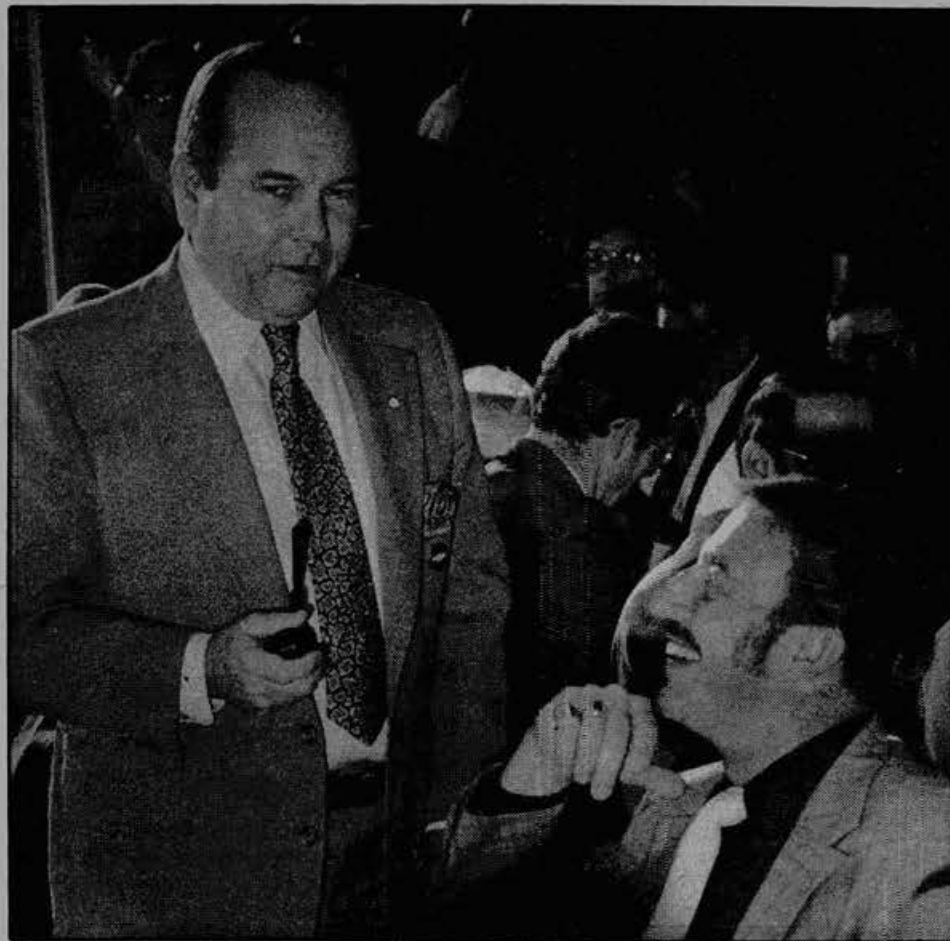
As I leave this office, I am happy and proud to report that the instrument workers created 98 years ago is alive and well and ready to do battle with any foe who would destroy it.

It is growing. Despite the combined effects of technology, unfair international trade policies and continued high unemployment—which have created particular problems in construction, manufacturing and transportation—the traditional bases of organized labor—more workers are covered by collective bargaining agreements today than ever before in this nation's history.

Despite the fact that the labor laws of this nation have been sharply tilted away from protecting the right of workers to organize and bargain collectively, the movement is growing.

Indeed, I am confident that the labor movement is about to embark on another period of significant growth and expansion. The growth in unionization among public workers is continuing at a strong pace—and there are significant organizing breakthroughs by unions in the service trades. White collar and professional workers are seeking organization. Farm workers are proving their strength against the most oppressive tactics used by any employers anywhere in the nation.

The Executive Council report for the past two years clearly demonstrates the good health of this federation. Last year



In attendance at the AFL-CIO Convention are newly elected International Vice President Larry Dugan out of Arizona Local 428 (standing) and Tom Bills from Local 3. Bills, who served as Utah District Representative has accepted an appointment by General President Jay Turner as Director of Region 9.



The convention hall was jammed and delegates paid close attention as AFL-CIO President George Meany addressed the opening session. The convention drew 895 delegates and thousands of guests, observers and members of the press.

in Missouri we (Applause.) resoundingly defeated a so-called right-to-work referendum, despite a multi-million dollar campaign waged by our enemies and despite every prediction from every politician that with all the strikes in Missouri, we couldn't win, well, we won by 300,000 votes. (Applause.) This year in the Congress our combined legislative operations blocked every attempt to destroy or weaken the Davis-Bacon Act. Our civil rights efforts have resulted in strengthened and renewed bonds of cooperation with the major minority and women's organizations. Our combined organizing efforts have made major breakthroughs in areas of the country traditionally hostile to unions. Our state federations blocked efforts in state legislatures to force a constitutional convention that would impose a government-busting balanced budget requirement. Every one of our headquarters departments has made continuing, provable advancements and I am proud of the record established by the department directors and their hard-working staffs.

Yes, the unity in the federation itself is unmatched in our history. Without exception our affiliates are involved in the activities and programs of the federation.

The 24 years of merger have proven, once again, that in unity there is strength, that all workers share common interests, needs and expectations—regardless of their craft, the color of the collar they wear or any other artificial distinction.

(Applause.)

This federation is the house of labor. It is well-built—ready to stand and to shelter workers long beyond the lifetime of everyone in this hall. And there are plenty of rooms in the house of labor to accommodate all organizations of workers.

(Applause.)

Today the American trade union movement is vital, dynamic, growing. It is strong and unified.

But it needs to continue to grow, to consolidate its strength. And, I predict with certainty, it will.

Workers face tough days ahead. The national economy is a mess. America's energy problems are growing while the oil companies reap outrageous profits; inflation is unchecked and family budgets are wrecked; the recession is at hand and, in the bellwether housing industry, the depression is already here, yet the banks raise interest rates to the highest level in the nation's history. The shifting, changing economic policies established by the administration have, without exception, failed because they were ill-advised, ill-considered, ineffective and inequitable.

(Applause.)

Obviously there is need, at this time of economic crisis, for all elements in society to demonstrate their responsibility. We in the AFL-CIO have already done so.

For the national accord, recently reached between the administration and the AFL-CIO, is a demonstration of labor's willingness to shoulder its share of responsibility on a broad range of national concerns. It is an accord we would have willingly negotiated with the administration a year ago, but there was no real willingness on the part of the administration to treat us as a concerned partner at that time. We intend to do our share—and more—to help develop an economic policy that is fair and workable—that divides the burden of sacrifice equally.

We have the integrity to live up to our end of the bargain. We also have the courage to blow the whistle if the administration fails to fulfill the obligations it has undertaken.

We look for deeds, not rhetoric; programs, not promises. The whole history of this movement is that our word is our bond. We shall keep our word. We expect others to keep theirs.

(Applause.)

Now the time has come for me to

(Continued on Page 17)



# Kirkland Brings Experience, New Direction

(Continued from Page 4)

land himself has said that "everything that we have done and every program that we have undertaken, I think, has my fingerprints on it."

Kirkland has served as a delegate to the International Labor Organization and on a score of presidential and governmental commissions dealing with defense, the CIA, inflation, maritime affairs, productivity and the economy. He is considered to be an expert in foreign affairs where he advocates a strong effort to stop cheap foreign imports from destroying union jobs and an equally strong attack on Communist meddling in world affairs.

Kirkland took two major steps at the time of his election as AFL-CIO President. He made a clear call for all independent unions to re-affiliate with the AFL-CIO and also completed a historic "National Accord" with the Carter Administration to stop business and government attacks on union wage scales as an inflation fighting tactic.

In his acceptance speech, he dedicated himself to the goal of a unified house of labor, a goal that has eluded Meany for 24 years. "All sinners belong in church; all citizens owe fealty to their country; all workers belong in the unions and all true unions belong in the American Federation of Labor-Congress of Industrial Organizations," Kirkland declared.

While this call was directed to the Teamsters and the Mine Workers, Kirkland also addressed the Auto Workers, who withdrew from the AFL-CIO over a disagreement with Meany's gruff and direct style of leadership. "I say now to those who stand outside (the AFL-CIO) that I have too high a regard for the caliber of their leadership to believe that they can really be governed by petty per-

sonal considerations or ancient tedious grudges," he said, in apparent reference to the Auto Workers' concern about losing their autonomy by re-affiliating with the AFL-CIO.

But perhaps highest on Kirkland's agenda for the AFL-CIO is an ironclad defense of union negotiated wages and the protection of those wages against what Kirkland sees as misguided government policy on lowering wage demands to fight inflation. In general, the AFL-CIO has looked at Carter Administration economic policies and specifically the recent 7 percent wage increase ceiling as an unfair burden on American workers and their paychecks.

In a year of unparalleled corporate profits, the AFL-CIO refused to allow American workers to bear the brunt of any inflation fighting scheme that was directed at lower wage demands when corporations were granted virtually unlimited price increases. "The chief engine of inflation," Kirkland has said, "has been the energy crisis and oil company profits that have ranged up to a 235 percent increase."

Kirkland has pointed out that unions are not going to cooperate with that type of unreasonable profit level coupled with the Carter Administration's insistence on total decontrol of domestic oil prices which will drive the price up even higher. Consequently, every major union

agreement negotiated in 1978-1979 busted the 7 percent wage increase ceiling.

The "National Accord" negotiated by Kirkland addresses these issues and sets a framework for reducing inflation, but on a cooperative basis that protects workers' paychecks and key union programs like Davis-Bacon prevailing construction wages. The Accord directs itself to:

- provide for AFL-CIO involvement and cooperation with the Carter Administration on important national issues.
  - to deal effectively with inflation in an equitable manner, consistent with the historic values of our nation, that business accept some austerity.
  - to assure that any austerity arising from battling inflation is fairly shared, while protecting those members of society who are least able to bear the burden.
  - to pursue our established national goals of full employment, price stability and balanced growth.
  - to maintain and enhance the preeminence of America at home and abroad. A major point in the Accord is a countercyclical economic policy that will help stabilize construction and round out the high periods of unemployment the crafts suffer when work dries up.
- "Thanks, in large measure, to the success of the trade union movement in bringing about a more equitable sharing

of economic gains, Americans have become used to having the highest living standards on earth and to seeing those standards rise higher with each generation," Kirkland finished. The Accord, under the watchful eye of the AFL-CIO as a full partner with business and government, follows that basic belief of Meany, Kirkland and even back to Samuel Gompers of the old AFL in the 1890's: equitable sharing of the highest standard of living on earth with more for each succeeding generation.

The former merchant mariner, who often sprinkles his speech with nautical metaphors, closed the 13th Biennial convention of the AFL-CIO. "And now I declare the speed and course," Kirkland concluded. "Full ahead, steady as she goes."

## Salinas Office Expands Services

The Salinas office has moved to 622 E. Alisal, Salinas, Ca., reports Asst. District Rep. Jack Bullard. The telephone numbers remain the same. The members will be pleased with the extra space, as it's twice as large as the previous office. "We are now open 8 AM to 5 PM Tuesday, Wednesday, and on Thursday nights," Bullard said. He and Business Rep. Jack Jackson will both be there.

Felton Quarry got their use permit, thanks to two separate groups of engineers. Working engineers and their wives attended the evening meeting and were the largest group represented. The Santa Cruz Board of Supervisors were impressed.

Supervisors supporting Local 3 were Marilyn Liddicoat and Pat Liberty (both women), and Dan Forbus. The crucial vote was held in the day time when working engineers could not attend.

"That's when our retirees and wives really showed their strength," Bullard said. Harley Davidson, retired Business Rep., heads up the Iota Chapter of the Retirees Association. Maurice and Anita Dadone, Lew Jones, Russ Kincade, Nick Marazzo, and many others were in loud support of the use permit.

Jack Bullard spoke for the use permit at both meetings. Marilyn Liddicoat gave strong support. She asked for a "show of hands" of those backing the Use Permit. "Our raised arms looked like a forest," Bullard commented. "Well done, active and retired engineers and wives!"

Jack Bullard is presently negotiating the Maggiora Bros. Drilling and other drilling agreements.

Merry Christmas, and Happy New Year from the Salinas office employees: Cheryl Thompson, Jack Jackson, and Jack Bullard.



IUOE General Secretary-Treasurer Frank Hanley confers with delegate Toni McGuire, Jr. of the operating Engineers at the AFL-CIO Convention.

## Meany

(Continued from Page 16)

thank you and the members you represent for the highest honor that could be paid any human being—the honor of leading this great organization of workers who have built this nation. It has been both a humbling and a tremendously rewarding experience.

It has given me the opportunity of knowing and working with the members of the Executive Council—past and present. Each has made significant contributions to the work of the federation. Their counsel has been wise; their support outstanding; their friendship rich and warm.

The officers of each affiliate and constitutional department and all of the state and local central bodies have carried out the programs and made this federation a testament to the foresight of those who gathered in Pittsburgh 98 years ago.

To my assistants and to the staff of the federation—both in the headquarters and the field—goes my gratitude for a job well done.

(Applause.)

To you—the delegates to this convention—the representatives of the workers of America—goes my sincere appreciation for this opportunity to serve.

And to my God go my prayers—prayers of thanks for granting me more than one man's share of happiness and rewards, and prayers for His continued blessing on this nation and on this movement and on each of you.

Thank you.

(Standing ovation.)

Thank you very much.

## AFL-CIO Convention Tackles Many Issues

(Continued from Page 5)

under full OSHA coverage and, as an interim step, urged President Carter to issue an Executive Order extending immediate coverage to workers in the federal government.

The status of the National Institute of Occupational Safety & Health also must be upgraded and the collaboration between NIOSH and OSHA broadened, the resolution urged.

It called on both agencies to lessen their dependence on private groups for standards development while sharply accelerating their own standards development processes.

### Environmental Issues Versus Employment

The AFL-CIO said it will continue to support a balance between the need for pollution abatement and the maintenance

of employment in environmental control programs.

Specifically, the federation called for:

- Congressional authorization of a five-year, accelerated federal grants-in-aid program to reduce the backlog of water and sewer projects in the nation.
- Strengthened enforcement powers for the Environmental Protection Agency to require compliance by those major industrial sectors that have failed to comply with the Clean Water and Clear Air Acts.
- Expanded resource recovery efforts to solve the nation's solid waste disposal problem.
- Greater production of coal and development of synthetic fuels and alternatives to the internal combustion engine. Such programs, however, must be accompanied by expanded efforts to reduce

harmful environmental effects.

- Legislation to deal with the massive problem of hazardous and toxic waste disposal by placing the responsibility for immediate cleanup and its costs on those companies responsible.

- Strong enforcement and adequate personnel in the implementation of the Surface Mining & Reclamation Act.

- Effective worker protections and anti-discrimination provisions in all environmental statutes.

- Establishment of a national land-use policy that takes into full consideration its effects on employment and economic growth.

- Continued support for the principle of family ownership of farmland, the breakup of huge land monopolies, and the anti-speculation provisions in federal reclamation laws.





## WITH SAFETY IN MIND

By JACK SHORT, Director of Safety

## Prevent Mobile Crane Accidents Through Careful Assembly

### Severance Pay Awarded Steel Mill Employees

The Oakland office has been successful in getting Pacific States Steel Company to pay severance pay to their former employees of the Ball Department of the American Forge Division. These employees were those that were denied T.R.A. when they were terminated.

"We have been able to contact most of them, and to date have collected twenty-two checks amounting \$42,625.57," Casey said. "This has been a long hard fight, but it has finally started to come to an end."

The Oakland office is still trying to locate the following former employees: WILLIAM BURKHARDT, JERRY WILLIAMS, WILLIAM ONTIVEROS, LEROY GAUWAIN, GURIT DHILLON, DONALD SILVA, ROGER LOCKE, and ROGER BELLMAN. If any Local 3 members know the whereabouts of any of these men, they should contact the Oakland District Office and speak to Bob Skidgel or Norris Casey.

These men have money coming to them, but have to prove they were denied T.R.A. Of course, this can be done simply by producing the statement issued by the Department of Unemployment.

As of this date, the Arbitrator has not made a decision in the arbitration over the T.R.A.-Severance Pay issue at Pacific States Steel and American Forge.

Business Rep. Bill Dorresteyn reports that San Jose Crane and Rigging is working up in Fresno on the Helm's project and also working on miscellaneous local work.

Bigge, Santa Clara, is doing very well. At this time, their Permanent job is coming right along. Bigge's joint-venture with Rigging International at Davenport is also going good.

Winton Jones is doing very good despite a few shut-downs. Winton Jones has real fine crews on his cranes.

Reinholm will be on the docks again in Redwood City loading out steel. He is also doing a lot of panel and span deck work.

Reliable is very busy in the Sacramento, northern and in the Sierra area.

Wilkins and Valley are very busy in most areas. Hill Crane is doing very well. They have work all over the state and also in Nevada. Jake Crane has a ringer in Lyon Oil, and did a job in Fresno, too.

Sheedy is very busy, too. He has most of his work in San Francisco, but is often up north working at the geysers. Bay City is busy and has a shut-down at Standard Oil. Bigge is also at Standard Oil, so work is still looking good and most likely will continue to look good for a while.

"Work safe and look up for wires," Dorresteyn urges. "We had a couple close calls and it was because of carelessness at being aware of the surroundings of rig in-and-out. So, look up and live."

At a recent conference that crane rep. Bill Dorresteyn and I attended in Nevada, it was pointed out by the Crane Inspection and Certification Bureau that Local 3 has had far fewer crane accidents than the nationwide average.

I sincerely believe this was brought about by the fact that Local 3 is constantly evaluating and revising crane safety standards—and enforcing them! Through the efforts of Bill Dorresteyn and all Local 3 business agents, we are doing our best to keep our members informed of safe crane operating practices. We still have a lot of work to do.

Over 50% of all mobile crane accidents are the result of mistakes made and rushed sloppy work done when the crane was being put together, readied and placed to make its lifts.

All of these accidents are preventable by following the manufacturer's recommendations for assembly and dismantling, using the correct parts and observing the following general precautions. It can be fatal to improvise or take short cuts with any of them.

Owing to the complexity and wide variation in design of mobile cranes it is not possible to present a comprehensive summary of assembly, set up and dismantling instructions.

Whoever is causing the crane to be used; this could be the project engineer, the site superintendent, a foreman, the building owner, contractor, architect or consultant; is as responsible for the safe operation of the crane under his control as the operator.

If this person or company does not provide an adequately prepared working area for the crane it will be an unsafe operation regardless of the condition of the machine and the skill of the operator.

Whoever is causing the crane to be used must give consideration to the following factors and ensure that adequate precautions are taken such that the safety of the public, property and all personnel is guaranteed:

- Can the machine get into the site? Is the access road adequately graded and compacted? Is the access ramp too steep? Will the machine have to travel over buried pipes, sewers, mains, etc. that might be crushed? Is there room enough for it to maneuver into position on the site? Is there sufficient room in which to erect or extend the boom? Can the trucks hauling boom sections get into place? Can these trucks be unloaded safely? Is there sufficient room to store these sections? Is there enough timber blocking to support the boom when it is being assembled and dismantled? An erection area should be roped off for the exclusive use of the crew.

It should be large enough to permit the components to be stacked and handled, and the crane to be assembled without interfering with or hazarding the other site personnel.

- Know where the crane will be situated for every lift. Find out what the maximum operating status will be. As the crane swings will there be clearance between the counterweight and the nearest obstacle? Is

the operating location well graded, compacted and level? Remember that every crane has to be perfectly level when making its lifts. Never position any crane close to shoring locations, excavations, slopes, trenches, embankments, etc. as the load of the machine plus the vibration could be enough to cause a collapse.

Similarly, they should never work over cellars, buried pipes, mains etc. without first checking that there is no danger of collapse. Be especially careful to consider the proximity of other cranes, hoists, structures and buildings to the working area of the crane. Even when the cranes are operating with different lengths of boom there is always the possibility of the hoisting ropes or loads fouling each other or the structure of the lower crane.

To minimize the probability of this occurrence the cranes should always be sited in such a way that the operators have a clear view of the other cranes operating in the collision danger area. The operators should also have direct communication with each other so that one operator may alert the other to impending danger. It is also recommended that their overall lifting program be set out and controlled by one man who is in contact with all operators and riggers and assigns priority of operation for the cranes.

- The user must ensure that the machines are positioned in such a way that they are not required to work over areas to which the public have access. When it is unavoidable, signalmen and warning signs must be posted to draw attention to the operation of the crane in the area and control access to the area when necessary. This area includes everything within the working radius of the crane. If the machine is to be positioned on a city street the user must get permission to block lanes of traffic and should have police on hand to provide traffic and pedestrian control.

- Under no circumstances should anyone allow any crane to work within a boom's length of any overhead power line without:
  - (i) Having the power shut off; or
  - (ii) Having the line insulated; or
  - (iii) Providing a signalman to warn the operator when the crane is approaching the line.

- Is the soil stability and bearing capacity enough to carry the most severe static and dynamic crane loading conditions considering all factors such as the dead weight of the crane, the dead weight of the load and any lifting attachments, overturning moments, slewing torques, dynamic loads, wind loads, ice loads and shock loads? The ground which is to support the crane must be sufficiently strong and stable to take these loads without any sinkage or deflection.

The bearing pressure of a modern mobile crane on outriggers can vary anywhere from 200 psi to over 1000 psi so it is ex-

tremely important that the ground be as firm and level as possible and that large, substantial timber mats be available to distribute this load as evenly as possible. These considerations are even more important when the crane is to be set up on an existing structure such as a garage deck or bridge deck for instance. The loads applied by the crane could be enough to collapse the whole structure.

- If the ground is especially soft or waterlogged then special steps will have to be taken to provide a satisfactory base for the machine. Mats, steel plates, timber pads or concrete rafts, etc. should be used to distribute the loads under the crane to ensure that the bearing strength of the ground is not exceeded. Check the base often during the lifting operation as settling will occur necessitating outrigger adjustment.

Where operation on slopes cannot be avoided, the machine should either be levelled with the outriggers or the slope should be built up locally with specially constructed foundations or cribs to give a level, firm and stable working platform.

Remember that slope angles as small as 1° can significantly affect the cranes stability and capacity.

- Account must also be taken of seasonal variations in ground conditions. During the winter months, tracks, tires, and outriggers can freeze to the ground giving a false impression of stability. In the spring the ground bearing capacity and stability are almost impossible to determine because of the frost coming out of the soil. In the late fall and early winter months the ground bearing capacity must not be assumed to be increased because of frost. The estimate should be based on summer conditions.

The responsibility of the operator and the erection or assembly crew begin when the crane arrives at the site. Even though the previous recommendations are recommended to be the responsibility of whoever is going to use the crane, the operator of the machine is also responsible for ensuring that all are carried out before the machine is assembled or operated.

Regardless of the type or make of crane being used, it must be set up strictly in accordance with the manufacturer's or his agent's instructions and in such a manner as to eliminate hazards to personnel, property and the public.

The manufacturer's handbook for the particular crane being set up should be available on the site for use by the staff who must, in turn, be familiar with the procedures. Any departure from those procedures or substitution of parts or materials is permitted only if the details have been discussed with and approved by the manufacturer.

The handbook may be a large volume more suitable for retention in the site office as a reference book, in which case it is recommended that a concise summary of the assembly and dismantling procedures be set out in the form of a check list.

## Few Steps Closer to Reality for Livingston Bypass

The proposed but long-delayed Livingston Highway 99 bypass moved a few small steps closer this month, even though the project could be six to ten years away, reports Fresno District Rep. Claude Odom.

The State Department of Transportation decided it will set up a special committee next month to review bypass routes. The first step toward making an environmental impact report is expected to take three years.

And on the local front, a blue-ribbon committee heading a drive to get the State to construct the bypass proposed a new route members hope will win Caltrans approval and speed up timetable.

What the Livingston Highway 99 Education Committee proposes

is a roadway on pillars crossing through the city just south of the Southern Pacific railroad tracks. No estimate on its cost has been made, but figures mentioned by Caltrans officials for other routes vary from \$11 million to \$23.5 million.

Committee members argue this viaduct type overcrossing would make valuable land beneath the roadway available for such uses as a City corporation yard, parking lots and stores.

Caltrans now seems to favor a dirt-filled overpass rising at Robin Avenue to a height of 35 feet to clear the railway and returning to ground level before reaching Dwight Way. This routing would follow the present highway.

Granite Construction Company

of Watsonville are all but finished on their Westlands Water District projects on the West Side. This job has been a good one for approximately twenty-five Engineers working good hours for the last six to eight months.

There is no word from the Bureau of Reclamation as to when more of this work will be put out to bid. Batchelor Construction Company of Visalia is the apparent low bidder on work on the Urban Development Action Grant Project in Exeter at a cost of \$952,304.00.

Gentz Construction Company of Fresno is the low bidder on a capital improvement project, sanitary sewer and domestic water facilities for the City of Lindsay at a cost of \$224,615.00.

Lee's Paving Company of Vi-

salia was also lowest of five bidders for road work on Mt. View Avenue between U.S. Highway 99 and Smith Avenue at cost of \$725,366.00.

The R. G. Fisher Company was low bidder on the Alexander Hamilton Freshman School at a bid of \$4,983,000.

Bids were opened November 2nd by the United States Forest Service for constructing the Freeman Timber sales road in Sequoia National Forest.

Granite, Ball, Groves, Helm's Pumped Storage job is progressing well and is on or near schedule with at least a year to go. This job is one of the best going, keeping 180 Engineers busy around the clock.



# Swap Shop: Free Want Ads for Engineers

## FOR SALE: 1965 MOTOR GRADER

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

## FOR SALE: AUBURN INCOME

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

## FOR SALE: 14' GLASSPAR BOAT

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

## FOR SALE: LINCOLN portable welder

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

## FOR SALE: 6 ACRES LOT, \$15,000 cash

Malad Summit Subdivision, near proposed Bighorn ski area, & interstate I-15 good hunting & fishing. Call Carl & Lorraine Isaacson, 208/766-4456, 291 N. 300 W. Malad, Idaho. 83252. Reg. No. 0854136. 10-79

## FOR SALE: 77' MGB white, black stripes,

low mileage, perfect comp. inside/out. Must sell. 566-1807

## FOR SALE: 550 FORD BACK HOE, ex-

cellent cond. used only 1,000 hours., 12' & 24' bucket. Must sell \$19,500. Glen Sasser, 2964 Holly, Tracy, Ca. 209/835-3892. Reg. No. 1219693. 10-79

## FOR SALE: RIVERFRONT 1 1/2 ac.

Sprague River S. Ore. well & septic tank operating, mobil & storage building. Exc. fishing & hunting. Elmer Powell, 5159 La Honda Rd. El Sobrante, Ca. 94803. 415/223-4337. Reg. No. 598622

## FOR SALE: 76 Yawlaour Tri Yull 17', i/o

V8 215 hp. 20 gal. tank low hrs. w/trailer \$7,300. exel. cond. Rudolf Elpel, #6 Fuchsia Ct., Sacramento, Ca. 95823. 916/428-2590. Reg. No. 1075422. 10-79

## WANTED: U.S. & FOREIGN COINS &

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

## FOR SALE: SURVEYORS working belt-

fully loaded new or in excel. cond., T-58 calculator-survey & aviation modibe like

new. Call 6 pm. Andy Lotito, 347-3209.

1201 Monte Diablo Ave. #210, San Mateo, Ca. 94401. Reg. No. 1105886. 10-79

## FOR SALE: '76 INTERNATIONAL

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

## FOR SALE: 1963 FORD BUS 6 cyl. 4 sp.

conventional drive, good cond., & good tires make nice mobile homes; 1962 International bus, V8, 5 sp., 4 wheel drive, low mileage & good rubber; 1972 A.M.C. Motador, AT, V8, P & P.B. & A/C Radiale \$695. Albert F. Paulazzo, 915 W. Miner St. #16, Yreka, Ca. 96097. 916/842-2181. Reg. No. 0603448. 10-79

## FOR SALE: 50 lb. black Smith hammer,

comp. rebuild, ele. motor \$600. Mike Jennings, 415 Maher Rd., Watsonville, Ca. 95076. Reg. No. 1745269. 10-79

## FOR SALE: TWO BURIAL PLOTS,

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

## FOR SALE: 1963 FORD DRILL RIG,

Sunset type: \$13,000. Augers, 8" to 24" DIA. \$500. ea.; Joe Sperl, 2151 S. Vasco Rd., Livermore, Ca. 94550. Reg. No. 1733052. 10-79

## FOR SALE: 1928 FORD 1 1/2 ton truck,

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

## FOR SALE: 12 x 16 MELODY HOME, 3

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

## FOR SALE: 10 x 14, 1 bd., A/C; 8 x 45, 2

bds., A/C; 2 ea. 10 x 55, 2 bds, A/C, new carpets. Robert C. Siler, 128 'A' St., Concord, Ca. 415/798-7616 Reg. #1262993 11-79

## FOR SALE: 1956 WHITE TANK

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

## FOR SALE: 1964 CHEV. PICKUP w/elec.

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

## FOR SALE: 1978 PROWLER 5th wheel

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

## FOR SALE: 2 bdrms, 1 bath, refr.-stove, oil

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

## FOR SALE: VOLTAGE regulator for

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

## FOR SALE: INTERNATIONAL 10

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

## FOR SALE: 1964 V.W. dunebuggy, off the

road \$400. Brian Yung, 1215 Harper St., Santa Cruz, Ca. 95062 phone 475-7106 Reg. #1265340 11-79

## FOR SALE: 550 HOPTO, 8 buckets, 5 ext.,

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

## FOR SALE: 10 ACRE Ranchette on Shasta

River, 2 bdrm, 2 bath w/all amenities, 3 car garage, irrigated pasture, ponds & barn, fantastic view, secluded yet close to town, additional acres available. Joe Thompson, P.O. Box 544, Montague, Ca. 96064 916/842-3384 Reg. #0491027 11-79

## FOR SALE: 1968 BORN PONTIAC, 4

doors, loaded, good cond., \$500 or offer. Mrs. Wayne Whitaker, 531 Fairview Dr.,

Gilroy, Ca. 95020 408/847-2359 Reg. #0586524 11-79

## FOR SALE: STEEL BOAT 35' x 12' x 7' no

motor, cabin almost finished, lots of extras, in Los Molinos, Ca. Call Dave Hanny, 916/384-2841 asking \$2,500. Reg. #284751 11-79

## FOR SALE: 15 ACRES, small pond, trees &

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

## FOR SALE: 1977 John Deere 410 loader

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

## FOR SALE: 1977 JOHN DEERE 410

Loader backhoe 1,600 hrs cab, radio, heater, cab pressurizer, buckets, hd 12" x 18" x 24" x 41" \$25,000.; 1977 Tamdum axle 825-20 air brakes tilt bd. 24', 20,000 lb arles \$4,000.; 1972 Pet cabover 3 axle 1693 cot-10 sp. spier 220" WB 10 new 16 ply radel on new polished alum, 11.24.5 \$15,000. good 10 yd dump box air gate \$1,600. John Fullen-wider 1211 Ester Way, Minden, Nev. 89423 702/782-4358 12-79

## FOR SALE: 1 ACRE lot near Dunnellon,

Florida, high and dry trees, garden soil \$3,500. including interest \$75 per month. Write A. J. Benish, Box 144 Lewiston, Ca. 96052 Reg. #0884521 12-79

## FOR SALE: 220 & C160 CUMMINS en-

gines, to be rebuilt, as is \$500. ea.; 7041 Series transmission, nearly new run only 1 mo. \$500.; large radiator \$100. saddle tanks & step tanks. Rodger Robbins, P.O. 314, Standard, Ca. 95373 209/532-2547 Reg. #1511009 12-79

## FOR SALE: 1979 6-PACK CAMPER, 9 1/2'

self contained, cab over, fits a 3/4 ton long bed \$4,500. Jerry Briggs, 4076 Garden Highway, Nicolaus, Ca. 95659 916/782-6251 Reg. #1144643 12-79

## FOR SALE: 1978 3/4 ton Chevy pickup, 4

wheel drive, fully loaded. Jerry Briggs, 4076 Garden Highway, Nicolaus, Ca. 95659 916/782-6251 Reg. #1144643 12-79

## FOR SALE: 1977 150 Dodge pickup, top of

the line, like new w/chrome wheels & new tires \$4,000. low mileage. Ronald D. Phillips, 12867 Lake Valley Ln., Sonora, Ca. 95370 209/532-5979 Reg. #1157835 12-79

## FOR SALE: 17 1/2' TRAVEL TRAILER, self

cont. sleeps 6, stove, frig., shower, toilet, air cond., new used once, \$3,700. best offer; 120 acres lovelock-Unionville, Nevada Creek \$300 per acre; Lot for sale California City, Kern County, desert climate, 7 miles from city center \$4,000 or terms; contact Carol, days 622-3808, nights 355-6499 Carol & Pericles Cosseboort, 430 Ebken, Pacifica, Ca. 94044 Reg. #1733035 12-79

## FOR SALE: KINGMAN, ARIZ. 4 lots to-

gether, large work shop, mobil home built on living room, fenced, gas elec. water \$22,000. will finance. Herschel Larue, P.O. Box 97, Skull Valley, Ariz. 86338 Reg. #0791408 12-79

## WANTED: AIRCRAFT PARTS, run out,

basket case unfinished Stinson & Franklin engines. Frank J. Huffman, 738 Robin Dr., Santa Clara, Ca. 95050 408/296-6943 Reg. #1087515 12-79

## FOR SALE: 2 bdrm. 1 bath, refer, stove, oil

furnace, 1.6 acres, 2 barns, tack & feed, 2 car shed, chick coops, bird aviaries, all fenced & cross fenced, part in pasture, pinto mare, goats, assort birds & fowl, Monroe Ut. Charles Garden, 195 N2W, Monroe, Ut. 84754 Reg. #0351398 12-79

## RULES FOR SUBMITTING ADS

- Any Operating Engineer may advertise in
- 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.

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.

- 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.

## Marin Contractors Try to Beat Rain

Contractors in the Marin County area are trying to complete their jobs and beat the coming rainy season, reports Asst. District Rep. Harvey Pabel.

Quarry Products in Petaluma are working five-12s. Swinerton-Walberg is moving right along on Fireman Fund's new addition located at Lucas Greens.

Ghilotti Brothers have a number of jobs over the County, and have almost completed Downtown San Rafael, which gives Fourth Street a new look. Rickmar Building Contractors are working at Larkspur Landing with a Lull Hiliift on that job. Sinclair Construction is working in Sausalito.

Pittsburg-DesMoines at Stinson

Beach is erecting water tanks. Fanfa-Mulloy is working on a project at South Novato Blvd. with a few Operators. Santa Fe-Pomeroy Prestress Yard in Petaluma is keeping a few Operating Engineers busy.

The Shops are quite busy—L & M Rentals, and Herman Supply. Mel Weir has started their Edgewood Park Development located in Mill Valley. Maggiora & Ghilotti has kept quite a few Operating Engineers busy throughout the season.

To each and everyone of you and your families—from each one of us in the Ignacio office, we wish you a Healthy & Happy & Prosperous 1980.

Congratulations to Brother Bob Grant on his retirement. Brother Bob worked at Basalt Rock Company, San Rafael Plant for many years.

Condolences to the family of Brother Charles Anderfuren who passed away on October 2nd.

Brother Bill Johnson was recently hospitalized, and is now at home recuperating. Hurry and get well, Bill.

We in the Ignacio Office; Harvey, Marc, Dave and Terry wish each and everyone a Happy Holiday Season.

## Win a Trip To Disneyland

Here's a chance for all Disneyland fans to win a deluxe trip to Disneyland! Celebrating the 25th birthday of Disneyland, the Magic Kingdom Club (Local 3 is a chapter of the Club) is offering members of the Club a Silver Anniversary Sweepstakes. Entry blank and information is contained in the 1980 Membership Guide, and entries must be postmarked by January 31, 1980, so if you want to be eligible for the grand prize or a host of other prizes, mail your request soon. Membership in the Local 3 chapter is free. If you want to enter the Sweepstakes and you already hold a membership card, just ask for a 1980 Guide. If you're not a member, ask for a card and we'll send you one, with the 1980 Guide.

## Personal Notes

### Fresno

We would like to express our sympathies to the families and friends of Brothers John A. Cline, Leo Porter, Howard Tate and James Vineyard who recently passed away.

We wish a speedy recovery to the following fellows who have been laid up due to accidents: Rick Abston, Abel Avila, Larry Hendrix and Steven Pasieka. Harvey McNeil has been hospitalized along with Bill White. They are both home now and we hope to see them up and around soon.

The Fresno Office Staff would like to take this opportunity to wish each and every one a "Very Merry Christmas" and a "Prosperous New Year."

### Santa Rosa

Congratulations to Brother Eddie Mendoza and wife, Lorraine, on the birth of a beautiful daughter named Lorraine (after Momma, of course). She arrived September 9th and weighed in at 5 lbs 12 oz.

We regret having to report the sudden death of Herman "Pat" Carlson and extend our heartfelt sympathy to his family and friends. Also our deepest sympathy to the families and friends of Brothers Ben Brivitt and Roy Peterson, both of whom also passed away very suddenly. Our sincere condolences go to the family and friends of Brother Charles Harpole, retired, on his recent death.

### Ignacio

Congratulations to Sandy & Linda Diamond on becoming proud parents of a baby boy born on October 9th, "Sean Steven." Sandy is presently working for Ghilotti Brothers on a Concrete Pump Truck.

### Reno

Congratulations to the new parents: Greg and Dona McQueary, a daughter born 9/20/79. Forrest and Jenny Elwell, a son born 10/10/79.

### Sacramento

The sympathies of the Sacramento District go out to retired Brother Harry Schnell whose wife Etta passed away on Nov. 1, 1979. Harry and Etta would have shortly celebrated their 56th wedding anniversary and our thoughts are with him in this hour of great loss.

### CLIP AND MAIL

Mail to: Attn: M. Kelly, Operating Engineers Local Union No. 3, 474 Valencia Street, San Francisco, California 94103

Please send me: (check one)

— A 1980 Membership Guide

— A Guide & a Membership card for the Magic Kingdom Club

My name is: \_\_\_\_\_ (PLEASE PRINT ALL INFORMATION)

Address: \_\_\_\_\_ (Street number & name, or box number)

City, State & Zip Code \_\_\_\_\_ Social Security Number \_\_\_\_\_



# Attend Your Union Meetings

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

## January

8th **Eureka:** Engineers Bldg., 2806 Broadway  
9th **Redding:** Engineers Bldg., 100 Lake Blvd.  
10th **Oroville:** Prospectors Village, Oroville Dam Blvd.  
17th **San Francisco:** Engineers Bldg., 474 Valencia St.  
23rd **Honolulu:** United Public Workers Union Meeting Hall, 1426 No. School St.  
24th **Hilo:** Kapiolani School, 966 Kilauea Ave.  
25th **Maui:** Cameron Center Auditorium, Conference rms. 1&2, 95 Mahalani St., Wailuku

## February

12th **Stockton:** Engineers Bldg., 2626 No. Calif. St.  
19th **Fresno:** Engineers News, 3121 East Olive St.  
26th **Sacramento:** Woodlake Quality Inn, Hwy. 160 and Canterbury Road

## Semi-Annual Meetings

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

Dates: Saturday, January 5, 1980 (1 p.m.), Saturday, July 12, 1980 (1 p.m.)

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

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

Please Note: An amendment to Article VI—Dues of the Local Union By-Laws adopted by the members at the semi-annual meeting held on July 9, 1977 deletes the provision that a member can pay dues in ad-

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

## For More Information:

Please send me the information I've checked below.

- |  |   |
|--|---|
| <input type="checkbox"/> Joining                           | <input type="checkbox"/> Save From Home Kit |
| <input type="checkbox"/> Saving                            | <input type="checkbox"/> Easyway Transfer   |
| <input type="checkbox"/> Borrowing                         |   |
| <input type="checkbox"/> New Car, Truck, Van or Boat Loans |   |
| <input type="checkbox"/> Investment Certificate Program    |   |
| <input type="checkbox"/> Monthly Vacation Pay Transfer     |   |

NAME \_\_\_\_\_

ADDRESS \_\_\_\_\_

CITY/STATE \_\_\_\_\_ ZIP \_\_\_\_\_

SOC. SECURITY NO. \_\_\_\_\_

TELEPHONE \_\_\_\_\_

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

## IMPORTANT

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

REG. NO. \_\_\_\_\_

LOCAL UNION NO. \_\_\_\_\_

SOC. SECURITY NO. \_\_\_\_\_

NAME \_\_\_\_\_

NEW ADDRESS \_\_\_\_\_

CITY & STATE \_\_\_\_\_ ZIP \_\_\_\_\_

Clip and mail to Engineers News, 474 Valencia St., San Francisco, CA 94103  
For complete forms, visit our processing center.



Members of the **Engineers News** staff were on hand last month to receive three Awards at the International Labor Press Convention in Washington, D.C. Under-secretary of Labor Gene Gentry (right)

presents the awards to Mark Stechbart, Director of Research (left), Ken Erwin, who retired this month as Director of Public Relations, and James Earp, Managing Editor.

## Winter Weather Slows Work In Marysville District

The work picture on the east side of the Marysville District is moving along slowly due to the weather changes, reports Business Agent, Dan Mostats.

Work is steadily progressing on the Erle Road Overcrossing job. Baldwin Contracting has charge of that project and is presently starting on the Oroville-Wyandotte Irrigation Water Treatment Plant project located on Kelly Ridges.

Baldwin was low bidder of \$500,000 on a job on Beale Road working for the Telephone Company. Baldwin was also low bidder in Yuba County at various locations for \$190,000.

Another job has been started by Robinson Construction, of Oroville, on the Highway 70 Overlay project and will continue as long as the weather permits. Gerhardt-Berry Construction has moved in on the Treatment Plant in Taylorsville and will work until the heavy snow season begins.

Work is running smooth on the Ellis Lake project performed by Jaeger Construction. On the 6-story, apartment building project being built for the elderly people in the City of Marysville, Peter Kiewit will drive the piling for Campbell Construction, who was awarded the project.

C.F.B. Construction, from Sacramento, and Ferrante Construction, from Napa, will probably do the water transmission line replacement project for Oroville-Wyandotte Irrigation District in Oroville.

## Hawaii Meeting Place Changes

The locations of the regular quarterly membership meetings for District 17 to be held in Honolulu and in Maui on January 23 and 25 respectively have been changed. The Honolulu meeting will be held at the United Public Workers Union Meeting Hall, 1426 North School Street, Honolulu, and the Maui meeting on the 25th will be held at the Cameron Center Auditorium, Conference Rooms 1 & 2 at 95 Mahalani Street, Wailuku, (near the Maui Memorial Hospital).

## 1980 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 1980. The schedule of such meetings at which the Grievance Committee members will be elected is as follows:

District	Date	Meeting Place
4 Eureka	Jan. 8th	Engineers Bldg., 2806 Broadway, Eureka
7 Redding	Jan. 9th	Engineers Bldg., 100 Lake Blvd., Redding
6 Oroville	Jan. 10th	Prospectors Village, Oroville Dam Blvd., Oroville
1 San Francisco	Jan. 17th	Engineers Bldg., 474 Valencia St., San Francisco
17 Honolulu	Jan. 23rd 7:00 p.m.	Washington School, 1633 S. King St., Honolulu
17 Hilo	Jan. 24th 7:30 p.m.	Kapiolani School, 966 Kilauea Ave., Hilo
17 Maui	Jan. 25th 7:30 p.m.	Kahului Elem. School, South Hina Ave., Maui
2 Oakland	Jan. 31st	Labor Temple, 23rd & Valdez Sts., Oakland
3 Stockton	Feb. 12th	Engineers Bldg., 2626 N. California St. Stockton
5 Fresno	Feb. 19th	Engineers Bldg., 3121 E. Olive St., Fresno
8 Sacramento	Feb. 26th	Woodlake Quality Inn, Hwy 150 & Canterbury Rd., Sacramento
12 Salt Lake	Mar. 5th	Engineers Bldg., 1958 W.N. Temple, Salt Lake City
11 Reno	Mar. 6th 7:30 p.m.	Musicians Hall, 124 West Taylor, Reno
10 Santa Rosa	Mar. 9th	Veterans Bldg., 1351 Maple St., Santa Rosa
9 San Jose	Mar. 20th	Labotemple, 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.