Workers Win Kimmerle Battle

A National Labor Relations judge last month made a rare recommendation that criminal charges be filed against a San Francisco businessman who put friends on the payroll to thwart Local 3 in a representation election last year.

"Packing" the voting unit at the Kimm weir Brothers' hydraulic equipment shop is "inexcusable," Judge James McGarr said in a 36-page opinion on a representation election last year.

This "packing" of the voting unit at the Kimm weir Brothers' hydraulic equipment shop is "inexcusable," Judge James McGarr said in a 36-page opinion on a representation election last year.

"We are particularly dissatisfied with the Governor and Brown and Brook's records on this new commission," Marr declared. He noted that much of the nine-member commission is comprised of con servationalists and other individuals with little or no exposure to trans portation issues.

Marr charged that Governor Brown is "playing games with labor" by appointing only one representative of labor to the commission. But Marr also clashed with direct history on transportation issues.

Engineers News questioned a spokesman for California Department of Transportation Adriana Gianturco on the selection of the members and was told that the criteria for choosing the commissioners did not necessarily include their expertise in the field of transportation.

The nine members of the Transportation Commission are: Industrialist and artist collector Norton Simon, who also is a long time member of the University of California Regents; Dean Meyer, former Marin County member of the Golden Gate Bridge District; Carol Oronato, a conservationist former member of the Tahoe Regional Planning Agency; Claude Fernandez, an attorney in the Retail Store Employees Union in San Jose; Judith Solely, a Fresno Attorney; (Continued on Page 3, Col. 1)

San Francisco Enjoys Boom

Not since the great reconstruction period following the 1906 earthquake has San Francisco experienced such a surge in new building.

On the drawing boards or already underway are a score of highrises and other structures that will add seven million square feet of office space -- the equivalent of six Bank of America World Headquarters buildings and the downtown area over the next two to three years.

At an average cost of $50 a square foot, that works out to about $350 million for and away the largest construction boom in the city's history. This does not include projects like the Verba Buena Center, several hospital and industrial expansions and the retail, residential and recreational developments that continually are being built.

Needless to say, the new construction has been a blessing for operating engineers and other building tradesmen in the area, says Business Manager Dale Marr.

One of the reasons for the upsurge in downtown construction of office space is the low vacancy factor that has prevailed in San Francisco in recent years. The slow rate of development during the early 70's and the popular location of the "city by the Bay" has all but used up the desirable office locations in San Francisco.

At least count in October, the vacancy rate was under nine percent, and about 5 percent downtown.

None of the new office buildings now under construction will be ready before 1978. The first of these scheduled for completion is the lounge-shapped 560 Market Street Building, which is expected to fill up within a year of its 1979 opening.

Here's a rundown of what downtown can look forward to in the next few years -- according to the San Francisco Planning Commission is willing:

• 555 Market, a 31-story, 490 million edifice now rising at Market and Second Streets. The developer is the Marothon Corp., a subsidiary of Canadian Pacific. The general contractor is Davidson Construction, scheduled for completion in 1979.
• 180 Howard Street at Main, a 33-story project of San Mateo's Borel Development Corp., which just got underway this winter. It is scheduled for completion in 1979.

In completion in 1980:
• 333 Market, between Fremont and Beale Streets, a 32-story, $40 million edifice new rising at Market and Second Streets. The developer is the Marothon Corp., a subsidiary of Canadian Pacific. The general contractor is Davidson Construction, scheduled for completion in 1979.

One of the prime tenants is said to be Shattuck Corp., which will moving its headquarters from Emeryville.
• 186 Montgomery Street, at Bush, a 23-story tower that will (Continued on Page 16, Cal. 3)
Looking for labor

1979

Carter Steers Middle Course on Account Regulations

The proposed new formula would set the figure at 20.4 per cent of a worker's salary, instead of the controversial 24.7 per cent used under a formula that had been in effect since 1977, thereby reducing the cost of future increases and ensuring that program funding is adequate to meet the needs of the beneficiaries.

Major Factor

Carter's decision is based on a comprehensive review of the program's needs and the economic realities of the country. Increased longevity and the growing number of elderly Americans have placed a greater burden on the Social Security system, and Carter's reform is designed to ensure that the program can meet these challenges without placing an undue burden on the economy.

Reform Still Needed on New Social Security Reform Laws

The proposed legislation submitted to the Secretary would authorize appropriating the necessary funds for the modifications proposed and would authorize additional appropriations for dam safety purposes when determined necessary.

The proposed formula would be based on a thorough analysis of the program's needs and the economic realities of the country, and it would be designed to ensure that the program can meet these challenges without placing an undue burden on the economy.

Revenue from Social Security taxes under the old law is estimated to be $83 billion in 1983, and one of $173 billion by 1987. While economic recovery would improve the financial picture, the long-range outlook remains bleak. This crisis results primarily from the sharp decline in the birth rate, an increase in average life expectancy and the trend toward earlier retirement.

The new guidelines, proposed by the Office of Management and Budget at a recent news conference, would increase the cost index used to calculate pension payments for each month a beneficiary's retirement is delayed.

The Social Security system has been facing both short and long-term financing difficulties. Since 1975 the system has paid more than $117 billion in benefits to 33 million recipients, benefits are not based on need. Instead, they are determined by calculating average earnings, retirement age and dependency status.

The Problem

The Social Security system has been facing both short and long term financing difficulties. Since 1975 the system has paid more than $117 billion to 33 million recipients.

The new guidelines, proposed by the Office of Management and Budget at a recent news conference, would increase the cost index used to calculate pension payments for each month a beneficiary's retirement is delayed. The guidelines are designed to increase the amount of money available for benefits and to discourage early retirement.

The Proposed New Formula

The proposed new formula would set the figure at 20.4 per cent of a worker's salary, instead of the controversial 24.7 per cent used under a formula that had been in effect since 1977, thereby reducing the cost of future increases and ensuring that program funding is adequate to meet the needs of the beneficiaries.

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(Continued on Page 3)
Opponents Take Final Shot at Warm Springs Dam

Transportation

(Continued from Page 1)

Francis Mosmann, director of an Orange County transportation study group, is an administration of the San Diego Human Resources Agency; Ivan Hasselt, director of the Transportation Commission of the University of California’s River- side Campus and Robert Batinich, director of the California Resources Agency; Ivan Hasselt, director of the Transportation Commission of the University of California’s Riverside Campus and Robert Batinich, director of the California Resources Agency.

The new commission assumes power in running the state’s highways. Of course, this is not to infer that the impact that the bill’s substantial increased tax burden will have on our already weak economy. We know it will reduce the disposable income of more wage-earners, so no one has been able to estimate the full impact it will have on unemployment. Arguing against similar lines, both the Senate’s Labor Committee and its Appropriations Committee have submitted bills which the bill was scheduled for debate last November. Unfortunately, a motion to return the bill to the Finance Committee to allow time for additional study of these economic effects failed November 3 by a 36-54 vote. Another objection to this legis- lature was its failure to comprehensively cover the Social Security program. Some new and old droughts are worsening. The House has already defeated a move to designate the well-head tax on oil for such purposes. Another idea was to channel general revenues—funds raised by the income tax—whenever the unemployment rate sur- passes 4% and the federal government, the Administration argues, would have added an estimated $14 billion to the system’s Social Security Trust Fund over a period of five years. This proposal, however, met with stiff opposition, and which the bill’s structure the Social Security program thus freeing that part of the system’s reserves for such purposes. Another idea was to allow the income tax on oil. for such purposes. Another idea was to allow the income tax on oil. for such purposes. Another idea was to allow the income tax on oil. for such purposes.

Alternative Rejected

Moreover, in choosing to boost revenues by raising the payroll tax and wage base, Con- gress rejected several alternative proposals for revenue raising. One option was to exempt the first $1,000 of earnings from the tax. This option was rejected on the grounds that it would reduce revenue by $8,000. However, the exemption would have been borne by the employers. They would have tax on oil. for such purposes. Another idea was to allow the income tax on oil. for such purposes. Another idea was to allow the income tax on oil. for such purposes.

Some Good News

One positive change included in the new law should be pointed out involved which the Economic “Inc” ceiling. This provision limits the wages a Social Security recipient can earn in any one year without losing benefits. In 1977, no more than $5,000 could be earned without losing benefits. Under the new law, the ceiling is raised to $10,000, and it will increase annually until 1982 when the overall Social Security tax is to be increased. The new ceiling will be indexed to inflation. Also, the age at which indi- viduals in the system’s trust fund will have additional earnings credited to the system. The House has already defeated a move to designate the well-head tax on oil for such purposes. Another idea was to channel general revenues—funds raised by the income tax—whenever the unemployment rate sur- passes 4% and the federal government, the Administration argues, would have added an estimated $14 billion to the system’s Social Security Trust Fund over a period of five years. This proposal, however, met with stiff opposition, and which the bill’s structure the Social Security program thus freeing that part of the system’s reserves for such purposes. Another idea was to allow the income tax on oil. for such purposes. Another idea was to allow the income tax on oil. for such purposes. Another idea was to allow the income tax on oil. for such purposes.

What Next?

When Congress acted last year, many thought the issue had finally been settled. It now appears that opinion was premature. The chairman of the House Ways and Means Com- mittee, which has jurisdiction over taxation bills, announced last month that he expects to reexamine the recently passed law next year, hoping that an alternative approach can be found which will not be as harsh as the hikes in the payroll tax and wage base that the newly enacted labor laws mandates for the future. This review apparently has the Administration’s support. Recently, Treasury Secretary William Simon, in testimony before the Joint Committee on Taxation, said he con- firming the need exists to reconsider last year’s legislation. The Administration supports a broad-based approach, shoring any alternative financing proposal acceptable to a majority in Congress, Secre- tary Simon said. Meanwhile, President Carter has submitted his tax-reduction proposals to Con- gress, which he said would have a significant effect on the federal budget by reducing the effects of both the higher Social Security taxes as well as those energy taxes which the Congress may institute this year. We hope it works that way.
Duval Copper Mine in Nevada
To Install Gold Operations

There is good news for the hands at Duval mining near Battle Mountain, Nevada, recently announced by Business Rep. Craig Caneva. The company has released the information that they have been able to install their own gold processing plant with the engineering to be completed immediately and completion scheduled for February 1st. This is a good future for employees of Duval can be optimistic about the future.

Basic Inc., located at Gabbs, has some serious problems with the E.P.A. in the last several years. Basic Inc. has spent thousands of dollars on air quality control and has had problems with the E.P.A. in doing exactly as the E.P.A. requires. They have decided to install their own gold processing plant. The estimated cost of the new plant is $4.9 million. Basic Inc. has spent $25,000 per day damages on the expansion at Duval.

First: The increasing cost of hospital and medical care is continuing to rise year after year. The company has been able to work all winter. On average, the company has spent $4.9 million which is in addition to the $5 million L.I.X. plant now under construction.

Since the copper market is still in a depressed state, the gold processing plant is indeed good news. For several years now with Duval mining only copper as their main product, there have been fears that Duval may shut down. They have had some serious problems with the E.P.A., so it was necessary to install their own gold processing plant. Fortunately, things are not as bad as they were.

Basic Inc. has continued to pay less and less each year which puts a heavier cost burden on their plan. The fact that there is good news for the hands working at Duval is a good sign for the future.

A Personal Note From the President's Pen

By HAROLD HUSTON, President

We have just concluded the Retirees' Association special-meeting in each district and I want to express my personal thanks to all the retired brothers and their loving wives who attended one of these meetings. Each meeting had a packed house with all taking an active part in the discussions throughout the meetings.

We are proud to be your officers and represent you. Also appreciate the many kind remarks stated by you at the meetings. Many stated at the meetings that they are not with us and we are doing as well as it has been well paid over the years in benefits to you and your families. Believe me, I feel the same way!

We wish your enthusiasm to attend meetings would rub off on the active members working at the trades. It's hard for me to understand why we get so poor attendance at the District Meetings and Semi-Annual Meetings. The way to keep our Union strong is for every member to take an active part and know what's going on.

We know some of the Retirees were sick and unable to attend the meetings. I want to express my appreciation for some of the points I explained at these meetings.

First: The increasing cost of hospital and medical care is continuing to rise year after year. Basic Inc. has spent $25,000 per day damages on the expansion at Duval. This is a good future for employees of Duval can be optimistic about.

Second: The company has continued to pay less and less each year which puts a heavier cost burden on their plan. The fact that there is good news for the hands working at Duval is a good sign for the future.

Third: I read an interesting article entitled "The prescription drug rip-off," "Drug prices in probe." It explained how millions of people are unaware that they can often obtain the same drug under its chemical, or "generic" name at less cost.

Recent hearings by Sen. Gaylord Nelson's Senate Monopoly Subcommittee brought the issue into the sharpest focus ever. During the hearings, Commissioner Donald Kennedy of the Food and Drug Administration testified that he could find "no evidence between small firms or between brand name or generic name products." He said the price difference was the cost.

Another witness was William H. Haddad, director of the New York State Assembly office of legislative oversight. He testified that he had conducted numerous investigations in this area, one finding that price differences between generic and brand name drugs were as high as 700 per cent and averaged 300 per cent.

May I encourage you to check on the amount of pills you are supposed to receive when getting a prescription filled. One retired brother reported at one of the meetings that he got a prescription filled for 200 pills and when he got home his wife counted them and they only received 100 pills. Also check your hospital bills and other medical-related service bills you receive to be sure you are not billed or charged for services not given to you.

Fourth: It might interest you to know there are approximately 1,077 retirees now receiving benefits. During 1977 they received:

- $2,820,000 for Welfare care
- $1,820,000 for Kaiser care
- $1,020,000 for Vision care
- $620,000 for Prescriptions
- $338,000 for Medicare Part B Reimbursement
- $290,000 for Burial care

Total, $5,225,000.

Supplemental Pension Payment

The check to retirees during 1977 amounted to $1,424,000.

Contact Main Office for Magic Kingdom Card

Disneyland and Walt Disney World offer discount rates to organizations in the form of membership in their Magic Kingdom Club. What this means is that members of Local 3 is saving some money when they take their families to Disneyland or Walt Disney World.

How It Works: Disney furnishes Magic Kingdom Club membership blanks to the local 3 chapter free of charge. On request of a Local 3 member, he is enrolled as a member of the Club and is provided with a membership card. When this card is presented at the main entrance box office at either Disney World, the member receives good discounts on any admission and ticket costs.

To get a membership card, call Local 3 Chapter Director, Ken Erwin, 415-433-1658, or write him at 474 Valencia Street, San Francisco, CA 94110. The card will be mailed, free of charge, and can be used by the member and his entire family for approximately two years. The expiration date is printed on the card. After that period, the member simply asks for another, current card.

Keep your M.K.C. card handy when you travel, for discounts at motels and other places.

CLIP AND MAIL

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

Please send me:

☑ A membership card for the Magic Kingdom Club

My name is:...

(please print all information)

Address:

(street number and name, or box number)

City, State, and Zip Code
Social Security Number
I would like to pass on to all who might read this column this month an appreciation of a gentleman who recently passed away. He was an Employer Representative, but not only at all times did he look after his company's interests, but also the interests of the workers. He was the type of person who always gave his best. Delinquencies through these joint efforts, which, eventually, could effect a short time ago. "We also have a small project but it has kept six or eight operators working all winter. The purpose of the dam is to catch the water that seeps out of the fly ash dump further up the canyon. The water will be recycled for use at the power plant.

Southern Utah

Bill Markus, Business Representative in Southern Utah, is still moving at a small pace because of the wet storms that have hit the area, one after the other. The best of both labor and management will be missed. In my opinion, he really can't be adequately replaced. Though we have had some successful ideas and suggestions for changes on the other units, they are not as aggressive as the one time than now exists. These monies, of course, that have been and are being collected don't really belong to the Union or any one time than now exists. These monies, of course, that have been and are being collected don't really belong to the Union or the Schools, but to those who are the rank and file members and their families, and to that end we certainly owe Leo a last thanks. A gentleman who recently passed away. He was an Employer Representative in Salt Lake Valley Area.

I'm told by some representatives of the A.G.C. that our collection method has been the most aggressive and successful of any area today. We are very proud of this fact, and in my opinion, for our large size and diversity. I don't think it is possible to have any smaller amount owing at any one time than now exists. These monies have been and are being collected don't really belong to the Union or the Schools, but to those who are the rank and file members and their families, and to that end we certainly owe Leo a last thanks. A person such as Leo, who was so well thought of by both labor and management will be missed immensely.

In my opinion, he really can't be adequately replaced. Though we have had some successful ideas and suggestions for changes, which I mentioned last month (Dynalectron and the Heckett Engineering Company), went very well and were completed, which I mentioned last month (Dynalectron and the Heckett Engineering Company). W. W. Clyde Company has been working most of the winter on the Utah Power and Light Dam job in Huntington Canyon. This is a small project but it has kept six or eight operators working all winter. The purpose of the dam is to catch the water that seeps out of the fly ash dump further up the canyon. The water will be recycled for use at the power plant.

Brown and Root Company has apparently been awarded the design and engineering on the third and fourth units at the Smoky Power Plant.

"This is definitely disturbing to us but with the fantastic work record Jelco Inc. has established on the other units, they are not too worried as far as the construction is concerned," Strate said.

John Abbott reports that Utah International at Cedar City still has a dozen or so employees off the worksite for medical repairs. However, all should be back to work by the end of the month. Snow in the high country could delay the scheduled startup for the peoples at Kibbutz industries in the Pamplin hill area. Fortunately they were able to work later last fall than usual.

The employees of Dynalectron at Green River are on the verge of ratifying a new three-year contract with substantial wage increases and improvements in fringe benefits. Dynalectron presently has a "caretaker" status at the Green River Missile complex. However, if the projected programs develop on schedule, there could be a great deal of activity there in the next couple of years. The uranium industry in South-eastern Utah is continuing to show signs of future stable employment for our members in that area. There is also much interest in developing new potash mines in the area as well as gas, oil and coal, all of which contribute to a healthy growth situation for a region that has been depressed until recently.

Grievance Committee Elections

At its quarterly meeting on March 2, the District 11 membership elected the following brothers to serve on its Grievance Committee for the ensuing year: Pat P. Reese, Norman McDonald, and Earl Junior. At its regularly quarterly meeting on March 2, the District 11 membership elected the following brothers to serve on its Grievance Committee for the ensuing year: Robert D. Baldwin, Kenneth Jones, and Howard Luzier.

At a Hobby Collecting Watch Fobs

Bill Markus, Business Representative in Southern Utah, is still moving at a small pace because of the wet storms that have hit the area, one after the other. The best of both labor and management will be missed immensely.

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Member's Home Saved From Volcano Eruption

Last September, one of the volca-

40 feet high. This lava was pushed up up to 40 feet in eight as it moved up the hill. The speed varied from two to five miles per hour depending on the steepness of the slope that was being traveled. Anything in the path of the flow was either burned or buried by the hot lava and it made its way towards the sea.

The flow built itself up to several hundred yards in width and up to 60 feet high as it moved down the mountainside. This flow was headed directly for the village of Kalapana, with its historic churches, the Kalapana Black Sand Beach and the coastal highway.

After negotiations were completed, went to the membership for ratification and the membership accepted the new contract to 3.1.7.

Labor peace has been hard to come by for the Building Trades Union throughout the State of Hawaii, reports Harold Lewis Jr. The four-month ironworkers strike cost more than $70 million in lost wages and some $10.6 million in lost state tax revenues. In addition, it had a dampening effect on the state’s economy which has been struggling back towards more reasonable growth levels.

The week-long laborers’ walkout added to those costs and stalled much of the industry with its 20,000 employees. During this period of depression in the construction industry another labor dispute was opened between the Operating Engineers and the General Contractors Labor Union. The Operating Engineers Local Union No. 1 served notice to management utilizing the union’s contract, which its members would strike. This was the stage set over the last few weeks for the practice of labor unions negotiating contracts with the General Contractors Labor Association.

On the settlement front of what has been a volatile few months for labor unions involved in negotiations after four months out on strike, the ironworkers settled for a $3.50 total package over the next three years. The carpenters accepted after more than six months of negotiations a $2.40 total wage-fringe package for three years.

The cement finishers settled for a $2.35 package for three years and the laborers were the only other union to stage a ten-day strike to enforce their demands which totalled $2.17 for a three-year agreement.

Some of the disputes involved matters that have been negotiated for many years. Kauai and the State of Hawaii is in for a 14 percent increase in military construction this year on the Island of Oahu and reports Rep. Rick Sniff. It has been announced that $69.8 million has been earmarked for the joint Armed Services. A total of $14 million has been set aside for the Army. For the Navy $43 million has been earmarked for the joint Armed Services. A total of $44.9 million. The Defense Agencies have $187,000, in addition the Army National Guard’s $421,000.

This will give the state its 62.9 million in total awards. This work will give a shot in the arm to the lagging construction industry in the State of Hawaii.

Some of the major contracts that have been awarded this past month are: Maalaea Boat Harbor (Maui) to General Construction $392,107. The Kahaluu Water Shed to Urban Construction for 5 million.

Awards also went to Dillingham Corporation was the Two Phase Barbers Point Ocean Outfall System. Phase One $1.3 million. Phase Two for $1.2 million.
Resolution Approved By Membership

The following resolution was approved by the membership at the Semi-Annual General Member Meeting held in San Francisco on January 7, 1978.

RESOLUTION

To Amend Article VI Dues of the Local Union By-Laws.

WHEREAS, the present increase of membership dues is tied to the mid-year increase in the wage package of the collective bargaining agreements; and

WHEREAS, the Local 3D and Industrial Bargaining Unit agreements in many instances provide for wage package increases at dates far removed from mid-year.

WHEREAS, the Local Union is required to pay the applicable International Tax on reinstatements; and

WHEREAS, the Local Union is responsible for the cost of operating the Union as equitably as possible; and

WHEREAS, it is the desire of the Officers and Executive of the Local Union to operate the organization as economically, fairly and efficiently as possible;

THEREFORE, BE IT RESOLVED that Article VI of the By-Laws of Local Union No. 3 be amended as follows:

ARTICLE VI DUES

Section 1

No change

Section 2

Amend Section 2(4) by deleting:

“(4) Local 3D:

An automatic increase of fifty cents ($0.50) in the monthly rate of dues in each Local 3D Bargaining Unit in which the ‘total wage package’ at mid-year has increased by $1.00 per day. The hourly rate used for this computation shall be the average of the four (4) top classification wage units, all other definitions for this purpose being as set forth above for the Parent Local and Sub-divisions A, B, C, E and Registered Apprentice.”

and inserting in lieu thereof the following:

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

There shall be an automatic increase of fifty cents ($0.50) in the monthly rate of dues in each Local 3D and Industrial Bargaining Unit for each one dollar ($1.00) increase in the ‘total wage package’, as that term is defined in (1)(a) of this Section.

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

Sections 3 through 5

No change

Section 6

Delete

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

(a) Parent Local and Sub-division A, B, C, E and

Registered Apprentice

International Reinstatement Fee .... $ 500.00

Local Fund Payment .... $ 300.00

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

(b) Sub-division D

International Reinstatement Fee .... $ 500.00

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

and insert in lieu thereof the following:

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

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

Registered Apprentice

International Reinstatement Fee .... $ 500.00

Local Fund Payment .... $ 300.00

Applicable International Tax, if any.

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

(b) Sub-division D

International Reinstatement Fee .... $ 500.00

Applicable International Tax, if any.

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

Sections 7 through 12

No change
Opponents of Labor Law Reform Promise Fight on Senate Floor

The issue of Labor Law Reform—judged from the mailing campaign it has garnered—has become one of the most controversial pieces of legislation that the American Labor movement has ever sponsored.

The bill, S. 2467 which will "re-store equity to labor-management relations" and provide a major step towards guaranteeing workers their rights has become so controversial due to the mass mailing of small business political action committees, that many senators who favored the bill initially are now wavering.

Deceptive tactics such as a recent study by the Chamber of Commerce have created an aura of near hysteria, that has certain sectors of the public believing labor law reform will destroy the system of free enterprise in the United States.

The Chamber of Commerce study, which assumes without substantiation that collective bargaining creates higher prices followed by increased unemployment and higher taxes, was dismissed by AFL-CIO President George Meany as a "patient fraud, manufactured solely for propaganda purposes."

Nevertheless, the virulent campaign by big business is having its effect on some Senators.

Engineers News recently received a letter written by Senator S. I. Hayakawa (R-Cal) to his constituents claiming that he does not intend to support labor law reform legislation.

Enclosed with the letter was a column by the Senator which reported on alleged harrasment of small business firms by unions. The incidents bore no relation whatsoever to reform of the nation's labor relations laws, but were merely intended to provoke a blanket anti-union response from the reader.

The former senator from California, who beguiled a majority of the California voters into believing that he would bring some fresh ideas to the nation's capital has demonstrated very decisively to union leaders that he is not even willing to listen to labor's side before making his decision on labor law reform.

What Hayakawa and the rest of the opponents to labor law reform fail to admit is that the legislation is designed to protect the rights of employers as well as employees. They predict that passage of the bill will "cause big union bosses" added muscle, but ignore the fact that the real intent of the legislation is stricter enforcement of labor laws that already exist.

Labor law reform is not an ill conceived bill that will undermine the free enterprise system as its wild eyed opponents claim. What it really does is take decisive aim at those employers who consistently prefer to break the law than to allow employees a fair opportunity at seeking union representation.

Any operating engineer who has been interrogated by his employer about union activity during an election campaign, or who has been fired for his allegiance to the union and has been unable to collect back pay or receive reinstatement or who has seen his chances of joining Local 3 disintegrate because of lengthy NLRB litigation ought to know the value of the proposed labor law reform. The following incidents give startling proof of why so many people say that the existing National Labor Relations Act has not teeth.

On May 4, 1976 an employee of Dresser Industries, Inc. approached his plant manager and said there are "a lot of unhappy people at the mine" over the new wage and classification rules, the company has issued to them.

The widespread dissatisfaction of the employees with the treatment they were getting from the mining and milling company triggered an organizational campaign with Local 3.

Upon learning of the employees' interest in joining Local 3, the company immediately began interrogating employees as to why they wanted to join the union. There were threats that the plant would shut down if the workers became unionized. Unprecedented and sudden wage increases and job classifications were granted to stave off the union drive.

The company's actions eroded union support to the point that when the election was over, the employees had been unionized, "there was no way we could face up to the firm, but you couldn't say that now." said Utah—Senators Jake garn (R) and Orrin Hatch (R) represent the situation that developed in the country to labor law reform. Hatch has vowed he will lead a filibuster against the measure in the Senate.

The tally then for U.S. Senators in Local 3's jurisdiction at this point reads four opposing, three supporting and one undecided on Labor Law Reform.

Senators Polled on S. 2467

If the U.S. Senators representing the states within Local 3's jurisdiction provide a typical sample of opinion, the upcoming Labor Law Reform package faces a stiff battle.

Engineers News polled the eight Senators representing Hawaii, California, Nevada and Utah at press time and here is where they stand at the moment:

Hawaii—Senator Daniel Inouye (D), who had not taken an official stand on the legislation indicated his first public support of the measure to Engineers News.

"I expect to be supporting the Labor Law Reform bill as it was reported from the Senate Human Resources Committee," Inouye told Engineers News.

Senator Spark Matsunaga (D) also indicated he will support the measure.

"I believe the bill represents a reasonable, fair and just reform of the National Labor Relations Act, and I intend to support it," he stated.

California—Senator S.I. Hayakawa is opposed to the measure and Senator Alan Cranston (D) supports Labor Law Reform.

Nevada—Senator Paul Laxalt contacted at his Las Vegas office points out that many senators who favored the bill initially are now wavering.

Local 3 filed charges of unfair labor practice against the firm which were eventually upheld by the NLRB. After a full year of litigation, the election was certified 9-8 in favor of Local 3.

The company then refused to bargain with Local 3. In March, 1975, the union filed charges that Lakeshore, Inc. refused to bargain in good faith. The NLRB issued a complaint against the firm in April, and in August 1975 ruled that the company was not bargaining in good faith.

The company still refused to bargain, forcing the NLRB to file a complaint with the U.S. Court of Appeals. Another year went by before the court finally ruled that the company had refused to bargain in good faith. Throughout this time—though they had been ordered to do so—the firm had not reinstated the two employees it had fired for union activity.

By the time the lengthy court battle was over, Local 3's membership had a majority of the employees. Apparently, the illegal tactics used by the firm to avoid unionization had paid off. The only cost to them was less than $8,000 in back pay to the two employees they had fired and their court costs.

On Jan. 27, 1970, Local 3 filed for election with employees of Valley Rock, Inc., a rock, sand and gravel plant near Red Bluff. The firm, in an effort to deter the organization drive threatened lay offs, gave wage increases and carried out other actions that were ruled by the NLRB to be unfair labor practice.

The company eventually signed a settlement agreement, which simply required them to post a notice that they would not interfere with employee's rights at seeking union representation. No fine or other penalties were imposed.

In June 1976, another election was held in which Local 3 won. The firm subsequently filed objections to the election which were overruled by the NLRB, but the company still refused to bargain with the union.

Further charges were filed by Local 3 which were eventually upheld in court in December 1977. However, the firm has stalled once again, fil-
Time Limits for Elections:
Provides specific time limits for elections to be held. In simple cases, elections must be held within 21 days of filing; 45 days if there is no showing of majority support and 75 days in complex cases.

Mandatory Injunctions:
Provides that where the Board determines an employee is discriminatorily discharged during an organizing effort or prior to a first collective bargaining agreement, the Board shall seek a preliminary injunction requiring that the employee be reinstated immediately.

Debarment:
Provides for a three-year debarment from government contracts for willful violations of unfair labor practices.

ENGINEERS NEWS

Write Your Senators
On Labor Law Reform

You can make a difference. Write to your Senators indicating your support for the Labor Law Reform bill, S. 2467. Their addresses and phone numbers are listed below:

**CALIFORNIA**

Alan Cranston
229 Russell Senate Office Building
Washington, D.C. 20510
202-224-3553
One Halldie Plaza
San Francisco, CA 94102
415-556-8440

Paul Laxalt
326 Russell Senate Office Building
Washington, D.C. 20510
202-224-3542
4023 Dirksen Senate Office Building
Reno, Nevada 89502
702-784-5668

Howard Cannon
205 Russell Senate Office Building
Washington, D.C. 20510
202-224-6544
4203 Dirksen Senate Office Building
Washington, D.C. 20510
202-784-5544

Paul Laxalt
326 Russell Senate Office Building
Washington, D.C. 20510
202-224-3542
4023 Dirksen Senate Office Building
Reno, Nevada 89502
702-784-5668

**UTAH**

Jake Garn
4203 Dirksen Senate Office Building
Washington, D.C. 20519
202-224-5444
4227 Federal Building
Salt Lake City, 84138
801-399-6298

Orrin Hatch
6317 Dirksen Senate Office Building
Washington, D.C. 20510
202-224-5251
5430 Federal Building
Salt Lake City, Utah 84138
801-524-4381

**HAWAII**

Daniel Inouye
442 Russell Senate Office Building
Washington, D.C. 20510
202-224-3934
414 FAA Building, 1833 Kalakaua Ave. 808-546-7500
Honolulu, Hawaii 96815

Spark Matsunaga
121 Dirksen Senate Office Building
Washington, D.C. 20510
202-224-6361
218 Federal Building
Honolulu, Hawaii 96813
202-531-6497

ing a request with the Ninth Circuit Court of Appeals for a review of the case. As yet, the case still has not been heard.

These are just a few of the cases Local 3 has been involved in that demonstrate dramatically the need to increase the strength of the nation's labor relations laws.

Fortunately, the vast majority of the firms that Local 3 deals with in representation elections follow the rules. The success rate is much greater than the examples above indicate.

However, these cases illustrate that Labor Reform is all about—here are some examples who prefer to break the law and suffer the severe penalties under the existing National Labor Relations Act.

The slap-on-the-wrist penalties for breaking the law often—as shown above—amount to no more than posting a notice on the bulletin board promising not to do so in the future.

The Labor Law Reform bill will put enough teeth into the law that firms that break the law will no longer see the monetary value of using unfair labor practices to avoid unionization.

Here are some of the bill's significant measures:

• Prompt Elections—deadlines will be imposed on the Labor Relations Board, requiring (a) that an election be held within 21 days in units covered by a rule or decision and where the union produces authorization cards from more than half of the employees, (b) an election must be held within 45 days where the union produces authorization cards from more than 30 per cent of the unit employees, and (c) requiring the election to be held within 75 days where the NLRB determines that the issues involved in the representation case are exceptionally complex.

• Equal Access—The NLRB is directed to develop rules that will ensure that workers have a fair chance to hear both union and management views before a representation election is held.

• Expansion of Board—The NLRB will be expanded from the present five to seven members, and will have the authority to streamline procedures and reduce delays.

• Failure to Bargain—Where a party is found guilty of refusing to bargain in good faith for a first collective bargaining contract, the Board may award damages to the employees based upon an objective statistical measure of wage gains under collective bargaining agreements.

• Enforcement—Any party seeking judicial review of a final order of the Board must file suit in court within 30 days of the order; automatic enforcement of the Board's ruling will occur.

• Backpay—Employees discharged for unprotected activities during an organizational campaign or prior to a first collective bargaining agreement must be reimbursed at time and a half their wage rate.

The labor law reform package so far has enjoyed marked success, but the fight is far from over.

The House passed its version easily last fall, but a stiffer fight is expected in the Senate. Business Manager Dale Marr notes that, though Senators and Congressmen received heavy labor sponsored support last year for the reform package, the corporate political-action committees have outstripped labor so far in 1978.

This has prompted a heavy drive on the part of the AFL-CIO to get union members across the nation to write to their Senators expressing support for the reform measures.

The International Union of Operating Engineers has been singled out as the union that, so far this year has come forth with the largest union mailing effort—120,000 pieces of mail.

"It is imperative that Operating Engineers not develop the feeling that we have labor law reform in the bag," General President Jay Turner stated.

Local 3 has responded by printing 15,000 cards supporting labor law reform to be signed by members of the union. Dale Marr urged the membership to "get rid of the apathy" and write their Senators. A list of the senators that represent constituencies within the jurisdiction of Local 3 is provided in this centerfold.

Write to Your Senatorsfavorite for the Labor Law Reform bill, S. 2467. Their addresses and phone numbers are listed below:
For Each D District

'Pre-retirement' Meetings to be Scheduled

The Fringe Benefits Department is currently in the process of scheduling "Pre-retirement" meetings for those members of Local 3 who are approaching retirement age and for those who are simply interested in learning more about the operation of the Local 3 pension plan.

The meetings will be held in each district in the upcoming months, and the wives will be invited to attend. Representatives from the Fringe Benefit Administration Office will be in attendance to answer any questions.

The first two of these scheduled meetings are listed below:
- **Marsyville District** - Thursday, April 20, 1978 at 7 p.m.; Operating Engineers Building, 1010 1 Street, Marsyville, CA.
- **Fresno District** - Thursday, April 27, 1978; 7 p.m.; Operating Engineers Building, 3121 East Olive, Fresno, CA.

Subsequent meetings will be posted on the Outlook page in upcoming issues of the Engineers News.

April, 1978
Vol. 5 - No.

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It May Be More than Ragweed!

Many Causes for Allergies

(Editors Note: The following is the first in a two-part series dealing with the causes and solutions to common allergic problems.)

If you happen to be one of the 35 million Americans bothered by an allergy, don't automatically blame ragweed. According to a recently published article, your sniffs and sneezes might be caused by something you like best: a favorite chair, your favorite clothes or foods—even your husband's or wife's kisses.

No, you don't have to get rid of your spouse, your wardrobe, or your chair to cope with your reaction. The National Institute of Allergy and Infectious Diseases says you can make your life much more pleasant just by slightly changing your home environment, your habits, or your diet.

Allergic reactions are triggered by allergens, including pollen, molds, foods, cosmetics, and drugs. If you are allergic to a certain body tissue in response to allergens cause the allergic reaction. For instance, histamine affects blood vessels and membranes in the nose, and causes the sneezes. But ruddy noses and watery eyes are far from being the only allergic reactions. The skin may respond with hives and eczema; the throat and chest with shortness of breath and coughing; the gastrointestinal tract with nausea and diarrhea.

Although most allergic reactions are temporary, some persist and may eventually produce inflammation and secondary infections in the bronchial tubes. This could lead to irreversible heart and lung damage. On rare occasions, allergic reactions can be violent, even fatal!

An allergen that affects one person does not necessarily affect another. The trick is to determine which ones bother you, and then to eliminate them.

Dr. Leoni N. Claman, chairman of the board of directors of the Allergy Foundation of America, says, "Intelligent people can do a lot for themselves." All it takes is a thoughtful examination of your home and your habits.

If you've already been to an allergist and determined what's bothering you, you can start the detective work on your own.

Try systematically removing the following common allergens one by one. If you find you feel better, you can make the removal permanent.

- Dust and Mold
- Pet Dander
- Mold Spores
- Fungi
- Mites
- Smoke
- Flowers
- Mushrooms
- Dust Mites
- Insects
- Pollen
- Feces
- Mucus
- Fur

In its natural state, dust contains a sort of "allergy cocktail" similar to cigarette smoke. The dust mite, and the cockroach, are two sources of allergy-causing material. In recent years, the dust mite has been shown to be one of the most common indoor allergens. Dust mites are microscopic-in size, but they can be filtered.

Keep your living environment as fresh and clean as possible.

When you shop for an air filtration unit, insist on seeing the specifications. Check the size of particles removed, the unit's screening efficiency, and how many and what size rooms can be filtered.

The National Institute of Allergy and Infectious Diseases warns you not to be misled by advertisements promising to purify the air. Even some ordinary vacuum cleaners have been falsely labeled as preventing or relieving respiratory ailments.

Another way to keep dust in check is to seal windows and doors tightly. Do the same with floor cracks that can admit dust—and try to keep the atmosphere humid in cold weather. Mold batters many people. Central air conditioning and electrostatic air cleaners may be useful in screening out mold. A dehumidifier will help dry out the basement and discourage mold from growing in heating ducts and home humidifiers.

For Each District

April 1978

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Sincerely yours,
James T. Foster

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Dear Sir and Brothers,

I would like to thank Brother Marr and Kraynick and the Local 3 Committee for expediting my State Disability Insurance. I had been fighting the S.D.I. for two months to receive my benefits while I was recuperating from major surgery.

I kept giving me one excuse after another as to why I should not receive my insurance.

While attending the General Meeting on January 7, 1978 I happened to meet Brother Marr who inquired how I was and telling him my problems he requested that Brother Kraynick look into this matter immediately. I am happy to say I had a check from the S.D.I. within a week.

The swift action taken by our Union impressed me and my friends to the importance of having good sincere dedicated officers at the head of our Union.

On behalf of myself and family we again wish to thank Mr. Dale Marr and Mr. Kraynick for what they have done.

Sincerely yours,
James T. Foster

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Outlook

Operating Engineers Trust Funds

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By MIKE KRAYNICK,
Director of Fringe Benefits

Fringe Benefits Forum

By far, the question that we get asked most frequently is what type of pension benefit a member of the Fringe Board of Directors will receive when his pension maturity is 70/75. You ask, "What is the difference between the amount of pension I will be receiving?" Remarokable, our answer is always the same, "I don't have any idea!" Seems like a heck of an answer, doesn't it? Coming from the Director of Fringe Benefits? You would think that he would be able to answer such a simple question.

Unfortunately, when our good Business Manager Dale Marr appointed me to this position, all he gave me was a handshake and an office to work from. Search as I may, I have yet to come across a member pension chart that would enable me to be able to tell every member of Local No. 3 the exact amount of his pension.

While coping to this shortcoming, I think I have a couple of good reasons.

My first excuse, and probably the most obvious, is that monthly pension benefits have been calculated since January 1, 1969 as a percentage of the total contributions received by the Pension Trust Fund on an individual's behalf. Without the knowledge of the actual hours that a covered employee worked in a given year and the hourly contribution rate, there is virtually no way to calculate any amount of retirement service has been earned or the amount of the monthly benefit.

My second excuse, and it follows quite logically the first, is that the benefit formula from the one that is currently utilized. Instead of the percentage formula, benefits were determined by multiplying a "monthly benefit rate" by the accumulated "future service credit." (Future service credit is now referred to as "credited future service.") Monthly benefit rates are determined by the amount of credited future service.

While the various monthly benefit rates are contained in the rules and regulations of the pension plan, a determination as to which collective bargaining group an individual has been in can only be made by reference to the Trust Fund's records. Though it is less of a problem for members living in California, it becomes extremely significant when dealing with members from Hawaii, Nevada and Utah.

My last excuse, or at least the last one I will offer, has to do with "past service credit." An operating engineer who meets certain criteria outlined in the rules and regulations may be entitled to past service credit (or "credited past service") in addition to the credited future service that he may have accumulated since his contribution date.

Whether or not an individual will qualify for past service credit is a determination to be made by the Trust Fund Administration Office in accordance with the rules and regulations of the pension plan. This determination is not and cannot be made until an operating engineer makes application for pension benefits. Computing eligibility for past service credit is extremely time consuming, often requiring verification of Social Security records and, in the event that it sometimes takes more than a month or so to completely process a pension application.

If all this sounds a little complicated, perhaps now you can appreciate my predicament. I can do and for that matter anyone is, provide you with a general explanation of the rules and regulations of the pension plan and how they may or may not apply to you. (Of course, once an application has been filed more detailed information can be provided.)

So now you ask is there any way I can find out where I stand currently with regard to my pension? Well, this is a question I can answer... Yes and No!

Every covered employee of the pension plan is provided periodically with a "pension statement." These pension statements provide you with a record of the current hours and contributions that your employers have made to the Pension Trust Fund in your behalf. Additionally, the statements include cumulative information with regard to your credited future service and your credited past service—both regular service and, if you are age 65, then your pension statement is an accurate indication of the amount of your monthly pension benefit at age 65 based solely on your credited future service.

However, and here's the problem, if you should happen to be entitled to any past service credit, additional benefits over and above the pension indicated on your pension statement. Your eligibility for past service credit and any actuarial reductions, as well as the amount of a Husband-and-Wife pension, are determined only after an application for pension benefits has been filed with the Trust Fund Office.

The problem is in Santa Cruz County, where the county decided to do $944,000 of road work with Public Works Department employees instead of having a contractor. Rep. Eugene Debecchi is quoted as saying state supervision would require almost $1 million, but the same work is state standards.

Eugene Debecchi was quoted as saying that spending $344,000 bringing the roads to a "minim" level is almost as good as having state standards.

Here are the points on which Local No. 13 (Santa Cruz and other counties) and Local No. 13 (San Mateo and other northern counties) are at loggerheads:

1. Work of this magnitude should be done by private industry. We're tired of seeing fifteen other groups of workers on a job.

2. Bullard and Pahel challenge the $344,000 figure, to do the work state would do for $1 million, and are requesting figures they use to arrive at $344,000, including the $344,000 of cost per man hour. Do these include retirement costs? Sick leave, vacation leave and travel time to the job? "We want to see what changes they make in their equipment," Bullard states.

3. Does this work meet the standards set up by the State Controller for this type of work? Bullard challenged the $344,000 figure.

"Wonder why Mr. Pahel was immediately beguiled when questioned," Bullard commentted.

**Injury to Member**

Brother Al La Grange broke his back badly at the Cranberry Bog plant in early March. Says he went down the side of the cement plant. He's afraid to look at that fragment of the bone went up into the knee joint.

He has a big steel pin running through the leg to hold the bone together. He says he normally hops up and down a lot but this time he can't do that anymore. He's been out of the habit by the time he's seen the doctor.

Ken Mauer oils it. Glenn and Ken are both monitored carefully by the Indian observer who inspects the plant.

One of the 1,000 cc models is an "elephant," the four 1,300 cc models are called the "Cafe Rider," the four 2,300 cc models are the Super Max, Electra glide, the Lowrider, and the Fab Boss. Manager Paul Bickel got this contract, flew to Chicago several times. As a result of this new contract, Galibian Iron has hired eight Brothers in addition to their usual work force. Stewards at Galibian Iron are Van Hall in the Machine Shop, and Dwight Nuggle in the Fabrication shop.

Brothers Dennis Hilt and Kim Pisor were members of the Galibian negotiating committee. Kim Pisor has left Galibian, as he is now working at Kaiser, Moss Landing. We'll miss Kim—good man.

**Santa Rosa District**

Perhaps the hottest item of interest in the Santa Rosa District is the decision to join forces in the Warm Springs Dam project, reports Dist. Rep. Eugene Delucchi. This has been a very controversial project and the daisy pickers are trying to beat the death knell on their drums, he added.

Springs Dam project, reports Development Rep. Alex Cellini, is the calling of bids on the Warm Springs Dam project, and the daisy pickers are still trying to beat the death knell on their drums, he added.

This has been a very controversial project and the daisy pickers are trying to beat the death knell on their drums, he added. Overall there will be more than $50 million spent on construction out of the habit by the time he's seen the doctor.

There is the calling of bids on the Warm Springs Dam project, and the daisy pickers are still trying to beat the death knell on their drums, he added. Overall there will be more than $50 million spent on construction out of the habit by the time he's seen the doctor.

The organizing in the Drilling industry continues on and a pre-election hearing on big "O" Drilling Company was held the first week in March in Los Angeles, as Oil Field Representative Frank Townley reported. Local No. 12 and company officials are charged with N.L.R.B. officials in final pre-election efforts to formulate the union charter. The Charter held to be represents the best of the Charter, he added. Overall there will be more than $50 million spent on construction out of the habit by the time he's seen the doctor.

End all of the Officers of Local No. 12 in Los Angeles.

3. Does this work meet the Counties. Some of the highways Stewards at Gabilan Iron are Ivan Wierciak anders. As of March 31, 1978, the company officials and N.L.R.B. officials in final pre-election efforts to formulate the union charter. The Charter held to be represents the best of the Charter, he added. Overall there will be more than $50 million spent on construction out of the habit by the time he's seen the doctor.

The problem is in Santa Cruz County, where the county decided to do $944,000 of road work with Public Works Department employees instead of having a contractor. Rep. Eugene Debecchi is quoted as saying state supervision would require almost $1 million, but the same work is state standards.

JURISDICTION:

Northern Nevada, Northern California, Northern Arizona, Northern Utah, Hawaii and Mid-Pacific Islands

MAIN OFFICE

410 Valencia St., San Francisco, CA 94110

PHONE: 415/421-1468

OFFICERS

Dale Marr, Business Manager

Harold Huston, President

Robert Mayfield, Vice President

James R. IV, Sec.-Treas.


Mike Krayniek, Dist. Rep.


Mike Warrick, Director (Sacramento)


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Mike Krayniek, Dist. Rep.


Mike Warrick, Director (Sacramento)

One of the more difficult problems to cope with is a brand new apprentice first day on the job. Most new entrants into the Apprenticeship program are used to a different line of work and try to apply their previous experience to what they see as a new challenge. The apprenticeship process is a learning experience that requires patience, dedication, and hard work.

In an attempt to relieve the pressure of the first day and to help new apprentices adjust to the Apprenticeship program, the Joint Apprenticeship Committee has developed a Basic Appraoch to the Apprenticeship program. This approach aims to provide a smooth transition for new apprentices into the program.

Some apprentices may feel overwhelmed by the amount of information they are expected to learn. It is important for new apprentices to take their time and not feel pressured to learn everything at once. The program is designed to be a gradual process that allows apprentices to build their skills and knowledge over time.

One of the most important aspects of the Apprenticeship program is the opportunity to learn from experienced journeymen. Apprentices are encouraged to seek out mentors within their trade and to ask questions and seek guidance whenever needed. This hands-on approach is a key component of the Apprenticeship program and helps apprentices develop the skills and knowledge they need to succeed in their trade.

Another important aspect of the Apprenticeship program is the combination of theory and practice. Apprentices are provided with classroom instruction and practical experience through on-the-job training. This combination helps apprentices develop a well-rounded understanding of their trade.

As apprentices progress through the program, they will gain more responsibility and be given opportunities to work independently. This is an important part of the Apprenticeship program and helps apprentices develop the confidence and skills they need to succeed in their trade.

In conclusion, the Apprenticeship program is a valuable resource for those interested in pursuing a career in a skilled trade. It provides an opportunity for individuals to learn from experienced journeymen and to gain the skills and knowledge they need to succeed in their trade. Apprentices are encouraged to take their time and to seek guidance whenever needed. The program is designed to be a gradual process that allows apprentices to build their skills and knowledge over time.

Teaching Techs

By ART PENNEBAKER
Administrator,
Surveys' JAC

(Continued from Page 2)

Tehama-Colusa Canal Pre-job

Business Rep. George Halsted that the report-a-job has been held with conjunction of contracts for both the Tehama and Colusa Canal Projects. The contract for the Tehama-Colusa Canal Project is valued at approximately $30 million dollars.

Vanderwood Construction is working on the Tehama-Colusa Canal Project. W. M. Lyles has been the project manager for the canal project and has reported that the work is progressing as expected. The canal is expected to be completed by the end of the year.

There are now 14 regular and part-time Instructors participating in the Northern California Surveyors Group and Related Training Classes. These classes are designed to provide training and certification for Surveyors and related professions.

These are difficult traits to explain or to instill in a new apprentice. Some of the proposed guidelines will be a subject for further discussion.

Some Instructors are Licensed Land Surveyors, some Certified Surveyors, and some Certified Surveying Technicians. The program will continue to develop as the need for trained Surveyors and related professions increases.

For more information on the proposed guidelines, contact the Northern California Surveyors Group.

(Continued on Page 14, Col. 1)
Have you ever noticed how few good piano players there are? They are not the kind of people who give you the information you need to do it right. A good pianist gets stiff fingers if he doesn't practice. He will go into a slump because he has quit doing something that helped him become a good pianist.

A good pitcher loses his control because he is doing something he shouldn't or failing to do what he should. The golfer develops a slice because he stops touching them, the entire rig will become electrified. Leo not only risks his own life, but the lives of his co-workers.

So when you are working with electricity, do not make the mistake of thinking that you can stop trying to stay right. Staying right means staying alive and without injuries. So to stay healthy, check before you dig.

The good man gets to live his life as he knows it is right. Experience improves your performance on any job, provided it is the right kind of experience. Certifying voluntary known safe procedures is not the kind of experience that will provide us with the knowledge we need to make the best possible job procedures. No matter how you slice it, it always comes out the same. We have to learn the right way and we have to practice it daily if we want to stay right. Staying means staying alive and without injuries.

LEO WESTWATER
Champion of Health and Safety yes, just two of the many achievements, of a Man's man, who had gained the respect of intelligent women, a trusted friend. He was a person dedicated to the principles of fairness. One who was admired by all who met him, he has inherited a place in the hearts and minds of his associates and was a true champion of Health and Safety and a personal friend of the members of Local 3. Leo has left a legacy of monuments to our world, highways, dams, powerhouse, mine, canals, airports, pipelines, on and on! He most definitely has left this world better than he found it.

Leo Westwater passed away. Suddenly on Saturday evening March 11, 1978 the Secretary, Vice President and Secretary of Granite Construction Company of Watsonville, California, passed away. He was in the midst of one of the more important conferences ofset of conferences, on the line. The Honorable Mayor Frank Fasi, City and County of Honolulu, at the beginning of the conference had a strong message of support for the work of the Union and the Management, to the benefit of the community. The conference was a total attendance of 1,900 persons and included more than 60 speakers and 34 seminars contributed in providing information, education and certification workshops for the Safety professionals, para-professionals, student engineers, union members and the public, who are interested in Safety and Health throughout the State of Hawaii.

The Hawaii Safety and Health Conference, the first Successful Safety Conference in over 20 years, was held at the Hilton Hawaiian Village, Waikiki Beach Hotel, Honolulu, Hawaii, on the operations for Local Union No. 3 attributed their expertise in the New Concept of Crane Safety and workshop with U.S. Department of Labor, OSHA in generating a team of Brothers, the members of Local 3. Leo has left a legacy of monuments to our world, highways, dams, powerhouse, mine, canals, airports, pipelines, on and on! He most definitely has left this world better than he found it.

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In the last day of the conference, Representatives of Labor and Management Safety Associations were presented awards for each outstanding contribution to the people of Hawaii in the field of Safety.

The Hawaiians were part of the management group of Granite Construction Company, a single entity as Granite Construction Co. Leo was a current Vice Chairman of the West Coast National Safety Council (Sacramento). Leo was a member of the Governors Safety Program Board, the Board of Directors to the American Red Cross, since 1931. Leo was the Western Regional Competition of the American Red Cross, and a volunteer rescue fireman in the Watsonville area for thirty years.

The legend of Leo Westwater will live on and on.
Letters From The Members

Officers and Members of Local 3, Operating Engineers:
I would like to express my thanks to the Officers and Members of Local 3, Operating Engineers for the beautiful white Holy Bible given me in loving memory of my husband, John B. DeJarnatt who passed away in Fresno, Feb. 6, 1978. The Bible will be treasured by me and my family. Again thank you so much for your kind expression.

Stella DeJarnatt, Wife & family

Dear Officers and Members:
I wish to express my heartfelt thanks for the beautiful Holy Bible given in memory of my beloved husband, John Garshars, which I will always cherish.

I also wish to express my gratitude and appreciation for the consideration and kindness extended to me during his illness, and for the many years he was actively associated with Operating Engineers.

Sincerely,
Mrs. Ester Garshars

Dear Officers and Members of Local No. 3:
Ralph worked hard all of his life and loved to work.

I wish to say how much I have gotten for the beautiful, comforting Bible. Diane Fallo in your San Jose office has been so helpful.

God Bless the Union for your sympathy, medical insurance, death benefits, pension. At a time of sickness and loss it was the union-who seemed to care the most.

Thank you, I shall always be grateful.

Sincerely,
Jean Flake

Dear Sirs and Brothers:
Just got back from our first visit to Disneyland. We used the card you sent me and I purchased the passport’s for my family of 6. This was marvelous; all rides and shows were covered.

Many thanks to you and your office gang, Will ask for another card next year when we go again.

Yours truly,
Chuck Bent
376 Santa Clara Ave.
Oakland, Ca. 94610

Dear Sirs and Brothers:
Thanks for the 35 year pin, I received a few days ago, it is something I cherish very much, as to my gold card; I wear it with great pride.

I became a member in March 1936 and have always been proud of the fact. Thanks for the many benefits I have received by being a member, it is a great union. Thank all the officers in Local No. 3.

A Retiree
Don B. DeMatt
3260 So. 10th East
Salt Lake City, Utah 84106

Operating Engineers Local Union No. 3:
I would like to express my very great appreciation to you for the prompt way you have paid the death benefit.

We have praised the Local 3 many times for all the help we have had from the pension, the medical help and all the rest.

The Bible which was presented to me will always be treasured so much by me.

I thank you so much for everything.

Sincerely,
Hazel Williams
313 Oxford Ave.
Clovis, Ca. 93612

More from Marysville

(Continued from Page 12)

Business Rep. Dan Mostats reports that work on the East Side is very slow due to the heavy rain and snow. Work is at a stand still in the mountain and football areas, but this situation should change once everything "dries" up.

Robinson Construction in Oroville has slowed down due to the inclement weather. Perini Corporation and J. E. McAmis are moving right along on the Miner's Ranch Tunnel. Baldwin Contracting in Marysville has started working again on the Marysville Plaza Business Park. Wolin and Son and Baldwin Contracting have started their portion of the work on the support facility for the Radar Station at Beale Air Force Base. The bids for the Ellis Lake project will be submitted by the first part of April 1978 and work on this project should begin by the end of the month. Due to the present weather conditions, Jaeger Construction has not started their job in Olivehurst. In between rain falls, Baldwin Construction continues on their underground job in Linda.

ATTEND YOUR UNION MEETINGS

Work Picture Looks Good for Ceres Area

Asst. District Rep. Jay Victor reports that the work picture in Stanislaus and Tuolumne Counties has improved somewhat, but because of bad weather the jobs that were going to have shut down for the winter time last year will be going again as soon as the weather permits, Victor added.

There are 122 members on the work list at this time, however, a good part of them will be going back to work as soon as things dry up. This time last year there were 160 members on the list and most of these there became very tough as it was the job in the work was so slow so things are better this year.

Parrots Ferry bridge has reduced the number of engineers working because they have completed the bulk of the work. It is now going on the bridge with itself only with about four or five engineers working at this time.

Ray N. Herlelsen Project at Jamestown which is just under $1 million is employing six of seven brother engineers.

R. D. Watson has the job of building the first treatment plant project which is just under $2 million and we have had a pre-job conference on it. They should be well underway by the time this goes to print.

George Reed had been slowing down due to the weather. They are running their rock and batch plant when they have the material to fill. The operators in Tuolumne County are keeping fairly busy using their road pads and paving. Some have been working for Conomech who have had several underground communication projects in the county.

In Stanislaus County the work has improved over last time. Starting with the City of Turlock, Burdick Construction of Sacramento is proceeding very well. There are five or six members working there at this time.

Flintkote and Morrow and Wagner have had several grading and paving jobs in the county in the last few months. They are expected to be going back to work as soon this time of course, is the sewer line and a treatment plant for the city of Turlock. The work is being done by Fred J. Early.

George Reed's bid was for a little under $1 million. The company was also successful in obtaining the low bid for over $1 million worth of improvements for the city of Modesto sewer treatment plant. The contracts are $550,000 worth of dirt work.

The local contractors in Stanislaus County, Flintkote, George Reed, and Lee White Paving have also been successful in keeping a good portion of their regular crews working, weather permitting. Since the first of the year there have been 400 to 500 jobs let throughout the county to a total of $1,8 million.

"I noticed in going over the list of successful bidding contractors we are getting more and more non-signatory employers bidding on the public money projects," Victor said. "We will, however, check these projects and see that the prevailing wage rate and hopefully it will open the doors so we can organize employees of these non-union employers.

O'Kelly, Roy (Olive)
433 Cooper Avenue, Yuba City, CA
Ollison, JC (Bernice, Wife)
2626 E. Scott, Stockton, CA
Ordway, Guilda (Elma, Wife)
1014 Michigan Avenue, Beaumont, CA
Pitts, Arthur (Beaulah, Wife)
2118 Pala Avenue, Belmont, CA
Plankett, William (Rouline, Wife)
P.O. Box 529, Hauula, Hawai
Robbins, Carl (Carol, Daughter)
210 Harbor Blvd., No. 75, Belmont, CA
Sharp, James (Francis, Wife)
228 Adams Street, Midvale, Utah
Smith, Richard (Julia, Wife)
272 Barlett, Sunnyvale, CA
Thomas, Vernon (Christina, Mother)
229 G St, No. 1, Santa Rosa, CA
Thompson, James (Louise, Wife)
1890 E Gytsbrg St., Fresno, CA
Vasoncellos, David (Conwal, Son)
283 Wind Way, No 5, Honolulu, Hawaii
Wardle, Orvil (Cleo, Wife)
140 So. Main, St. George, Utah
Young, Darrel (Virginia)
P.O. Box 81, Bayview, Idaho

104 Deceased Members December 1977 thru February 1978

DECEASED DEPENDENTS

DECEASED DEPENDENTS

FEBRUARY 1978

Bishop, Letta--Deceased February 5, 1978
Wife of Douglas Bishop--SS No. 553-01-1239
Clement, Greg--Deceased February 9, 1978
Son of Nick Clement--SS No. 553-12-2198
Crawley, Alice--Deceased February 3, 1978
Wife of Dee Crawley--SS No. 429-41-1560
Luttrell, Harry--Deceased February 27, 1978
Wife of Glen Luttrell--SS No. 543-34-8019
Moore, Arieta--Deceased January 22, 1978
Son of Del Moore--SS No. 553-12-2737
Perdock, Vercia--Deceased January 17, 1978
Son of Jack Clement--SS No. 565-38-2528
Reynolds, David--Deceased February 13, 1978
Son of Bob Reynolds--SS No. 556-44-4403
Trull, Donald--Deceased January 21, 1978
Son of Donald Trull--SS No. 553-34-4666

Work Picture Looks Good for Ceres Area
**Swap Shop:**

**Free Want Ads for Engineers**

**FOR SALE:** 500 Buick Roadmaster Glass, $600.00. Contact Joe, 1323 E. 21st St., Stockton, CA. 95201.

**FOR SALE:** 1977 Fairlane, 46000 miles, runs good, $600.00. Contact John, 1001 Williams St., Tracy, CA. 95376.

**WANTED:** Old picture postcards. Contact Jack, 123 Main St., San Francisco, CA. 94103.

**FOR SALE:** 1940 Ford Deluxe, 46,000 miles, runs good, $250.00. Contact Tom, 123 Elm St., San Francisco, CA. 94110.

**WANTED:** Old picture postcards. Contact Jack, 123 Main St., San Francisco, CA. 94103.

**FOR SALE:** 1970 Ford Galaxie, 39,000 miles, runs good, $150.00. Contact John, 123 Elm St., San Francisco, CA. 94110.

**WANTED:** Old picture postcards. Contact Jack, 123 Main St., San Francisco, CA. 94103.

**FOR SALE:** 1970 Ford Galaxie, 39,000 miles, runs good, $150.00. Contact John, 123 Elm St., San Francisco, CA. 94110.

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Ethic of Frugality Seems Forgotten in Spending Our Tax Dollars

BY KEN ERWIN

When special interest groups and friendly politicians contribute money, whether it’s a member’s dues dollar or a citizen’s tax dollar, they seem to become totally irrational.

That is a nation that was established by rugged individualists who believed in their own ability and self-sufficiency and that was institutionalized by the Benjamin Franklin philosophy of combining productive work and thrift. Making, in the process, the American dollar the soundest medium of exchange in the world. Even after the “paper crash” of 1929, the rallying point for productivity and the world out of its worst industrial depression was the gold-anchored American dollar that rebuilt its strength on the productivity, craftsmanship and technology of the American worker.

The American worker and the American dollar are in serious trouble and few economists totally agree on the reasons.

It is true that the $26.7 billion trade deficit brought about the collapse of the U.S. dollar most of the European currencies and Japan have played a key role in diminishing the value of the dollar.

But huge foreign capital flows into oil imports and the lag in the export of American capital goods and farm products, along with the export of American high technology to emerging nations which are abundant and cheap labor has cut sharply into our ability to compete in the export market.

Even some of our best taken advantage of the lag in the export of American technology to emerging nations with abundant and cheap labor has cut sharply into our ability to compete in the export market.

Add to the above such immediate internal problems as eight million illegal aliens, a federal budget that has built-in deficit spending in the billions, growing city, county and state taxation to provide evermore exotic services, in-transition and continued high unemployment, and we can see why there is a credibility gap between the elected leadership and the average citizen.

People elect leadership not only to solve existing problems, but with a belief that they should be able to separate the wheat of what’s good for the many from the chaff of what’s special for the few. To head off both domestic and foreign intrusions before they become real problems that must be dealt with on an either/or basis. They don’t believe that the elected leadership should have the ability to separate the wheat of what’s good for the many from the chaff of what’s special for the few.

To head off both domestic and foreign intrusions before they become real problems that must be dealt with on an either/or basis. They don’t believe that the elected leadership should have the ability to separate the wheat of what’s good for the many from the chaff of what’s special for the few.

As a result, government by recall and initiative is on the increase, since many feel these are the only means they have of expressing themselves.

During the campus unrest of the late sixties we watched school bonds fall like ten pins across the nation, because the voters were unhappy with what school districts were spending their precious tax dollars on.

Although Americans are generous to a fault, they bemoan in the inordinate values of their hard work. They believe that free-leaders are despotic and that the “eat, drink and be merry” youth culture is a small percentage of the mystique that will be caught up in their own flame.

If today’s leaders and leader aspirants think this will pass, or if they view new political tools with the awe and fear that bewilder the following:

1) Some 57 per cent of today’s college freshmen consider themselves middle-of-the-roaders in politics.

2) Today the 50- and over-age group makes up 27 per cent of the U.S. population and has an annual income of over $20 billion. In 25 years more than 30 per cent of all Americans will be in that age bracket.

3) And the hand that rocks the cradle may still rule the world, since it constitutes over 50 per cent of the registered voters. They meet their political interests at the lowest pay and suffer the highest unemployment rate.

In 1977, over 70,000 housewives write the checks that pay the monthly bills and she it does whether she has her own job or not. She is the first to feel inflation in the marketplace and the first to adjust her spending priorities. She is usually less politically active than her mate, however, she does a great deal toward shaping his opinion on economic policy regarding taxes, the budget, and she does the business. She is the first to feel inflation in the marketplace and the first to adjust her spending priorities.

As she is, she is the first to feel inflation in the marketplace and the first to adjust her spending priorities. She is a key conservative and a political liberal on human rights.

All the above are facts, not assumptions, since they were gleaned from a number of nationwide independent studies made in recent years, and indicate the strong potential for a return to the political status quo ante.

As yet, there has been no strong leadership in the areas of concern that really affect the above mentioned groups, however, San Francisco’s Gann (Proposition E) property tax relief bill that also limits future taxes, and the Behr Bill (Proposition B) which also provides property tax relief in a lesser amount for homemakers, but includes renters and senior citizens homeowner, may well be the double cutting edge in the areas of concern that really affect the above mentioned groups. However, the Jarvis-Gann (Proposition 13) property tax relief bill that also limits future taxes, and the Behr Bill (Proposition B) which also provides property tax relief in a lesser amount for homemakers, but includes renters and senior citizens homeowners, may well be the double cutting edge in the areas of concern that really affect the above mentioned groups.

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