

The old Antioch Bridge, a 50-year landmark and curse of countless river captains was blown to pieces last month, as demolition work got underway. It cost \$2 million to build in 1925 and \$1 million to remove. The span, linking eastern Contra Costa with Solano and Sacramento counties, has

been replaced by the \$33.4 million "Senator John B. Nejedly Bridge." Forty pounds of explosives were used to drop the lift span, shown in this sequence of photos, taken by the *San Francisco Chronicle*. Removal of the rest of the bridge is expected to take until June.

Boost of \$1.8 Billion Unveiled For State's Highway Spending

Responding to pressure from Local 3 and the Building and Construction Trades, Governor Brown has charged CalTrans Director Adriana Gianturco to propose a \$1.8 billion increase in the state's highway spending over the next five years.

Among a host of other projects, the plan would help bring to fruition a couple of major Bay Area projects that are in need of being constructed—namely the Hoffman Freeway in Richmond and the Rt. 101/92 interchange in San Mateo.

"We feel the Governor has come a long way in the last few years when it comes to listening to the Building and Construction Trades," Local 3 Business Manager Dale Marr commented at the time of Brown's announcement. "We've been calling upon the administration for years to cut loose the surplus funds that have been building up in the Highway Fund and match them with the millions in federal funds that we know are available."

In announcing the new proposal, CalTrans Director Gianturco said, "Our proposal involves more transportation spending—more new highway construction projects, acceleration of the interstate program, more money for road maintenance and operational improvements and more transit improvements."

Specifically, Governor Brown is recommending an increase of \$373 million in capital improvement projects over the next five years. The choice of which projects this money will be spent on would be established under the normal process set forth in AB 402, that is, through regional agency input and public hearings.

In addition to increased highway spending, the Brown administration is recommending that one cent of the state's portion of the gas tax be transferred to local governments for mass transit and rehabilitation of roads. This proposal would boost the amount going to local agencies by about \$120 million a year over current allocations.

Of the \$373 million going to capital outlay, Gianturco estimates that \$209 million would go to building new highway facilities, \$101 million would be allocated for rehabilitating existing highways, \$41 million would go to operational improvements for safety projects, truck climbing lanes, roadside rest areas, etc., and the

remaining \$22 million would help fund mass transit terminals in those counties where local voters passed a Proposition 5 measure to use a portion of state highway funds for "fixed guideways" purposes.

"The new money is programmed here in such a way as to continue a stable, level highway construction program and avoid 'boom and bust' cycles," Gianturco said.

Of the \$600 million to be allocated to local entities, \$500 million would go to cities and counties to be spent on streets and roads.

"Maintenance and protection of (Continued on Page 2, Column 1)



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UNION LOCAL 3, AFL-CIO

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In Legislative Conference

Leo McCarthy Addresses Labor

With more than 800 union delegates representing California's 1.7 million AFL-CIO members, the California Labor Federation and the California Building Trades Council kicked off its most successful legislative conference in recent years.

Keynoting the mid-March meeting in Sacramento, Assembly

Speaker Leo McCarthy (D, SF) described the current session as "probably the toughest session in 10 years" but also one in which a detailed labor agenda is proposed. Outlining the labor agenda, McCarthy touched on issues ranging from strengthening OSHA and water policy to energy develop-

ment and the California contrac-

tors' licensing board. Addressing contractor's licensing, McCarthy said, "the notion that honest licensed contractors in this state who pay fringe benefits and will do what's right under state law cannot really compete economically with unlicensed, unethical general contractors is something we should all be concerned about."

Pointing out that the wage differentials between the honest, licensed contractor and the unethical, unlicensed contractor may be from 30-40 percent McCarthy said, "What we're doing is subsidizing, through non-enforcement of the licensing law, the unethical, unlicensed general contractors of the state."

The benefit of a strong license program to Local 3 members and consumers is obvious: bargained wages and fringes are protected against unlicensed, low paying contractors and the consumer receives a superior product from the reputable, licensed contractor in the process.

"Our position has always been that union craftsmen and union contractors do better work," Business Manager Dale Marr comments, "I wholeheartedly support all efforts to run off wage-chiseling contractors."

Turning to energy and water issues, McCarthy conceded that although a liquid natural gas siting bill cleared the Legislature last year under his leadership, energy plant siting is still an issue that must be resolved.

(Continued on Page 11, Column 1)



Speaker Leo McCarthy of the State Assembly touched on several vital issues to the labor movement during his address at the AFL-CIO Legislative Conference in Sacramento this month.

INSIDE

An Interview With Ray Marshall

During a recent visit to San Francisco, *Engineers News* had an opportunity to meet with Secretary of Labor Ray Marshall and interview him extensively on a wide range of topics vital to the building and construction trades and the labor movement in general. Secretary Marshall demonstrated a thorough knowledge of the labor movement, and more importantly, a firm commitment to seeing that the issues important to the labor movement today receive top priority under the Carter Administration (see pages 8 and 9).

Drilling Contract

For the first time in the industry's history, a master agreement for drilling has been negotiated and ratified by the members. For a summary of the wage and fringe increases, see page 6.

Union Election Notices

Turn to page 11 for important notices regarding the upcoming election of Officers, and District Executive Board Members and nominations of Delegates and Alternate Delegates to the 31st I.U.O.E. Convention.

Important Notice

A reprint of an article from the March 2, 1979 Federal Register regarding the Proposed Exemption for Certain Transactions notice that appeared in the December 1978 *Engineers News* is found on page 5.



By DALE MARR, Business Manager

Looking At Labor

Labor and Consumer Share Same Needs

ENGINEERS NEWS

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Highways

(Continued from Page 1)

the highway system has become a national concern and these new funds would allow local transportation agencies to give maintenance of local streets and roads the same high priority that highway maintenance has been given at the state level," Gianturco emphasized.

"We think this proposal for additional transportation spending will go a long way towards meeting many of the transportation needs at the state and local levels for the next few years."

Dale Marr commented that in discussing this program with the Governor, it was estimated that the expanded highway spending program would generate about 15,000 new jobs in the construction industry.

In order to implement this program, Gianturco pointed out that certain legislation would have to be passed. Officials at CalTrans told *Engineers News* at press time that the legislation allowing this proposal is being written up at the present time and will be submitted by President pro Tempore James Mills of the State Senate.

"We're going to do everything we can to see that this legislation makes it to the governor's desk," Dale Marr declared. "We will pay particular attention to what the cities and counties in our union's jurisdiction will do with their additional funds. We want to be sure the money is used in competitive bids for road improvements and not to beef up local force account staffs."

(Mg. Ed. Note: Following are excerpts from a speech given by Business Manager Dale Marr to members of the San Francisco Classroom Teachers Association recently. The primary thrust of the lengthy question and answer period that followed was centered on how local teachers organizations get their message to education consumers (parents, labor organizations, special interest groups and the general public) on the real needs and costs of local public school systems. Pointing out Local Union No. 3's long time support for youth programs, Marr also said that teachers associations had failed in both political and education consumer information programs because their concerns were "narrow, personal and in conflict with majority opinion in the post-Proposition 13 era." Plans are underway for several major follow-up sessions with joint California Teacher Association and American Federation sponsored meetings with education consumer and education support groups.)

Labor and the Consumer

Reduced to the lowest common denominator, "Labor" and "The Consumer" are essentially the same group. Those men and women who work in the labor pool are the same individuals who consume this nation's goods and services. Therefore, the issues that are of concern to Labor should also be of concern to consumers.

History has born this out. Consumer advocacy was born in the latter half of the 1800's, during a period of rapid industrial and population expansion, urbanization and the development of the modern market system.

This period also corresponds to the growth of the American Labor Movement. Both groups fought for fair wages, decent working conditions, fair prices, pure food, and against unsafe working conditions, child labor and sweatshops.

The first Consumers' League was formed in New York in 1891 to fight hazardous working conditions. Other consumer groups with similar motivation were started throughout the country and in 1898 they came together to form the National Consumers' League.

During the 1900's, consumer groups and labor unions saw the need for government to legislate and enforce laws dealing with these causes. Prior to World War I, the Sherman and Clayton Anti-Trust laws were passed and the Federal Trade Commission was established. These laws were advocated by consumer action groups and Labor alike.

Other key legislation obtained at the insistence of Labor, which had direct impact on the well being of consumers, were Workmen's Compensation, the National Labor Relations Act, the Wagner Act—recognizing the right of workers to organize into labor unions—and the establishment of such agencies as the Securities and Exchange Commission and the development of the U.S. Department of Labor.

Fighting For Common Goal

Whether they recognized it or not, labor unions and consumer groups were fighting for a common element—the control of business in a capitalistic market system. History has shown that businesses working in the free market system will tend to exploit the working man in the effort to maximize profits, if left without controls. There is also the same tendency to produce ever cheaper and frequently unsafe goods for the consumer, in order to cut production costs. Working men and women have found it necessary to organize into labor unions and consumer advocate groups to provide a balance against the excesses of the free market.

Today, more than ever, there is a need for consumers and members of the labor movement to recognize their common interests. Part of this need is due to the rapid development of technology: new drugs, the increased use of chemicals in processed foods, smaller, lighter and potentially less safe automobiles, the increasing amount of personal information being stored in computers—leading to insurance

fraud and violation of privacy. We have not determined all the effects these substances and new developments may have on human health and well being. Hence, the need for a strong, informed consumer action movement.

Likewise, there is a growing need for a strong labor movement. The growth of huge, multi-national corporations, the birth of countless corporate political action committees, the increasing strength of the right wing—all are making it more difficult for the rank and file worker to have a voice in determining his own economic destiny.

This, then, is why we were able to convince Assembly Speaker Leo McCarthy several years ago of the serious need for a standing committee that would bring all of these common concerns together. That committee, Labor, Employment and Consumer Affairs, is today one of the most important committees in California state government and one that your organization should learn to work and deal with.

Threat of Alienation

Unfortunately, there are forces attempting—and succeeding—in alienating consumers from the labor movement. The principle culprits are organizations like the Business Roundtable, the Chamber of Commerce, the National Manufacturers Association and the Right-to-Work Committee. These and others have fought successfully to kill Congressional Bills that would have established a Department of Consumer Affairs and strengthened the National Labor Relations Board.

These organizations are not isolated. They comprise just a portion of a vast group of economic and political conservatives who yield tremendous influence with our legislators and the media. This network—which includes many newspaper publishers—is convincing much of the public that labor unions are too strong, or that they are corrupt or obsolete or that the leadership does not reflect the needs of the rank and file.

Consumers, whose ability to purchase goods and services depends directly on the income they receive, are led to believe that labor unions are why prices are going up. That, of course, is a whitewash.

In 1962, President Kennedy presented to Congress his consumer message, in which he enunciated the Consumer's Bill of Rights: (1) the right to safety, (2) the right to be informed, (3) the right to choose and (4) the right to be heard.

Labor's Bill of Rights'

We in the labor movement claim the same rights. By advocating the right to safety on the job, we obtained legislation establishing the Occupational Safety and Health Administration, which enforces regulations governing job safety. In the construction industry, we are particularly concerned about job safety. Dozens and sometimes hundreds of lives depend on the expertise of heavy construction equipment operators and the reliability of the equipment and materials.

That is why, in the collective bargaining agreements we negotiate, we maintain the right to shut a construction job down due to unsafe working conditions, until the employer takes care of those hazards.

By advocating the right to be informed, the labor movement succeeded decades ago in obtaining laws designed to provide democratic union elections. By advocating the right to choose, workers have the opportunity to decide whether or not they want to organize into a union. By advocating the right to be heard, workers who belong to labor unions can receive the benefits of union representation and collective bargaining agreements. They have the right by law to ratify or refuse by democratic vote these negotiated contracts.

These developments have not come easy. They came through decades of hardship, when employers had all the laws on their side. They came only after bitter strikes and even violence

as workers demanded to be heard. But today, all the legislation mentioned earlier and much more came as a direct result of the labor movement.

But much remains to be done. That is why Labor fought for and succeeded in obtaining legislation increasing the minimum wage in increments over the next several years. That is why Labor fought last year and the year before for Labor Law Reform. The fact that it was defeated after a filibuster last summer does not mean Labor Law Reform is dead.

As an AFL-CIO lobbyist recently said, "The real secret of labor lobbying is that we never give up. If we are defeated in one Congress, we just come back in the next Congress."

That is the real secret of the labor movement in general. Throughout American history, the labor movement has demonstrated its resilience in advocating and protecting the rights of working men and women. In so doing, it is without doubt the consumer action movement's greatest ally.

Spotlight on Building and Construction Trades

The construction industry, of all industries, is probably one of the least understood by consumers. While they may readily see the necessity of regulating the manufacture of foods and products, or the safety of children's toys, or the development of new drugs, it is more difficult for the common consumer to recognize how the construction industry affects him directly—other than the cost of building a home. The following are a few of the issues important to consumers and the building and construction trades alike.

Inflation

Unions are frequently blamed for the high costs of construction. The fact is, wages have not been responsible for the rising cost of construction. The cost of labor has accounted for a steadily shrinking portion of building costs.

Labor receives just 16 percent of the cost of building a house, down from 17.3 percent in 1970 and from more than 40 percent in the 1950's.

Costs of land, materials and interest rates have risen faster than the rate of inflation. Land now represents 25 percent of the cost of a dwelling. Interest rates have risen from 6.5 percent in 1970 to 11 percent now.

The Davis-Bacon Act

The Davis-Bacon Act, which requires the payment of prevailing wage rates to employees working on construction projects receiving federal financing, has been accused by several groups of being inflationary and unnecessary. There are reports that several conservative legislators in the Senate may form a coalition to either repeal or emasculate this law.

The facts are these: (1) the Davis-Bacon Act, passed in 1931, has demonstrated its ability in the past 50 years to maintain an element of stability in the construction industry—something vitally important to consumers.

And (2) There is no evidence, despite a number of ill-conceived reports, that the Davis-Bacon Act is inflationary. Prevailing wages are determined by the Labor Department. They are obtained by surveying the wage rates paid to construction employees in specific localities and types of construction work. According to the Labor Department, 50 percent of the prevailing wages determined by the Labor department are determined by factors other than union negotiated contracts.

Construction wages have lagged behind all-industry figures for the last seven years. Most contracts negotiated within the last several years have provided for wage increases less than President Carter's seven percent guideline.

The purpose of the Davis-Bacon Act was to provide for equal opportunity among employ-

(Continued on Page 13)

Winter Weather Slows Nevada's Work

Intermittent snow flurries passing through the state of Nevada during the months of January and February on a weekly basis have slowed down much of the highway, building, and subdivision construction work in the area, reports Business Rep. Ed Jones.

Even though statistics released in recent weeks indicate a slowing down of the economy or possible recession, the future in the construction industry looks good in District 11 with the City of Sparks having about \$4.2 million of work in eight street projects set for this spring including the controversial Greg Street project. The State of Nevada is advertising for bids on the 10.5 mile section of I-80 at Wendover to be bid on March 8th and a 5.5 mile section of I-80 at Winnemucca to be bid on March 15th.

Another short section of I-580 (Old Hwy. 395 South) between Plumb Lane and Moana Lane is to be bid on March 22nd. This job will be a continuation from where Robert L. Helms is presently busy importing fill material and working on the structure at Vassar Street. This \$4.2 million job with 225 working days also included building a haul road up the south side of Rattlesnake Mountain to a pit which will be used on the next phase of the I-580 construction.

Robert Helms Construction has completed most of the dirt work and structures on the Ring Road job and is finishing up crushing on the job site for base material and C.T.B. which will be starting in the near future. Helms will soon be moving the dirt and crushing operation on to the \$10.7 million project at Elko. This job at its peak will

use about 60 engineers.

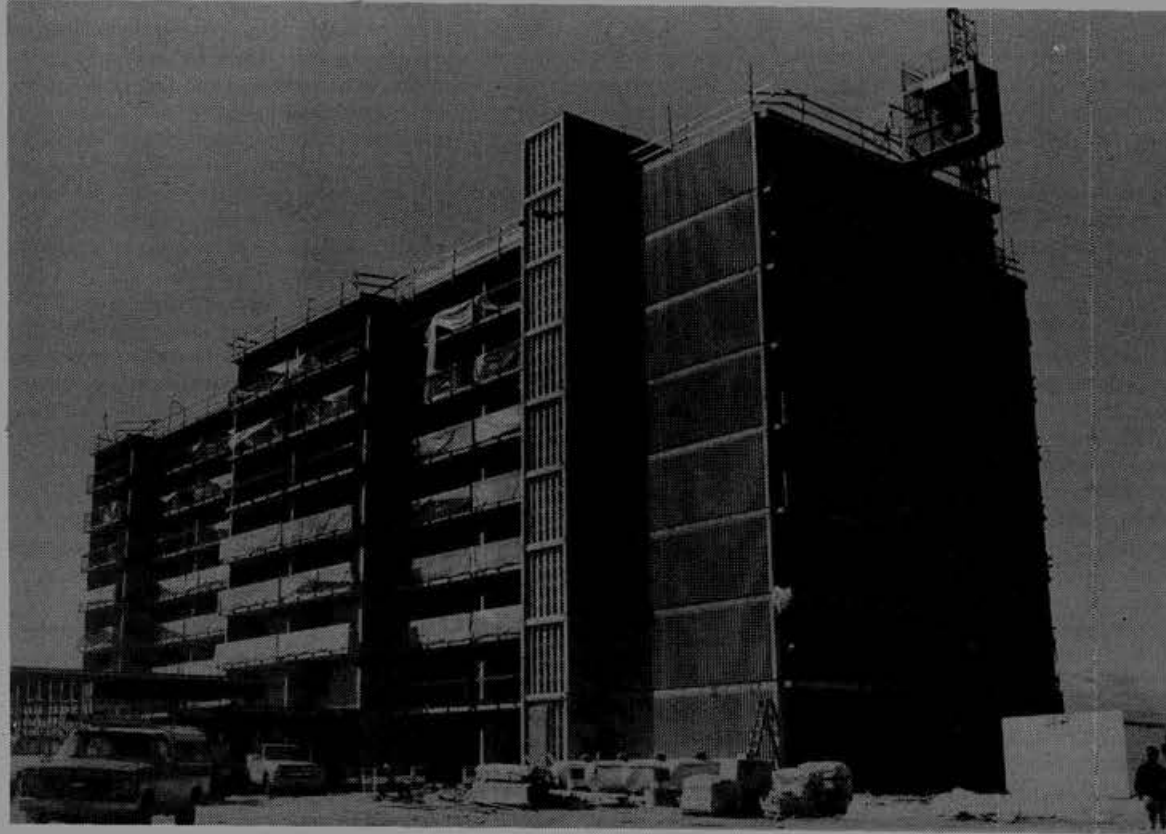
Nevada Paving was low bidder on February 28th at \$579,239.20 for construction, grading, and paving of 6.5 miles of road on the Pyramid Lake Indian Reservation at Nixon. I. Christensen was low bidder at \$409,844 for the job at I-80 and Rock Blvd. and I-80 at

Pyramid Way interchanges. Vasko and Associates have started on the \$15.5 million Reno Airport terminal building expansion with W.H. Schultz Construction doing the excavation on this project.

When completed, the Reno terminal facility will be approximately four times the size it is now.

At the Valmy Power Plant, Kellex Corp. will be starting March 5th on the 500-foot exhaust stack which will take approximately 12 months to complete.

Nomination of officers for election will be held at the District Meeting on June 7, 1979. Please plan to attend.



Prefab Housing for Retired

The \$5 million Sierra Manor, a prefabricated retirement housing project in Reno was built in just 28 shifts. Originally planned to be completed in 19 shifts, the contractor, Nielsen and Nickles Co. ran into bad weather which delayed construction. The eight story building was delivered to the construction site in modules which were then lifted and fitted into place.

East Bay Readies for Spring Work

(Continued from Page 6)

Business Rep. Chuck Ivy reports that the work picture in East County looks great for the years 1979 and 1980.

Oliver DeSilva is already rolling their stock along with a bunch of underground contractors.

Cleveland Wrecking based out of San Francisco is doing the demolition of the Antioch Bridge and is making great time. They started December 22, 1978 and expect to be completed by July 1979. Dick Laws is the Superintendent on the job along with Len Smith on the barge crane, Russell Stevens on the 50 Ton Lima, John Stultz is the Oiler on the barge, and Darryl Wooldridge is the apprentice oiler on the 50 Ton Lima. This old piece of history is disappearing fast.

"The Treatment Plant in Pittsburg was bid and we expect to have a pre-job before long with the contractors," Ivy said. This job bid for 24.7 million.

As soon as it dries up enough I'll be seeing all you fellas out in the field. Let's start this year out slow and easy and make it a good safe one.

"We have just concluded negotiations with the Power Division of Peterson Tractor Company," reports Asst. District Rep. Ron Butler.

"With the help of Treasurer Don Kinchloe we were able to win significant gains for these brothers."

Work in the shops has turned a little spotty, with some continuing to work overtime and others a little slow.

PROJECT

New Design for Auburn Dam

The Department of the Interior has decided that the Auburn dam, proposed for construction on the American River north of Sacramento, would not be strong enough to withstand a medium sized earthquake and must be redesigned. Secretary of the Interior Cecil Andrus ordered the Bureau of Reclamation to scrap a high-arched, concrete design in favor of either a rock-filled or concrete gravity structure.

The Bureau has already spent \$255 million on Auburn Dam. Some officials fear that complete redesign may delay the dam for up to 10 years, thus raising the possibility that it would become economically unfeasible.

New Peripheral Canal Bill

Assemblyman Richard Lehman has introduced a new bill to construct the Peripheral Canal. The Fresno democrat said his measure instructs the State Department of Water Resources to "actively pursue United States authorization to participate in the costs and benefits of the Peripheral Canal." But if "federal authorization does not happen by June 30, 1981, the state is instructed to begin construction while still negotiating with the United States."

Lehman's AB 303 would also permit the state to participate in: enlargement of Shasta Dam; construction of a drain to carry away brackish water from the San Joaquin Valley; and construction of facilities to permit water to seep into the San Joaquin's dwindling underground water supply. The construction of these water replenishment facilities would be along the Mid Valley Canal, also to be authorized by AB 303.

Construction of the Glenn, Cottonwood and Colusa Reservoirs in the Sacramento Valley, along with a reservoir near Los Banos and another one in southern Contra Costa County, and enlargement of Lake Berryessa would also be included in the bill.

Plan to Relax Sewer Rules

The Regional Water Quality Control Board has approved a major revamping of San Francisco's oceanside sewage disposal plans, which would result in a relaxation of some of the strict wastewater requirements. The change, which still needs the blessing of two other agencies, would

trim \$110 million from construction costs for a massive sewage transport line under the Great Highway and a large treatment plant near Lake Merced. The savings would result from the board's decision to allow the city to empty raw sewage into the ocean during the rainy season on eight occasions a year instead of the one previously set.

\$2 Billion in Construction

Pacific Telephone Co. has announced its plans to spend \$2 billion on capital construction in 1979, a record amount. The company said the new facilities will enable it to meet "unprecedented growth." The company said \$50 million is earmarked for technical improvements. The budget also provides funding for 31 new buildings in California and Nevada and for additions to 60 others in California and Nevada.

Contract for Tehama-Colusa Canal

Award of a \$17.3 million Bureau of Reclamation contract for construction of the final reach of the Tehama-Colusa Canal in the west Sacramento Valley has been announced by Secretary Cecil Andrus of the Department of the Interior. Ball, Ball and Brosamer of Danville, CA was awarded the contract based on that firm's low bid of \$17,331,885. Granite Construction came in with the only other bid at \$17.7 million. Engineers estimate was \$16.5 million.

New Deck for Golden Gate Bridge

Golden Gate Bridge directors have voted to replace the 41-year-old deteriorating deck at a cost of \$40 million, rather than rehabilitate it for \$10.5 million. Reports consolidating over 10 years of study estimate the life of the new deck at 50 years or more, while a rehabilitated one would last only 12-16 years. The replacement scheme calls for traveling gantry cranes to remove saw-cut deck sections and put precast slabs in their place. Engineering and construction are expected to take four years, with 80 percent of the project to be federally funded.

\$30 Million Canal to be Built?

A 12-mile long, \$30 million canal will have to be built in Eastern Contra Costa County in order for the federal government to carry out the new Delta water quality program announced recently by Interior Secretary Cecil Andrus. The canal, which would replace major portions of the existing Contra Costa Canal, would carry water from Clifton

Court Forebay near Tracy, to Contra Loma Reservoir regional park south of Antioch. The funds for the project would reportedly be split evenly between the water district, the state and the federal government.

\$115 Million Bank Complex Planned

Crocker Bank has revealed plans for a \$115 million downtown San Francisco development that will include a new Northern California headquarters building, adjoining shopping gallery and rooftop park. The project will be located on the block bounded by Montgomery, Post, Kearny and Sutter Streets. Originally proposed as a 700-foot high structure, the new building after considerable controversy has been scaled down to 500-feet.

Utah Water Project Sought

The Central Utah Water Conservancy District board of directors wants \$4.5 million to start construction of the Upalco and Uintah units of the Central Utah Project. Funds needed would include \$2.5 million for the Upalco unit and \$2 million for the Uintah unit. Members of the board passed a motion to request the Utah congressional delegation for every possible aid in securing the money to cover land acquisition, advanced planning and new construction of the proposed units.

Plant Expansion Gets Off Ground

Work has begun on the \$42 million expansion project which will more than double the capacity of the Calaveras Cement plant in Redding. The expansion will take the plant's current capacity of 290,000 tons per year up to 600,000 tons. The project is expected to be completed in October 1980. Another part of the Redding expansion will see enlargement and improvement of the firm's distribution terminals in Union City and Portland, Ore.

Big Vallejo Project Nears

Architectural designs are now underway on a \$25 million waterfront complex to be developed in Vallejo. A contract has been signed with Vallejo to convert 25 acres of undeveloped land adjacent to the downtown area into a mix of commercial, office, residential and recreational facilities. The proposal includes 125,000 square feet of office space, at least two restaurants, commercial and recreational structures, retail stores and multi-family residential units.

UPDATE



By HAROLD HUSTON, President

A Personal Note From The President's Pen

The district meetings held throughout our jurisdiction in March were well-attended by our brother and sister engineers. We appreciate those that attend and take an active part in their Union. Constructive criticism is also welcomed along with any other suggestions you may have for your officers at these meetings.

We appreciate the many kind remarks made by the retirees and their lovely wives at the Retiree Association meetings. Our goal, as your officers, is to continue to do the best job possible for you. We know with inflation increasing at a tremendous pace, sometimes its almost impossible to stretch the dollar much farther.

Remember that your problems are our problems, and it is always a pleasure to assist you whenever possible.

In 1980 Americans will spend \$229 billion dollars on health care, and at the current pace medical costs will double in a little more than 6 years. Hospitals receive 40% of every health dollar spent giving them a pivotal role in the economics of medicine.

We know that some of the retirees are sick and unable to attend the Retiree Association meetings. I am printing in this article the Medicare changes for 1979 which is explained at the meetings.

Persons eligible for Medicare coverage will be required to pay higher "deductible" amounts with respect to each "benefit period" beginning in 1979. The Department of Health, Education and Welfare recently announced the list of new deductibles as follows:

First \$160 of hospital bills (now \$144);
\$40 a day for 61st through 90th day of hospitalization (now \$36).

\$20 for the 21st through 100th day of post-hospital extended care (now \$18);

\$80 a day for each day in hospital during 60-day lifetime reserve (now \$72).

The following table of Medicare changes has been updated to incorporate the modifications described above, as well as the increased premium for Part B which will become effective on July 1, 1979.

It is always refreshing to receive letters from our retirees telling us of their activities.

The following letter is from Mr. and Mrs. Jack Nichols.

Harold Huston, President December 6, 1978
Operating Engineers Local Union No. 3
474 Valencia Street
San Francisco, CA

Dear Harold:

Hello from way down in Texas. We are enjoying our retirement. We look forward to the *Engineers News* to keep up with all the things Local 3 is doing for the men that will retire in the future. When a person is young they

don't realize how much the retirement check means, also the drug and hospitalization.

Our weather has been nice, still have roses blooming.

Merry Christmas and Happy New Year!

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
1-1-73	72	18	36	9.00		60
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

Eureka Shops Fare Well During Winter Slowdown

Most of the "on site" projects are pretty well rained out at the present time reports Eureka District Rep. Gene Lake. However, in the shops the exact opposite is true. It's been a good winter for H.D.R.'s.

Looking ahead the U.S. Army Corps of Engineers will be adver-

tising for bids very soon on a stream erosion contract project on the Eel River. The proposed 2,400 foot long project will be located on the north side of the river about one mile west of Fernbridge in the Singley Pool area. The work consists of pile fence and rip rap. Weather permitting work can

begin in April with completion sometime in September.

Two other Corps projects going to bid shortly are additional dredging in Humboldt Bay and some repair to the jetties. About a million dollars is available for the dredging and half that amount will be set aside for the jetty work.

Next fiscal year a large dredging project is slated for Crescent City harbor. "Crescent City certainly seems to be getting its share of work as another large sewer project is also to be let in the near future," Lake commented.

Just South of Eureka on Hiway 101 at the Elk River road intersection Cal-Trans has large survey and engineering crews working. This may finally be the break-through for the Eureka freeway project as well as the elimination of a dangerous section of the highway where a multitude of accidents have occurred. There has also been further discussion of the cross-town section of the freeway, extending from "P" Street to 1/2 mile north of the Eureka Slough Bridge, since the "unexpected discovery" of more than 1.2 billion dollars in the State Dept. of Transportation, Cal-Trans, funds for highway construction.

The counties of Humboldt and

Del Norte have begun advertising for bids for small road repair and storm damage projects—A sure sign spring is right around the corner.

Business Rep. Jim Johnson reports that in the Crescent City area, McQuire & Hester will be finished with their sewer line replacement by the end of next week.

On the South Fork of the Smith

River C. K. Mosmans' crew is making good progress on their retaining wall, at the present time there are four engineers on this project.

Along with the other work coming up in the Crescent City area it looks as if there will be a lot of work in and around the harbor.

Saying he liked to talk in dollars (Continued on Page 12, Column 1)

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

CLIP AND MAIL

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

Please send me:

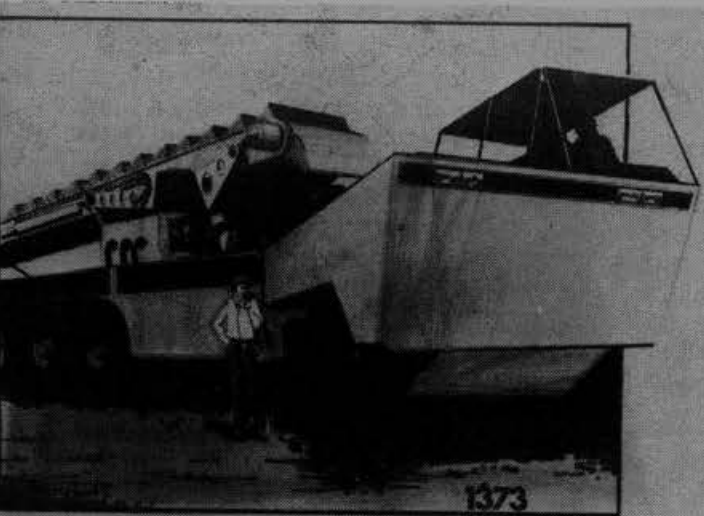
☐ A membership card for the Magic Kingdom Club

My name is: _____
(please print all information)

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

City, State, and Zip Code

Social Security Number



It swims, it walks, it travels on the highway. Fast in, fast out, it is the ecological answer to dredging, according to Local 3 member P.F. Ekberg, designer and inventor. This "self propelled amphibious dredge" (SPAD) will dig 700 yards of 95 percent solids, five percent water per hour.



By BOB MAYFIELD
Vice-President

Rigging Lines

Most recently I was assigned by Business Manager Dale Marr a most interesting and extremely important task which involved getting information and facts together in order to maintain a job and classifications assignment by the contractor which involved installation and erection, ongoing maintenance, operating and dismantling of the conveyor belt system (Auburn Contractors at the Warm Springs Dam Project) needed to excavate and complete an earth-fill dam. This assignment resulted because the Millwrights Union, after we had been given assignment for the above work in writing (as listed in the previous sentence) had protested these assignments vigorously and laid claim to all such work and followed-up through their International Union and with an official protest to the National Impartial Dispute Board.

As a result, we presently have the work and certainly intend to do everything possible to maintain this posture because it invokes a great many Operating Engineer jobs now, and is the key to future work assignments. Through letters from contractors and the compiling of facts by Local #3 Business Agents throughout the jurisdiction of Local #3 over the past 10-year period involving hundreds of prior jobs, we think we are in good shape to successfully defend our position.

In order to appreciate the importance of this case, we have to look into the depth of the bid specification which showed what the Army Corps of Engineers required of the successful low bidder. In order to accommodate the environmental aspects of the mountainous area that makes up the borrow pits area near Warm Springs Dam, it was decided that the typical and most common method of moving large amounts of earth and rock that make up a dam like this all require extensive and well graded and maintained haul roads could not be used.

These roads criss-cross up the sides of mountains and for years to come leave unnatural scars that require long periods of time and much seeding and preparation to return this area to a near natural state and to what the area might have looked prior to construction. Therefore, the conveyor belt was mandated for this job because little or no permanent scarring would occur. At this juncture, I hope a little more clear picture is beginning to form.

The contractor maintained in this case that because the normal method known and commonly used to move dirt by scrapers, dozers, loaders and trucks was one they had used and over the many prior years assigned strictly this work to Operating Engineers because they were earth-moving and excavating tools. Further, this contractor maintained the conveyor belts were doing the same job exactly as scrapers, dozers and loaders, etc., all earth-moving tools and in their judgment this conveyor belt was doing exactly that as an earth-moving tool. We concur totally in their thinking and logic, and strongly and vigorously claim this work assignment completely.

Looking down the road a bit, I can foresee as concessions to the environmentalists this conveyor belt method of moving dirt is apt to come into play more than at any time in prior history and we as a union known throughout the world for our ability to move dirt must stay in the forefront and defend this system to whatever extent necessary to maintain this status.

As I am writing this article, the same exact fight is going to occur in other places in our jurisdiction, as on another job a similar belt conveyor system is now being installed. This line will be a whopping 13-mile long belt and will involve a great many Operating Engineer jobs for a very long period of time. I would request of all Engineers who might be involved in and around any conveyor belt system jobs—no matter how large or small—and that any portion of erection, maintenance, operation, or dismantling, if work is contemplated to be done by any craft other than ours, that your local Business Agent or District Representative or one of the union officers be contacted immediately so that this work can be fought for and claimed in behalf of the Operating Engineers.

I am most happy to report that the contracts with which I have been involved over these past three months in contract negotiations are all now complete. Since last month's issue of Engineers News came out, I've completed a Memorandum of Agreement with the Cortez Gold Mine located in a remote area to the east of Carlin and Battle Mountain, Nevada. It is hoped by this writer that the record high gold and silver prices now existing on world markets will encourage this company to expand at some earlier years levels that required around 150 employees to run that gold mining operation.

The Rio Algom Uranium Mine south of Moab, Utah, whose principal product is uranium also was completed and for a 36-month period. Substantial head-end money head-ended each of 3 years on their first calendar day of the year married together with quarterly Cost of Living adjustments, will make these uranium mining employees perhaps the highest paid mining employees of that type (uranium) in America. In addition, Health & Welfare upgrades and language upgrades help highlight the settlement that resulted in a landslide ratification vote by our rank and file members. A special thanks should go to the rank and file stewards who helped the Utah Business Agents and myself through this tough negotiation.

A final word on Oil & Gas Drilling I'll mention for now to finish what I've reported the last couple of months: First, I would say we have just now signed the Trust Agreement creating the first purely oil, gas and geothermal health plan in America covering

(Continued on Page 11)

San Jose Holds Pre-Job on Pacheco

District Representative Tom Carter reports that San Jose posted over 3,600 dispatches in 1978. This figure includes journeymen, apprentices and oilers, which goes to show it was definitely a good year for Dist. 90. The new year 1979 looks brighter and better and we expect to surpass the figures for 1978 by quite a few dispatches.

The San Jose office along with several other Labor Representatives just attended a pre-job conference on one of the most talked-about, fought-about projects within the last two years, the Pacheco tunnel which is part of the San Felipe Water Project. The contract was awarded to Guy F. Atkinson of So. San Francisco.

Amount of the contract is \$49.8 million and work is scheduled to start May 1, with completion date approximately December 1983. The job consists of 5½ miles of hard rock tunnel and will be worked from both ends. It will be a three shift operation five days per week with a work peak period from Aug. 79 to December 1982.

This job will provide plenty of work for many operating engineers plus several other crafts anywhere from one to five years depending on variations as job requirements change.

The method of operation will be the use of munching machines with locomotives and rail cars to dis-

pose of the material, Carter said.

Asst. District Rep. Jack Bullard reports that Granite Construction recently got \$650,000 of road work and storm drain on Bethany Drive, Scotts Valley, as well as \$177,000 HCD Target Areas, Phase II, in Santa Cruz. In Scotts Valley, Hood Corporation got the big sewer job with a bid of \$1,408,000.

Kaiser Agreement

The Kaiser Permanente agreement expires June 30. Although it's called the Permanente agreement, three corporations are involved, Bullard explained. In Santa Clara County, the Permanente plant includes Kaiser Cement & Gypsum, with mill, yard, and quarry Engineers.

At Permanente also is Kaiser Aluminum Corporation's Foil Plant. In Monterey County is Kaiser Aluminum Refractories. Refractories has two sites, at Moss Landing, Ca. and Natividad, near Salinas, where the big dolomite ore body is. About 140 Operating Engineers are employed at these Kaiser Plants. There are 11 International Unions, including ours and 16 Locals of the 11 Internationals, including the Operating Engineers.

There are approximately 560 union employees in all plants. The eleven international unions have elected Asst. Dist. Rep. Jack Bul-

lard as Chairman of the Union negotiating committee, Greg Aguilar of Laborers 270 will be Secretary. Business Rep. Bob Fleckenstein is Chairman of the sub committee on Supplemental Unemployment Benefits.

Any contract with separate corporations, and eleven international unions, is difficult to negotiate, Bullard said. All unions had more abrasive labor relations with the corporations this last agreement.

Work has begun on what may become the grandest park in San Jose—East San Jose's Lake Cunningham Park, reports Business Rep. Don Luba.

Heavy equipment operators of South San Francisco's Arthur Haskins Company are busily at work moving dirt here and there, carving out a 50-acre lake and setting up the earth contours for the 202-acre park site just east of Reid-Hillview Airport and Eastridge shopping center.

The \$15 million master plan includes a marina, fishing pier and swimming lagoon.

Money, or the lack of it, has plagued park planning from its inception in the early 1970's. The spiraling cost of land in the area, bordered by White and Quimby roads, Capitol Expressway and Cunningham Avenue has forced San Jose park planners to scale down their plans.

IMPORTANT NOTICE

FEDERAL REGISTER, VOL. 44, NO. 43—FRIDAY, MARCH 2, 1979

In December of 1978, the Engineers News published a verbatim reprint from the Federal Register of October 27, 1978, in accordance with the instructions set forth in that article. The time period for receipt of comments on the proposed exemptions and requests for a public hearing as set forth in that article, has now been reopened until April 30, 1979. The following is a reprint of the article of reopening as it appeared in the Federal Register on March 2, 1979. Copies of the Federal Register reprint as it appeared in the December 1978 Engineers News are posted and available to members of Local 3 at all district offices.

[4510-29-M]

[Application No. D729]

PENSION TRUST FUND FOR OPERATING ENGINEERS

Proposed Exemption for Certain Transactions, Extension of Time for Comments and Hearing Requests

In FR Doc. 30351, appearing at page 50255 in the FEDERAL REGISTER of Friday, October 27, 1978, the Department of Labor and the Department of the Treasury published a Notice of Pendency of a proposed exemption from the prohibited transactions restrictions of the Employee Retirement Income Security Act of 1974 and from certain taxes imposed by the Internal Revenue Code of 1954. The Notice of Pendency concerned an application filed by the trustees of the Pension Trust Fund for Operating Engineers, which is maintained for the benefit of members of Local Union No. 3 of the International Union of Operating Engineers.

In a paragraph headed "Notice to Interested Parties" which appears in the Notice (at 43 FR 50256), it was specified that notice of the proposed exemption would be made available to persons who might be affected if the proposed exemption were granted. Among the ways in

which such Notice was to be disseminated was by publication in the *Engineering News*, which is the official publication of Local Union No. 3.

The Notice of Pendency appeared in the December 1978 issue of the *Engineering News*, which was mailed to members of Local Union No. 3 on November 30, 1978. In a subparagraph of the Notice (at 43 FR 50255), it was stated that written comments and requests for a public hearing with respect to the proposed exemption should be received by the Department of Labor on or before November 27, 1978. Because the December issue of the *Engineering News*, in which the Notice appeared, was not mailed until after the closing date for comments and hearing requests, a question has arisen as to whether notice of the proposed exemption was sufficient.

Therefore, the time period for receipt of comments on the proposed exemption and requests for a public hearing with respect to it hereby is reopened until April 30, 1979, so that recipients of the *Engineering News* may have the opportunity to comment on the proposed exemption.

All written comments and requests for a public hearing should be sent to the Office of Fiduciary Standards, Pension and Welfare Benefit Programs, Room C4526, U.S. Department of Labor, 200 Constitution Avenue N.W., Washington, D.C. 20216. Attention: Application No. D-729.

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

Signed at Washington, D.C. this 21st day of February, 1979.

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

[FR Doc. 79-6090 Filed 2-27-79; 8:45 a.m.]



Credit Union

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



DALE HANAN
General Manager

Does it cost a lot to call your Credit Union?

Not really. In fact it can cost you more not to call your Credit Union—a lot more.

Five minutes on the phone from the following cities will cost you (not including taxes):

\$1.86	from Salt Lake City
1.64	from Reno
1.59	from Redding
1.39	from Fresno

Borrowing locally at rates higher than your Credit Union's, however, could cost you hundreds of dollars more in interest costs—especially if you're financing a new car, pickup, van or other major purchase.

Finance \$5,000 for 48 months at 15% ANNUAL PERCENTAGE RATE and you'll pay \$1,679.20 in interest \$359.04 more than you would have paid your Credit Union. (Our maximum interest rate is 12% ANNUAL PERCENTAGE RATE).

Can you finance a new car by spending five minutes on the phone with your Credit Union?

Yes, if you've already opened a Phone-A-Loan account. Sometimes it might take longer; sometimes less. But even if you spent 10 minutes on the phone from Salt Lake City, you'd only spend \$3.56.

Don't be pressured by car dealers into financing for more than 12% ANNUAL PERCENTAGE RATE (APR), which is your Credit Union's rate. Being in a hurry to drive your new car or pickup home could cost you from \$100 to \$1,000 more in interest costs by financing through a dealer instead of your Credit Union.

When you compare the costs, you should also remember that your Credit Union provides insurable borrowers with up to a maximum of \$5,000 life insurance at no additional charge.

You can even call the Credit Union when it's closed. Leave your request on THE ALL-NIGHT EAR, our message recording service. We'll process your request the next business day and call you back.

If you haven't opened a Phone-A-Loan account, pick up an application from your District Office or write the Credit Union. It's a one-time application and you can open your account *before* you need credit.

Master Agreement Forged for Drillers

A Master Agreement between the Operating Engineers No. 3 and the Drilling Contractors Employers Association has been reached, reports Oil Field Rep. Frank Townley. For the first time ever in the drilling industry, all companies will work under one agreement with wages, pension and vacation contributions being the same.

"This has been a goal of the Oil Field Industry since we were first organized," Townley said. "The Master Agreement could not have been reached without all of you Rank & File Hands sticking together, through the years."

"This still leaves a very large hurdle in front of us, and that is, a State-Wide Agreement, that I sin-

cerely hope will someday come about."

The new Agreement has a 32 percent increase on wages and fringes only, and an increase of approximately 12 percent in subsistence pay and 8.5 percent increase in premium pay categories.

Another first was done in these Negotiations; a Rank & File Committee was formed from Hands working for different drilling contracts in all classifications. These men were: Robert Holihan, Donald Jackson and Delbert Perry.

They did an outstanding job in making very serious decisions and helping our Chairman of the Negotiating Committee put into proper words what the Rank & File

Members needed in the Industry. A special thanks to Robert E. Mayfield, Vice President of Local No. 3 for his expertise as the Chairman of the Negotiating Committee.

In the area of Health & Welfare, a newly formed Trust called the Oil & Gas Drilling Health & Welfare Trust has been formed. "This means that we will no longer be a part of the Utah Health & Welfare Trust," Townley said. "Your benefits will continue to be the same, with the hope of this Trust growing State-Wide, and in the future having the opportunity to build benefits as the Trust grows."

"The Brothers in the Southland (Continued on Page 7, Column 5)



The Local 3 negotiating committee for the new drilling master agreement are (left to right) Delbert Perry, Don Jackson, Vice President Bob Mayfield, Oilfield Rep. Frank Townley and Bob Holihan.

Driller's Wages/Fringes

EXHIBIT A

LOCAL UNION NO. 3

Hourly Rates Effective Dates

Classifications	2/1/79	2/1/80	2/1/81
Driller.....	\$11.70	\$12.49	\$13.41
Derrickman	10.04	10.83	11.62
Mechanic	10.04	10.83	11.62
Motorman/Catheadman ...	9.72	10.51	11.27
Rotary Helper	9.25	10.04	10.76
Mechanic Helper	9.25	10.04	10.76
Welder	10.04	10.83	11.62
†Roustabout	8.52	9.31	9.97
††Yardman	7.81	8.60	9.21
Oilfield Truck Driver	9.25	10.04	10.76

State of Utah Only

Hourly Rates Effective Dates

Classifications	2/1/79	2/1/80	2/1/81
Driller.....	\$11.20	\$11.99	\$12.91
Derrickman	9.76	10.55	11.34
Motorman/Catheadman ...	9.13	9.92	10.68
Rotary Helper	8.79	9.58	10.30
Mechanic	9.17	9.96	10.75
Welder	9.17	9.96	10.75
Mechanic Helper	8.49	9.28	10.00
†Roustabout	8.23	9.02	9.68
††Yardman	6.97	7.76	8.37
Oilfield Truck Driver	8.49	9.28	10.00

Transfer: Any Employees transferred from California to Utah shall continue to receive the California wage rates for all work performed in Utah.

† A "Roustabout" is an Employee working on a drill site who is not covered by any of the listed classifications and is not a member of the regular rig crew.

†† A "Yardman" is an Employee working on a drill site who is not covered by any of the listed classifications.

13.00.00 FRINGE BENEFITS

Note: The following Health and Welfare Plan shall apply through and including April 1, 1980. During that period, the Employer and the Union will work toward developing a State-wide Oil and Gas Drilling Health and Welfare Trust Fund. In the event such Health and Welfare Plan and Trust Fund does not materialize, the Employer may revert to a Company Plan or continue the present Plan. However, if it is opted to revert to a Company Plan, the Company must furnish benefits for each Employee and/or his dependents not less than those benefits provided under the existing Operating Engineers Health and Welfare Plan.

13.01.00 Health and Welfare. Health and Welfare benefits shall be paid by the Individual Employer for the Employee and his eligible dependents. The Individual Employer covered by this Agreement shall pay into the Operating Engineers' Health and Welfare Trust Fund according to the following schedule:

\$100.00 per month per Employee — Effective 2-1-79*
\$ _____ per month per Employee — Effective 2-1-80
\$ _____ per month per Employee — Effective 2-1-81

*Effective 4/1/79, said payment shall be made into the Operating Engineers Oil and Gas Drilling Health and Welfare Trust Fund.

13.01.01 Initial Eligibility for Health and Welfare Coverage. In order to be initially eligible for Health and Welfare coverage, a new Employee must have worked at least 120 hours for the same Individual Employer. Once said Employee has established eligibility with the same Individual Employer, the initial requirement of 120 hours need not be satisfied again, provided:

1. a minimum of eighty (80) hours per month are worked;
2. no absence occurs of more than one (1) year.

13.02.00 Pensioned Health and Welfare. The Individual Employer covered by this Agreement shall pay into the Operating Engineers Pensioned Health and Welfare Trust Fund according to the following schedule:

\$0.01 per hour per Employee — Effective 2-1-79
\$0.02 per hour per Employee — Effective 2-1-80
\$0.03 per hour per Employee — Effective 2-1-81

13.03.00 Pensions. The Individual Employer covered by this Agreement shall pay into the Operating Engineers' Pension Trust Fund for each hour worked or paid each Employee under this Agreement according to the following schedule:

\$0.70 per hour — Effective 2-1-79
\$0.80 per hour — Effective 2-1-80
\$0.90 per hour — Effective 2-1-81

13.04.00 Vacation and Holiday Pay Plan. The Individual Employer agrees to pay into the Operating Engineers Vacation and Holiday Pay Plan for each hour worked or paid according to the following schedule:

\$0.70 per hour — Effective 2-1-79
\$0.80 per hour — Effective 2-1-80
\$0.90 per hour — Effective 2-1-81

13.04.01 Such payments to the Plan shall be made at San Francisco, California, in accordance with and as provided in the Operating Engineers Local Union No. 3 Vacation and Holiday Pay Plan, which is incorporated herein by reference as if fully set forth herein (copies to be furnished each Individual Employer).

New Three-Year Agreement Ratified for Rio Algom

An overwhelming 89 percent of the members present voted to accept a new three-year agreement with Rio Algom Corporation at a meeting held on March 3rd in Moab, Utah, reports Business Rep. Bill Markus.

Union representatives, Bob Mayfield, Tom Bills, Bill Markus and Vance Abbott, with the assistance of Job Stewards Manuel Barela, Rick Evans and Duane Franklin, negotiated the agreement with the uranium mining corporation.

Negotiations got underway on February 20th and a settlement agreement was reached on February 23rd, just four short, well-organized days of serious discussion to accomplish that which, at times, has taken weeks or even months.

A 79 cents per hour cost-of-living adjustment, added to the base hourly rate on February 28, 1979, was negotiated plus hourly increases of 40 cents on 3/1/79, 33 cents on 3/1/80 and 33 cents on 3/1/81, with the continuation of quarterly cost-of-living adjustment and annual COLA roll-in throughout the duration of the Agreement.

Also negotiated were improved insurance benefits which included new vision care and prescription drug plans as well as increased maternity, dental and weekly indemnity benefits. Employees will also have better working conditions, seniority provisions, new bidding and bumping procedures, a crew concept for miners, a Joint Safety and Health Committee, an additional holiday, funeral leave and increased shift differential and overtime pay.

Southern Utah

With the new contracts being let by the Department of Transportation as well as the projects still to be completed, more highway construction will be under way in the southern part of the State this year than in many years, reports Business Rep. Don Strate.

Rick Jensen Construction was the low bidder on the 12-mile overlay job on U. S. 6 & 50, from Moark Junction to Thistle Junction. The project requires 24,000 tons of bituminous surface to be laid. The contractor picked this job up for \$712,183. The engineer's estimate was \$745,000.

W.W. Clyde Company was low bidder on the Orem Center Street Project. They were successful in being \$80,000 below the next bidder, the non-union Von Stavern Construction Co. The bid calls for 140 working days.

J. M. Sumsion Company was successful bidder on the four-mile overlay job from American Fork to Lehi on U. S. 89. The contract specifies 126,000 square yds. of

heater scarifying and 28,000 tons of asphalt to be laid.

A large number of employees at Utah International, Cedar City, are still on layoff. Utah International has expressed concern regarding future production to supply steel to manufacturers. They hope new agreements will be consummated in the near future.

North Utah

Business Rep. Rex Daugherty reports that work in the Northern Utah area has been good this year in spite of the long winter.

Western Zirconium Corporation is building a large plant at Little Mountain at a cost of plus \$70 million. H. C. Smith Company, Fred J. Early Company, M. Morrin & Sons and Gibbons and Reed Company are all involved in the project.

Attends Trainee Graduation

Marr Meets with Guam Legislators

Business Manager, Dale Marr recently visited the Guam Office, reports Business Rep. Joe Cruz. Aside from meeting with the Governor of Guam, Paul M. Clavo, and the Lieutenant Governor of Guam, Joseph F. Ada, he also met with the Speaker of the Fifteenth Guam Legislature, Thomas V.C. Tanaka and other Senators.

In addition, he met with the Director for the Agency for Human Resources Development, U.S. Department of Labor personnel from Region IX in San Francisco, Manager of the Port Authority of Guam and the Board of Directors of the Skill Training and Job Development, Incorporated.

Marr also testified before the Committee on Labor, Resources and Economic Development of the Fifteenth Guam Legislature against Resolution numbers 62 and 63, and met with the President, the Executive Director, and the Board members of the Guam Federation of Teachers.

The highlight of his visit was his participation at the graduation ceremony for the Trainees of the Skill Training and Job Development center. In that ceremony, Marr was presented with a plaque from Tom Long, Business Agent, as a memento for the assistance and efforts he has given the Island, and he gave a short inspiration talk to the graduating trainees.

Approximately 40 Operating Engineers are employed on the project at the present time. Zirconium is a very light-weight metal with high tensile strength which is needed in the aero space industry. It is also used in the chemical industry because of its resistance to chemicals.

Bids for the excavation and construction of the Ogden Parking Plaza re expected to open soon. The estimate on the excavation alone is approximately \$750,000, and the construction of the parking plaza is expected to run \$15 million.

Fife Rock Products has started on the Washington Blvd. Project which runs from Five Points to 2600 North in Ogden. This \$2 million project should keep a number of Brothers at home this summer.

Paul Wise, District Representative, also gave a short talk as did the Acting Governor, Joseph F. Ada, Acting Speaker, Dr. Katherine B. Aguon, and the Director for Agency for Human Resources Development.

This group of 143 trainees was the first group to graduate after being in operation for over six months. The graduates have acquired the basic trade skills necessary for them to move into entry

Peter Kiewit Sons' completed the railroad relocation on I-80 near the Utah-Wyoming line last fall and they are now ready to start construction on the free-way portion of the contract.

Jack B. Parson Company was the successful bidder on the concrete overlay job on I-80 from Wasatch to the Wyoming line at \$4.5 million. This project should get underway sometime in April.

J. M. Sumsion & Sons has a \$1,000,000 project constructing a new road into the Dinosaur National Monument in Uintah County. Brother Ike Moag will be the Job Superintendent.

W. W. Clyde Company has a \$5 million contract at Strawberry Valley in Wasatch County consisting of four entrance roads into the various recreation sites.

level with little or no difficulty.

These Trainees underwent the cycles of training of their chosen field both classroom and on-the-job training. The outstanding overall apprentice, Francisco S.A. Ignacio, was given a tool box and tools and five other graduates who excelled in their chosen crafts were also given awards.

Negotiations have been concluded with Atkins, Kroll (Guam) (Continued on Page 14, Column 1)

Activity Up and Down in Ceres Area

The activity in Stanislaus and Tuolumne Counties for the past several months has been very spasmodic due to weather conditions, reports Asst. District Rep. Jay Victor. The engineers working in the shops and making repairs on the hot plants and rock crews are about the only ones that have enjoyed continuous employment.

The activity in Tuolumne County to begin with is Ticon at Sonora. There have been several problems with non-union subcontractors in the concrete and the concrete pumping.

"It looks as if we might be able to eliminate the problem with the concrete pump as the Company is considering signing a short form agreement," Victor said. "The

contractor that is supplying the concrete for the job is, of course, a non union entity.

"We attempted to protect the fair employer who bid on this job originally. At this point we have not been very successful due to several reasons, one of which being the teamsters are making an attempt to organize a non-union supplier. We hope that they will be successful."

Agent Ray Morgan and Victor held a prejob with Piombo at Tuolumne City where their project is located. This job will employ 10-13 brother engineers for a good season of work. The company has indicated that they will only bring two key people with them and will obtain the rest from the area.

Drillers Forge New Contract

are not as fortunate as we are in Local No. 3, for they are still under Company Health & Welfare, which does not provide the coverage we enjoy in the jurisdiction of Local No. 3," Townley commented.

There also has been some new hiring regulations instituted into this new Agreement which will help ensure the hands in getting future jobs. The Contract and Health & Welfare Booklets will be printed as soon as possible and distributed to the oil field hands.

At the present time, old Mother Nature has some of the rigs down, Townley reports. "We need the rain, but by the time you get this paper, we would hope that Mother Nature would let up for about a week or so, so as the location builders can get out and build some pads so that all rigs are working. The work picture in Northern California and Northern Nevada looks very good again this year."

"I would like for you to pass on to the nonunion workers in the Industry, when they come up to you and tell you how much of a raise they got, you can look them straight in the face and tell them they can thank you personally for it!" Townley commented.

"By the end of this Agreement, many of you will be vested or close to it with your pensions. Ask them what do they have to show for 10 years in the Patch. Their answer can only be nothing."

The shop of George Reed and the rock plant at Table Mtn., also of George Reed Company has been keeping its regular crews fairly busy. The El Camino realignment job of Hwy. 132 out of LaGrange has been opened up and keeping several brother engineers busy, weather permitting. This job should reach peak manpower very shortly.

The activity in Stanislaus County has also been sporadic because of the weather conditions. "The local contractors tell us that they do have the work and a very heavy workload in front of them and will be able to go to work as soon as the weather allows," Victor commented.

Pre-Job Held on \$7 Million Westlands Project

District Rep. Claude Odom reports that a pre-job conference was held with C. R. Fedrick, Inc. of Novato, California for the recently awarded \$7 million project for the Westlands Water District. The contract calls for construction of structures for laterals 11R, 12R, 14R, 16R, 18R and 20R, two lift plants and excavation. This project will take approximately 18 months to complete.

The California Department of Transportation has called for bids on one Fresno County project and opened bids for another. The agency has called for bids to resurface Highway 145 about ten miles south of Route 180 in Kerman, from one mile south of Manning Avenue to Mt. Whitney Avenue at Five Points. The \$1.3 million is available for the project.

Bids were opened March 14 in Sacramento. The low bidder on another Fresno County project,

reconstructing Highway 198 from Interstate 5 to Lake Avenue near Coalinga, is Granite Construction Co. of Watsonville. Granite's bid was \$1,029,367.00. Work is expected to begin around the middle of April 1979.

Granite Construction Company's Freeway 41 project is shut down due to weather. They have hopes of getting the 650 Scrapers back to work in April to finish off the one million yards of dirt left. River Rock has finished their stripping operation for the winter. They had 12 Scrapers and four Dozers working for several months. This was one of the largest dirt spreads going this year in Fresno.

The Granite, Ball, Groves (JV) Helms Pumped Storage Project is progressing well with approximately 50% of the work finished. At present, this project employs 140 Operating Engineers.

Martin-Emler Construction has

started their Olive Avenue project with the use of Erickson Equipment Rental 633 Scrapers. This \$200,000 job will last several months.

Two separate meetings are being held this month by the U. S. Army Corps of Engineers in Merced to outline details of a \$54.8 million flood control project in Merced County. The project has been in the mill for more than ten years and the present plan, according to the Corps, resulted from studies made since a 1969 review report and from comments made during a public hearing in 1976. Congress authorized the project in 1970 but funds have not yet been allocated for the project. President Carter has proposed the State pay 20 percent of the total costs or about \$11 million.

This project calls for enlarging Bear and Burns Dams, constructing Castle and Haystack Mountain

dams, improving 25.7 miles of levees and channels on Bear, Fahrens, Black Rascal and Cottonwood Creeks and construction of a six-mile recreation trail. An Environmental impact statement has been prepared on the project.

"We would like to thank all of the brothers who attended our February District Meeting and we would like to welcome Brother Bob Sheffield as a member of the Grievance Committee," Odom said. "Also, thanks to Brother Larry Braden for his long service on the committee."

Grievance Committee

At its regular quarterly membership meeting on March 8th, District 11 members re-elected the following brothers to serve on its Grievance Committee for the ensuing year: Howard Luzier, David Schneider and Robert Baldwin.

At their regular quarterly membership meetings for the first quarter, the members of Districts 8 and 10 re-elected the following brothers to serve on their respective Grievance Committees for the ensuing year:

District 8: Billy Burns, Glen Roberts and Jack Misener.

District 10: Les Crane, Dean Harlan and Howard Seacord.

Executive Board

At its regular quarterly membership meeting on March 8th, the District 11 membership elected Ken Jones to serve as District 11 Executive Board Member to fill the balance of a term left vacant by resignation.

By James Earp and Mark Stechbart

Engineers News: What form will Labor Law Reform legislation take this year?

Marshall: We have not yet determined the form that Labor Law Reform will take—partly because we have to get together and assess the probability of getting some form of Labor Law Reform passed. I hope that we do develop a Labor Law Reform Bill that will pass. I think the basic policy that we've had in the United States since 1935 with respect to collective bargaining has served this country well.

I think we need to strengthen that, because there are some defects in the law. A major defect is that the penalties are not strong enough to deter people who can make the calculation that it is cheaper to disobey the law than to obey it. I think the ability to make that calculation undermines support for the law.

I have workers who come into my office and say, "If I disobey the law I'll go to jail. If the employer disobeys the law, he gets a government contract." That attitude by workers is not good. You have to feel that the law is fair.

Under present circumstances, two things happen that cause the law not to be fair. One is that skillful lawyers can use delaying tactics to deny workers the rights guaranteed them by law. Secondly, if employers can disobey the law and the penalties are so weak, not only do you get justice delayed—because it might take two or three years for a case to be resolved—but when you get it resolved, the penalties are so weak as to be virtually meaningless.

Engineers News: With the recent announcement that profits reached a 26 percent increase last quarter—the highest in nearly 30 years, how can you expect workers to keep within the seven percent guidelines?

Marshall: You'll have a hard time. The thing we have got to do is really stiffen up the efforts to keep prices down and increase

profits, I would increase our meat imports as much as we could. Three fourths of the increase in food prices—that I received today—was due to meat.

We've got to work hard on the energy problems. We've got to break our dependence on foreign oil imports. There is no economic reason for the cost of energy to be as high as it is. It only costs a couple of dollars a barrel to produce oil, and here it is being sold for \$20 a barrel. The main reason, is the cartel.

All these people talk about the free market. I don't know what they're talking about. They say "let the market allocate the oil prices." Well, the free market that they're talking about is called OPEC. If that's competition, then I'm a Republican.

Engineers News: Aren't there some sectors that profit from inflation?

Marshall: Sure. One of the problems with inflation is that the people who lose are the weak—those who are unable to keep up. That's what's so bad about those who say we ought to lower the minimum wage. If we didn't have the minimum wage for those people who tend to be at the bottom, who are not organized, they would fall increasingly behind. The weak will suffer from inflation.

Unions will suffer, collective bargaining will suffer, because nothing strengthens the right wing as much as inflation. Look what happened to Germany in the interwar years. You can make a strong case that one of the most important factors involved in Hitler's rise to power was inflation. You tend to weaken support for democratic institutions during inflation.

The strong—whether it's a strong union or strong employers and people who have market power are in a much better position to protect themselves. People that are in the best position to protect themselves are those that can fix prices. The big companies are less able to do this, because they are more

mists in the whole country who would not argue that Davis-Bacon is inflationary. And there are not a handful of economists in the whole country who know a damn thing about it. They don't know how the rates are figured. We need to get the facts about Davis-Bacon out and improve the administration of it. The basic principle behind Davis-Bacon is that it is as valid today as it was when Hoover signed the law.

Engineers News: You don't see any right wing effort then, to zero in on things like the 30 percent clause?

Marshall: One of the things about the 30 percent rule is that it is only used in about 23 percent of the cases. It's obviously not a very significant thing. Another argument (posed by contractors) is that we always use the union rates. Do you know what proportion where we use the 30 percent rule that we actually use the union rates? Twelve percent. So the arguments just won't hold up.

I think we're going to have a fight. I think legislation will be introduced in Congress to repeal Davis-Bacon and to require the elimination of the 30 percent rule, but if we have a chance to make our arguments on the basis of merit, we'll win it. We might not be able to do that.

The history so far is, that if someone can build up a lot of emotion like they did on Labor Law Reform, it doesn't do you any good to be absolutely and completely right. I'm confident that I would win a debate against the AGC or the Chamber of Commerce on Labor Law Reform or Davis-Bacon before any objective debate judge. But we don't have that, and we aren't going to get a chance for objective debate judges. We've got Congress and it's not objective.

What we've all got to do—and I think that labor editors play an important role in this—is that we've got to get more information out to the membership about Davis-Bacon and what it means. The basic principle that the government should not use its power to reduce wages is as valid now as it was when Davis-Bacon was passed; as well as the basic principle that prevailing wages by definition cannot be inflationary. Inflation means that you are charging more than prevailing rates.

Engineers News: Would Carter veto such a bill if it made it through Congress?

Marshall: It depends on what the bill is. But he has agreed that we will fight any effort to change Davis-Bacon. He has made that commitment to me and to George Meany and to the collective bargaining committee that meets periodically with unions. My expectation is that we will win it, but I think that we will have a hard fight.

Engineers News: Are unions losing to the corporate structure in terms of technology, political expertise and the ability to recruit qualified and experienced professionals?

Marshall: Yes, I think that is becoming the case. I think one of the things we really have to be worried about these days are political action committees that corporations have formed. The amount of money they can put into campaigns was demonstrated during the last congressional campaign. They were able to raise tremendous amounts of money and target candidates for defeat by bringing in money from the outside.

I was involved in about 33 of those campaigns. Almost every one I was involved in, they had targeted. We won most of them, but it was scary, because the opponents were awash in money. Our people were always struggling. In fact one candidate won because at the last minute I made some calls to some unions to get her some money so she could pay her bills and make a last minute effort.

Her opponent had more money than he could spend.

So, I think that in terms of the political power process—the significance of television, media activity and how much that costs—and the difficulty that progressive forces generally have in raising money, we've got a serious problem.

In economic power, I think the labor movement is also slipping. You can see all over the place that unions which used to be strong have been weakened a lot—the building trades, mine workers, longshoremen, railroad workers—all tend to be hav-

In His Own Words

An Exclusive Interview with Ray Marshall, S



There are not a handful of economists in the whole country who know a damn thing about the Davis-Bacon Act.

monitoring of prices. I also believe—and this is not administration policy—that we ought to develop taxes that would increase for those companies that are not in compliance with the price standards.

One of the problems on the price side (of the wage/price guidelines), once you get past the big companies, is that it is hard to monitor. It is hard to know what companies are doing. But if you had a provision in the tax code, you would get automatic monitoring. Every accounting firm in the country would help you monitor the price guidelines.

One of the things the auditors would be able to do, would be to say, "This is the price standard. Are you in compliance with it?" If you are not your tax liability is 48 percent. If you're in compliance with it, it's 46 percent. All the auditors in the IRS could help us monitor the price guidelines.

We need to do some dramatic things in the food industry. One of the big problems we have right now is increasing food prices and health care costs. We need to go sector by sector. We need to do everything we can to increase supplies in short areas. For exam-

ple, I would increase our meat imports as much as we could. Three fourths of the increase in food prices—that I received today—was due to meat.

Engineers News: If employers fail to obtain legislation to repeal or alter the Davis-Bacon Act in their favor, they maintain that they will at least try to alter the way it is presently administered. Do you see the Labor Department changing the way it administers the Davis-Bacon Act?

Marshall: I think that what we will do is improve our data collection system. We'll try to get the data more current. Sometimes we are using in 1979, data that was gathered in 1975. One of the biggest complaints I get from the building and construction trades is this lag—that the rates are too low.

I knew we were going to have a fight on Davis-Bacon—I'm trained in the mysteries of economics. Davis-Bacon is one of the most misunderstood laws we've ever had. There probably aren't a handful of econo-

ing increasing trouble. The strong unions have gotten weaker. Unions overall haven't been keeping up with the growth of the workforce.

I think the thing that gives the labor movement the most strength is the realization by most people that you are not likely to have a democratic society without a strong labor movement. That gets a lot of support in the society, even though when it comes to specifics, they might not give us support.

Engineers News: Is there any indication on PAC's that targeting is the product of some central coordination among corporations?

Marshall: I don't see how you could avoid that conclusion. There would have to be. And there is also obviously a sharing of information. Take one campaign I worked in—Joe Fisher in Virginia, a pro labor, progressive candidate. Joe had a raised most of his money by going around to people's houses. His opponent raised 15 percent of his money in the district. Eighty five percent of his money came from outside the district. And in some cases, way outside.

I worked in campaigns in Michigan and California where the same thing was the case. The targeting was very selective, because they went after people who had strong labor records, who tended to support progressive and liberal legislation, or where it was a traditionally Republican district that Democrats had recently gained control of. They wouldn't ever target somebody like Gus Hawkins or Tip O'Neil. But they do target people who are in marginal districts.

Engineers News: In Democratic terms, is this a good or bad development?

Marshall: Well, I think it's bad. Maybe in the long run you can argue that it would be

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Engineers News Photos

good. I guess your view depends on how it all comes out. I guess the reason I think it's bad is because they're fighting *me* most of the time. Now if I had all that money with me, I might have a different attitude. Coming from Texas where that's done all the time—and this is what gives me faith in the democratic system—is that they *can't* buy elections.

I feel the same way about these single issue things. Like the people who come in with right-to-work and try to defeat candidates on the basis of one issue. I had a student once who flunked out of our graduate

program, and I met him on an airplane, and he looked rich—riding first class and all. I asked him what he was doing. He said kind of sheepishly—because he knew I would know what he meant—he said, "I run a skin game." I asked him, "What do you mean a skin game?" He said, "Well, I work for the Right-to-Work Committee. I go around all over Texas getting people worked up about right-to-work. I go to used car dealers and grocers. Now you know that right-to-work doesn't have much to do with them, but they don't know that. But I get them all worked up and take up a collection."

So that was his skin game.

Engineers News: Have you been involved personally with the cyclical unemployment problem in construction? Do you believe that Construction Coordinating Committees like the one recently instituted in San Francisco will make significant gains in resolving this problem?

Marshall: I think so. I think that in order to get any wisdom about a problem you have to find out what causes it. I had thought that cyclical unemployment in construction had something to do with weather. It turned out not to have anything to do at all with the weather, but habit. And since the government is a major contractor, and if it will let contracts in an orderly fashion, then we can do something about it.

We could do a lot to solve our economy's problems if we introduce stability into these industries—both cyclically and seasonally. One of the reasons you get these wide fluctuations is because you get a recession, and people don't get trained. You get people leaving the trades and no new people being trained. Then when you get an expansion, you get untrained people coming in because you've got a labor shortage. That messes up your productivity. Then when you get a layoff again, those people will be the first to get laid off, so they contribute a lot to the unemployment.

If you had better trained people—if you trained people during a recession—that's the best time to train people is when you've got unemployment. It costs employers less, it costs the country less. Now one problem is that journeymen will not agree that you should train apprentices. One of the things we're trying to do is use journeymen to do the training, so you get more journeymen jobs, too.

I think we have a lot of work to do in this area. Actually I think one of the main reasons we get inflation is that we have depressions and recessions. You get the same kind of thing with freight cars, for example. During a recession you don't replace rolling stock and you let it wear out. Then when things pick up you have shortages. The best time to fix your rolling stock is when it's down. But everybody's doing it, not for the future, but for this market. If we could figure out a way to do these things when it makes sense to do them, we would do a lot to eliminate inflationary pressures on the government.

Engineers News: You've mentioned productivity several times as a key to strengthening our economy. Do you foresee a limit to increases in productivity—particularly in industries



They say, 'Let the market allocate oil prices.' Well, the free market they're talking about is called OPEC. If that's competition, then I'm a Republican.

such as construction. After all you can only make construction equipment so big.

Marshall: The construction industry is a good example. One of the best ways to improve the heavy construction industry is to improve the system. Not necessarily to improve the training of the worker. Once you get workers trained through good apprenticeship programs, you're not going to do a whole lot better. But you've got a lousy system in construction for hiring workers and for using workers.

You've got about six and a half million workers trying to fill about three and a half million jobs. That's a very inefficient system. Now the reason that you can get that inefficiency is that it is very easy for employers to transfer the cost of their inefficiency to the worker—all you've got to do is lay them off.

If you had a system like they have in some countries where it's hard to lay people off, you would have a lot better management. We once did a study years ago in the Model Cities program to find where you could save money in construction. The greatest single source of savings was better management. I remember you could save 17 percent if people would manage according to the best known technology.

There are several systems that need to be examined. One is just the management of the project. The other is management over the season. There is a lot of inefficiency in the construction industry because of seasonality, and that generates a lot of inflationary pressure in the system. You get buildings that could have gone on line, workers that could have worked—but they didn't. So you get workers who work less and therefore demand higher wages.

Engineers News: To what extent is the minimum wage law responsible for the tremendous unemployment, especially among young people, and do you favor changing this law?

Marshall: Not very much, and no I do not favor changing the law. Let me enlarge on that, because I think it is a very important point. A good bit of the reason that we have high unemployment among young people, is because many young people do not live where the jobs are. Changing the minimum wage would have no effect on that.

Even the people who advocate changing the minimum wage admit that reducing the minimum wage will not create more jobs. It certainly will not create more jobs in large cities where young blacks live. The second problem we have with changing the minimum wage, is that to a very significant degree, the minimum wage is a problem of equity and fairness—not a problem of economics. Most of us in society belong to organizations or have educations and skills that make it possible for us to protect ourselves in the labor market.

Millions of people in our labor market don't have that power. The only way they get an increase in their wages is when we change the statutory minimum. Think of what it would be like in our society with inflation being what it has been, if people

whose wages are dependent upon the minimum had not been able to get increases in their wages.

Another reason I don't favor lowering the minimum wage, is that I believe one of the most significant problems we face in the country is the incentive to work. We do a lot of talking about that, but if we don't provide an incentive of higher wages for people to enter the workforce, then we're going to have great difficulty in moving people out of welfare and into the workforce. We have to look at the relationship between what we would judge to be a decent level of living for people who cannot work or should not work, and to provide an incentive for people to enter the workforce who can.

Engineers News: What are your views about a Constitutional Amendment to balance the budget and will the administration's efforts to defeat it be successful?

Marshall: I don't believe that it makes sense to have a constitutional amendment to balance the budget. I think it would greatly distort our ability to fight both inflation and unemployment in the economy and therefore would be very unwise. I think the more people that understand the problems involved in having a constitutional amendment for the budget, the less support that idea will get.

I think one of the best ways to proceed is the way we have been proceeding. Nobody can accuse Jimmy Carter of enlarging the federal budget. He has as much interest in balancing the federal budget as anybody in the country. But you do not improve the operation of government programs by unnecessarily restricting the requirements of the federal budget.

Engineers News: What's your analysis of trade union democracy in the south?

Marshall: I wrote a book about this once on labor in the south. It's going to be hard organizing in the south, but I expect the labor movement to continue to grow, but gradually. I think there could be some events that could cause rapid growth—that's the way the labor movement had ordinarily grown anyway. You get some cataclysmic event.

Beyond that there are some things that tend to improve the prospects for unions in the south. One of the main things has been the virtual elimination of sharecroppers from the south. That whole supply of strikebreakers has virtually been eliminated.

The other factor is the increasing industrialization in the south. Industrialization always leads to growth of the workforce and the labor movement. Another thing the south has going for it, is that for the most part, some of the strongest trade unionists in the United States are the southern trade unionists. That's because they're *believers*. They have to fight. Some of the strongest state federation people I know in this country are in the south, and they've been fighting for a long time. To them the labor movement is really a movement. They're in this thing together and they tend to be more united.



He said kind of sheepishly, 'I run a skin game. I work for the Right-to-Work Committee.'

Ten Year Guarantee Option Announced For Operating Engineers Pension Plan

Local 3 Business Manager and International Vice President, Dale Marr, announced that the Board of Trustees of the Pension Trust Fund for Operating Engineers have added a new TEN YEAR GUARANTEE OPTION to the Plan for members retiring April 1, 1979 and after. This new feature will give the retiree another method of providing continuing benefits to beneficiaries in the event of death.

The new TEN YEAR GUARANTEE OPTION is designed to give the retiree even more control over his retirement benefit payments. Already each member who retires has several options available as to the way monthly payments are made.

The Plan has a Husband and Wife Pension which provides a lifetime pension to both the member and his spouse. The member receives an actuarially reduced monthly pension benefit for his lifetime and in the event of his death, his spouse would receive 50% of his monthly benefits for her lifetime.

The Plan has a Level Income Option which provides for a member on Early Retirement under age 62 to receive a higher monthly pension benefit until he reaches age 62 when Social Security benefits kick-in. At that time, his monthly benefits would be reduced by \$100.00 per month. This Option makes more money available to the retired member from the Pension Plan before he qualifies for his Social Security benefits.

The Plan also has a 60 MONTH GUARANTEE feature on all types of retirement except the Husband and Wife Pension. The 60 MONTH GUARANTEE provides for a minimum of 60 monthly pension benefit payments to be made to the retiree and his beneficiary combined. If the retiree dies before receiving at least 60 months of pension benefits, the balance of the 60 payments are made to his beneficiary.

A member retiring on a Regular Pension or on Early Retirement may now elect to double the guarantee period to TEN YEARS by receiving an actuarially reduced monthly pension benefit. The TEN YEAR GUARANTEE OPTION provides that in the event of a retiree's death, prior to receiving at

least 120 months of pension benefits. The balance of the 120 payments would be made to his beneficiary. The actuarial reduction is very nominal ranging from 2.2% at age 55 to 6.6% at age 65 depending on the member's age at the time of his retirement.

The new TEN YEAR GUARANTEE OPTION must be elected 24 months in advance, however, a member who elects this Option, at the time of his retirement, would receive the full amount of his monthly pension benefits until the 24 month waiting period is completed. At that time, the Option would take effect and

benefits would be reduced. This means that the member does not pay for his death benefit protection until he actually uses it.

Here is an example of how the new TEN YEAR GUARANTEE OPTION works:

Assume that a member retiring at age 60 would receive monthly benefits of: \$500.00. The percentage of pension payable at age 60 under the 10 YEAR GUARANTEE OPTION is: 96.4%

If the member elected the TEN YEAR GUARANTEE OPTION at the time of his re-

tirement, he would receive 24 monthly benefits of: \$500.00

Beginning with his 25 monthly payment, balance of 120 payments is guaranteed and he would receive reduced monthly payments of: \$482.00

With this new Option, a retiring Operating Engineer will have more control than ever before on how his benefits are to be paid. Business Manager Dale Marr and Officers of Local 3 have pledged themselves to make Plan changes that are advantageous to the membership.

Fringe Action

FRINGE ACTION is a monthly feature in Outlook that deals with questions and problems submitted to the Fringe Benefit Center. Names, medical and financial information are always held in strict confidence. Submit your comments, suggestions and inquiries direct to: Fringe Benefit Center, Operating Engineers Local Union No. 3, 474 Valencia Street, San Francisco, California 94103.

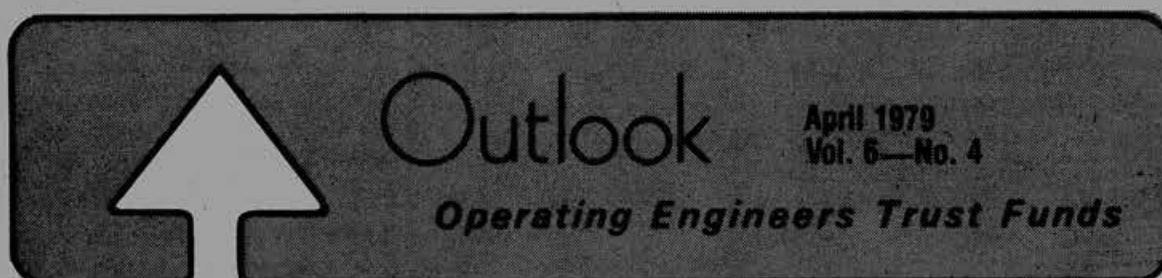
QUESTION: Due to the winter weather, I have been off work since January. How can I keep my Health and Welfare coverage current?

RESPONSE: There are several things about your Health and Welfare eligibility you should remember. After first becoming eligible, a member remains covered as long as he works at least 90 hours per month. Whenever a member works more than 90 hours, the excess hours are set aside in his "HOUR BANK" to help him in future months. A member can accumulate excess hours up to a maximum of 1080 hours, one year of extended coverage.

If you do not work the 90 hours required for Health and Welfare Coverage, hours are deducted from your "Bank" to provide eligibility. If there are insufficient hours in your "Bank," you may keep your benefits in force by making self payments through the Trust Fund Office. Self payments can be made for a maximum of three consecutive months for full benefits followed by 9 consecutive months at a reduced amount to remain eligible for the Burial and Comprehensive Hospital, Medical and Surgical benefits only; or you can elect to make a maximum of 9 payments all at the lesser rate for the Burial and Comprehensive Hospital, Medical and Surgical benefits only.

Self payments are due by the 15th of the month in which your hour bank is insufficient to provide continued coverage.

You should check with the Fringe Benefit Center when you are not working to find out how many hours you have accrued in your "Hour Bank."



Pre-Retirement Meetings Scheduled

In previous issues of OUTLOOK, we announced that a round of Pre-Retirement Meetings were being scheduled throughout our jurisdiction.

The following meetings have been scheduled:

Fresno Wed. April 4, 1979 7:30 P.M.

Operating Engineers Bldg.
3121 East Olive St.
Fresno, Cal.

Santa Rosa Tues. April 17, 1979 7:30 P.M.

Veterans' Memorial Auditorium
1351 Maple Ave.
Santa Rosa, Cal.

San Mateo Wed. April 25, 1979 7:30 P.M.

American Legion Post #82
130 South Blvd.
San Mateo, Cal.

Sacramento Wed. May 2,

1979 7:30 P.M.

Holiday Inn South
4390 47th Ave., (Elder Creek Road)
Sacramento, Cal.

Redding Tues. May 15, 1979 7:30 P.M.

Retail Clerks Hall
900 Locust St.
Redding, Cal.

Eureka Wed. May 16, 1979 7:30 P.M.

Operating Engineers Bldg.
2806 Broadway
Eureka, Cal.

Marysville Thu May 17, 1979 7:30 P.M.

Operating Engineers Bldg.
1010 "Eye" St.
Marysville, Cal.

Watsonville Tues May 22, 1979 7:30 P.M.

Elks Lodge No. 1300
121 Martinelli at
Eastlake Shopping

Center

Watsonville, Cal.
Auburn Tue May 29, 1979 7:30 P.M.

Auburn Recreation Center
Stella Irving Wing
123 Recreation Drive,
(off Racetrack Road)
Auburn, Cal.

Oakland, San Jose, and Reno meetings will be announced later.

These meetings are for our senior members approaching retirement age. Representatives from the union and trust fund offices will present a complete program on your Pension Plan Benefits, Retiree Welfare coverage and related topics. We urge you to bring your wife—see you both there.

Fringe Benefits Forum

By MIKE KRAYNICK,
Director of Fringe Benefits



Each spring the most popular events on television and in the news are the Annual Award Shows. There are the Academy Awards for film, the Emmy Awards for television, the Grammy Awards for music and the list goes on. There are so many different awards given each year that sometimes we notice a brand new one that we've never heard of before. Here at the Fringe Benefit Center we have put together our own list of awards. Some are humorous, while others are more serious. In any event, they are all noteworthy. Never being the first one onto the bandwagon, here are this year's categories and winners.

Most Popular Question—"How Much will I get

when I retire?"

Most Popular Answer—"Attend one of the upcoming Pre-Retirement Counseling Meetings and find out."

Most Popular Benefit—Prescription Drug Plan where over 7,000 claims are processed and paid weekly.

Best Audience—San Jose Chapter of the Retiree Association where over 270 Pensioners and wives attended their January meeting.

Honorable Mention—Oakland Chapter where 180 Pensioners and wives came out for a meeting during a rain storm.

Best Sporting Event—Trying to keep ahead of inflation and the cost of living.

Best Group Performance—Local 3 Retiree Associations who lead the political support for new jobs for the active members.

Best Supporting Action—Your Union Officers for issuing the 13th check to Retirees in February.

Best Comedy Performance—Social Security who increased their taxes and raised Medicare deductibles.

Best Costume Design—Gold Local No. 3 caps.

Best Old Time Western—4th Annual Retiree Association Barbecue at Rancho Murieta scheduled for Saturday, June 2, 1979.

Best Work in Communication—Engineer News with a circulation of over 38,000.

Honorable Mention—District Offices who handle your day to day questions and problems.

Best News Feature—Fringe Action where members can speak out on their problems or questions.

Best Original Story—"We have 3 kinds of members: Those who make things happen, Those who watch things happen, and Those who don't know what is happening."

Best Documentary—The Smithsonian Institution in Washington, D.C. who is establishing an exhibit dedicated to the International Union of Operating Engineers.

Best Magical Act—The 18th Annual Eureka CRAB FEED where over 1700 pounds of crab and 600 pounds of spaghetti and bread disappeared.

Best Pension Action—The new TEN Year Guarantee Option.

Best Welfare Action—The optional National Rx pre-paid drug benefit.

Best Producer—The Pension Plan which provides a monthly benefit equal to 2% of your annual employers contribution.

Best Director—Local 3 leadership for their continued achievement in Contract Negotiations and Fringe Benefit packages.

Best Picture—You, a member of the largest and best Local Union with history of the American Worker.

Speaker McCarthy Hits Key Issues at Legislative Meet

(Continued from Page 1)

The much-debated hearings on LNG siting in Santa Barbara and the recent Sohio withdrawal from the LA harbor Alaskan oil terminal project both highlight deepseated policy confusion among government agencies. "California is more dependent on LNG than any other state in the nation," McCarthy stated, "and California is facing an early 1980 deadline on energy availability before job layoffs occur."

"There is a sense of energy urgency, but 18 months ago there was a sense of urgency," McCarthy continued. "The problem is still with us, but the answers are no closer. The conditions (that impede energy development) still exist. The state of California must move."

McCarthy characterizes California water policy in a similar vein by observing the indecision in water management and the fact that water development has "become a regional contest" between those areas with water and those without. These regional conflicts are overshadowed by the political realities of a post-Proposition 13

reluctance to spend money on major capital projects. The culmination of these problems is that the central California water project and related water projects may never be funded and thousands of man-hours of heavy construction work may be jeopardized.

Although the central California water project was endorsed by Governor Brown and Speaker McCarthy last year, the project did not attract enough votes for passage. A major obstacle to passage was the reluctance of northern California legislators to approve a costly project to send water to southern California.

Without legislative votes from areas other than southern California, the project did not survive. Consequently, the Central California water project and its major component, the peripheral canal, failed and with it \$7 billion dollars of work.

Although prop. 13 was designed to alleviate the property tax burden on homeowners, the passage of this proposition has effected all government expenditures.

"While Proposition 13 was certainly attractive to the homeowner

pressed by high property taxes, we in the building and construction trades need to make sure that it will not turn off capital development money," Dale Marr maintains. "It takes us at least four to five years of work and legislative lobbying to get water projects underway, and I certainly hope that Proposition 13 is not used to shut off the capital development money that provides the work for thousands of our members."

The scenario outlined by the Speaker indicates that Proposition 13 has provided an excuse to many legislators for not approving capital improvements budgets. All government expenditures are being effected. If a two-thirds vote of the Legislature is required to pass spending bills, then construction outlays may face difficult times ahead.

Anti-construction Legislators now have the excuse with Proposition 13 to vote against appropriations.

As larger water projects are delayed or killed outright, other sources of water face increased pressure. McCarthy notes that "85 percent of California water is used

in agriculture and we must have efficient use of this water because central California water tables are falling through increased drilling and pumping."

As ground water is pumped out at faster rates, the water table falls, those with shallow wells lose their supply and the Valley faces salt water intrusion.

Closing his presentation to the leadership of California labor unions, McCarthy warned "it's going to take the energetic and sustained attention of those people that represent the average working man and woman in this state to make sure we come out of this session with some decent legislation. It is a time for judgments and decisions."

More from Mayfield

(Continued from Page 5)

those type employees. It is not only the newest such Trust that exists in all of Local #3, but very hopefully might someday in the not too far off period of time be expanded to many other states in the West to a single health plan that is one of the best tools to encourage anyone to join a union. At least we have found this to be true in the area we service. It now appears that in the area of geothermal drilling Nevada will expand in 1979 to drill 3 or 4 times more such holes this year than at any time in the past, according to the written document of fact which I read.

The fact that I'm now for the first time in a long while relatively free from contract negotiations which are so important and time-consuming, it is now my intention to get out of my Ivory Tower (as some of my friends jokingly call it) and get some dust on my boots once again and shake some hands of many of the dear brothers and sisters and see what is happening at a purely grass roots level. I hope to soon see many of you.

OFFICIAL NOTICE

Recording-Corresponding Secretary James R. Ivy has announced according to the Local Union By-Laws, Article XII, Elections, and Article XIII, International Convention Delegates, nominations of Officers and District Executive Board Members and nominations of Delegates and Alternate Delegates to the 31st I.U.O.E. Convention shall be made in the month of June 1979.

I. Notice of Right to Nominate:

Eligibility of Members to Nominate: Every Member of the Parent Local Union and its Sub-divisions (except the Registered Apprentice Sub-division), who is not suspended for nonpayment of dues preceding the first nominating meeting shall have the right to nominate.

II. Forms in Which Nominations Shall Be Made:

(a) Nominations shall be in writing and signed by one or more nominators giving each nominator's Social Security Number and Register Number in the form following:

If by a single nominator:

NOMINATION

I hereby nominate _____,
Register No. _____ For _____
Signature _____
Social Security No. _____
Register No. _____

If by more than one nominator:

NOMINATION

We hereby nominate _____,

Register No. _____ For _____
Signature _____ Social Security No. _____ Register No. _____

III. Number of Nominators Required for Officers and Delegates to 31st I.U.O.E. Convention:

Membership of the Local Union on February 28, 1979 was 33,462 members. One-tenth of 1 percent of the membership on February 28, 1979 was 33 which is the number of nominators required for each Candidate other than District Member of the Executive Board.

IV. Time and Place of Regular and Specially Called Meetings at Which Nominations Will Be Made: (See Schedule upper right)

ELECTION COMMITTEE

NOTICE OF ELECTION

James R. Ivy, Recording-Corresponding Secretary of Operating Engineers Local Union No. 3, announces that in conformity with Article XII, Section 3 Elections (b) of the Local Union By-Laws, elections will be held at the first regular district meeting in each district beginning March 1, 1979 for members of the Election Committee which, in the month of August, will conduct con-

SCHEDULE OF NOMINATING MEETINGS — JUNE 1979						
District						
17 (06)— GUAM	June 1—	Friday	7:30 pm	Engrs. Bldg., Union Hall, Mangilao, Guam		
17— HONOLULU	June 1—	Friday	7:00 pm	Washington School, 1633 S. King St.		
17— HILO	June 2—	Saturday	7:30 pm	Kapiolani School, 966 Kilauea Ave.		
10— UKIAH	June 4—	Monday	8:00 pm	Grange Hall, 740 So. State St.		
1— SAN FRANCISCO	June 4—	Monday	8:00 pm	474 Valencia Street		
5— FRESNO	June 4—	Monday	8:00 pm	Engrs. Bldg., 3121 East Olive St.		
4— EUREKA	June 5—	Tuesday	8:00 pm	Engrs. Bldg., 2806 Broadway		
2— OAKLAND	June 5—	Tuesday	8:00 pm	Labor Temple, 2315 Valdez St.		
3— STOCKTON	June 5—	Tuesday	8:00 pm	Engrs. Bldg., 2626 N. California St.		
7— REDDING	June 6—	Wednesday	8:00 pm	Engrs. Bldg., 100 Lake Blvd.		
8— SACRAMENTO	June 6—	Wednesday	8:00 pm	Laborer's Hall, 6545 Stockton Blvd.		
12— PROVO	June 6—	Wednesday	8:00 pm	Provo City Power Bldg., 215 West 800 North		
6— OROVILLE	June 7—	Thursday	8:00 pm	Prospectors Village, 580 Oro Dam Blvd.		
9— SAN JOSE	June 7—	Thursday	8:00 pm	Labor Temple, 2102 Almaden Rd.		
11— RENO	June 7—	Thursday	8:00 pm	Musicians Hall, 124 West Taylor		

currently the election of Officers and Executive Board Members and the election of Delegates and Alternates to the 31st I.U.O.E. Convention. (See Meeting Schedule below). Pertinent excerpts from the By-Laws follow:

ARTICLE XII

Section 3

Elections.

(a) The election of Officers and District Members of the Local Union Executive Board shall be held during the month of August by mail referendum vote of the Membership of this Local Union under the supervision of the Election Committee and a nationally known firm of certified public accountants, selected by the Executive Board, with such other technical and legal assistance as may be provided.

(b) The election shall be conducted by a committee known as the Election Committee, composed of one (1) Member from each District in which nominations will be made. The Member shall be nominated and elected by secret ballot at the regular quarterly or specially called District Meetings by vote of those Members present whose last known address, as shown on the records of the Local Union ten (10) days prior to the first such District meeting in March preceding the election, was within the area covered by the District. Each nominee shall be a registered voter in the District in which he is nominated, shall have been a Member of Operating Engineers Local Union No. 3 for one (1) year next preceding his nomination and election, and shall not be a candidate, or nominator of a candidate for any Office or Position. The nominee for Committee Member in each Dis-

trict receiving the highest number of votes shall be elected, and, in the event he is unable, or unwilling to serve, shall be replaced by the nominee with the next highest number of votes, and he, under the same circumstances, by the next highest, and so on, until the list of nominees is exhausted.

ARTICLE XIII

Section 1

International Convention Delegates

(e) When the International Convention is to occur during the year next following an election of Officers under Article XII of these By-Laws, the nomination and election of Delegates and Alternates to such International Convention shall take place concurrently with the nomination and election of Officers.

Meeting Schedule

April

10th Eureka: Engineers Bldg., 2806 Broadway
11th Redding: Engineers Bldg., 100 Lake Blvd.
12th Marysville: Yuba-Sutter Fairgrounds
Arts/Crafts Bldg., Franklin Ave., Yuba City
19th San Mateo: Electricians Hall, 300 8th Ave.
25th Honolulu: Washington School, 1633 S. King St.
26th Hilo: Kapiolani School, 966 Kilauea Ave.

May

3rd Oakland: Labor Temple, 23rd & Valdez St.
8th Stockton: Engineers Bldg., 2626 No. Calif. St.
15th Fresno: Engineers Bldg., 3121 E. Olive St.
22nd Sacramento: Woodlake Quality Inn, Hwy. 160 & Canterbury Rd.

More from Eureka Area

(Continued from Page 4)

and cents, Lawrence E. Williams Jr., a principal with Williams-Kuebelbeck and Associates Inc., presented a progress report to the Tri-Agency Economic Development Authority on possible harbor expansion which he said would cost nearly \$7 million.

The economic feasibility study for the Crescent City harbor includes plans for an additional 225 berths for commercial fishing vessels, piers and sites for two processing plants and one rendering

plant and major dredging operations to accommodate 100-foot plus vessels in the harbor.

Of the \$7 million that is estimated for the project, \$6 million would be needed for the berths and a new breaker that would keep the wave action within the harbor to one-foot.

The breaker would also be utilized for barges should lumber and ore products be shipped from the Crescent City port.

The other million dollars would be used to create new land where the plants and storage area would be built.

Over in the Willow Creek area Tonkin Construction Company is just waiting for the good weather to

break so they can finish their road and bridge job at Horse Linto Creek which is located between Willow Creek and Hoopa. The bridge portion of this job is done and there is about 40,000 yards of dirt left to move.

Beacom Cons't Co. of Fortuna has been awarded the construction project for the proposed multi-million dollar shopping center on Fortuna Boulevard, according to a Beacom spokesman.

The construction company was the low bidder on the project at \$3.9 million. Four bids were submitted to the developer, L. H. International of Alameda, on Wednesday, according to Beacom.

Two of the bidders were from

Sacramento and one was from San Rafael.

Representatives from Beacom and L. H. International will meet Tuesday to sign a contract for the work and "to tie up any loose ends," Keiser said.

At that time a date to begin construction on the center will be set according to Beacom.

Keiser estimated that it would take about eight or nine months to complete the approximately 185,000 square-foot center.

Plans include relocating the Safeway store on Rohnerville Road into the center, with a "major drug store and smaller satellite stores," Keiser said.

A pre-job conference will be

held on this project next Wednesday in Eureka.

The Eureka office would like to thank everyone that attended the Crab Feed in February. If you missed the feed this year for one reason or another you might want to make a note on your calendar for next year. A tentative date has been set for the long week-end of Washington's Birthday for next years Crab Feed.

Grievance Committee

On March 7th the District 12 membership reelected the following brothers to serve on its Grievance Committee for the ensuing year: Earl Jolley, Lynn Reese and Norman McDonald.

Teaching Techs



By ART PENNEBAKER
Administrator,
Surveyors' JAC

The 18 week—hands on—training at the Job Corps Center in San Jose is moving along nicely under Wally Schissler's tutorage. Recently, Trainees have been



placed with Creegan & D'Angelo and H.M.H., Inc. for a few days to experience how the real world works. As the fourth (4th) person on a crew, all members of the party have a chance to communicate, the Trainee has an opportunity to function, production doesn't lag and the Trainee goes back to Wally for a few more weeks to polish off the rough spots.

This is a very important part of the training if not the most important. The experience on the front-line production crew can either direct energies toward increased effort or convince the Trainee that "this ain't for me."

So far we have placed five (5) Trainees with 5 different firms and 10 different parties. Four are doing very well and we have apparently lost one. Better to lose one early, than to put up with a misfit for the next several years.

Those completing Wally's 18 weeks of training and the short trial on the firing line are plugged into the 2nd Period of the Apprenticeship Program. With a good attitude and some basic, fundamental knowledge and skill, the new Apprentices should be a welcome addition to the family of Local No. 3 Tech Engineers. A whole lot of what that attitude is going to be is dependent on the short experience with the production crew during the training exercise.

So far it looks good and feedback from Employers, Union Members, and Trainees is positive. In fact the results have been such that the N.C.S.J.A.C. is now in the process of duplicating the effort with another instructor and seven or eight more Trainees.

The Local Union No. 3 Tech Engineers Department has just completed five (5) American Red Cross Multi-Media First Aid Training Sessions in various areas throughout Northern California. Each Registered Apprentice was notified by mail of the Time, Place and Date of each session.

Some Registered Apprentices took advantage of the Saturday Sessions and a few did not. From the time a 1st - 4th Period Registered Apprentice is ready to advance from period to period until the Red Cross Certificate is obtained will cost the Apprentice over \$1.00 per hour worked. No certificate—No advancement—No raise in pay! Congratulations to those apprentices that made it.

Regularly, during the winter months, revisions are made to the Related Training Curricula. Some material has been added, some removed and some revised.

Each Period of Training contains a certain set of Units and Topics. A test has been provided to cover the material in each period's set of Topics; 5th through 8th. Before advancing from Period to Period an Apprentice will pass the Final Test over the previous material.

When a person enters the Program to begin the 5th Period the Apprentice will pass a Test covering Basic Trigonometry before proceeding with the regular 5th Period Topics.

A Unit of 7 topics has been added covering Remedial Mathematics in preparation for Basic Trigonometry.

etry. The Instructors report that without a good basis in Mathematics, an Apprentice has little chance of understanding the Surveying concepts. The curricula now contains Remedial Math, Basic Trig and Applied Trig—something for everyone.

We have repeatedly warned Registered Apprentices that the members of the N.C.S.J.A.C. are becoming more and more irritated with absenteeism and deficiencies. At its March 14, 1979 meeting, the N.C.S.J.A.C. established new policy:

1. Each Registered Apprentice shall complete a minimum of one (1) Topic each week.
2. Each Registered Apprentice shall be Tested over a minimum of one (1) Topic at each Related Training Class Session.
3. When an excused absence takes place the obligation to be tested over that Topic is not excused. At the Next Related Training Session two (2) Topics will be due.
4. When a Registered Apprentice is deficient at the beginning of the cycle, then a minimum of two (2) Topics are due at every session until such deficiency no longer exists.

The new policy will have little or no effect on Registered Apprentices who are on schedule or ahead of schedule. For the few who are investing minimal effort, it is mandatory to shift gears and get with the program! When it appears to a Registered Apprentice that a Topic is taking extra time to understand, then extra time will have to be accommodated outside the classroom.

Talking To Techs



PAUL SCHISSLER
Gene Machado
Frank Morales

During the past decade, Surveying has undergone drastic changes both in the field and office. The measuring of distances in the field by steel tape has, for all practical purposes, been replaced by faster and more productive means such as microwave lasers and infrared beams. However, these dramatic revolutions were still not complete, the field surveyor still had to read and interpret angles and record them in his field book. This data was then taken into the office and manually keyed into the computer, a tedious and time consuming job.

Two new developments promise to complete the survey revolution. They are the electronic theodolite and the electronic field data collector.

This total station device greatly reduces the time needed to complete most types of survey work. To collect topo data using a total station together with an electronic data collector takes approximately 30 seconds per shot. With a push of a button the entire process is recorded into a electronic data collector. When the job is completed this data is taken into the office, fed into the computer and in a matter of minutes a printout of coordinates and elevations is made. A task that used to require hours.

Every Industry is being revolutionized by updated and sophisticated equipment. The need for our journeymen to stay abreast of the changes in their Industry and to upgrade their talents is extremely incumbent upon us in the Technical Engineers Industry so we can continue being second to no one as *skilled craftsmen*.



Paul Schissler

Out of Work List

If you are on the out of work list and have been called back by the same employer, we urge you to call your local dispatch center and notify the dispatcher to take your name off the list. If you are requested by a different employer, be sure you are properly dispatched. Keep in mind that any changes in employment must be recorded with the job placement center. By following the job placement procedures it will reduce the time and effort of the dispatchers and in fact enable them to fill the jobs more quickly.

Activities

The main objective of your Tech Representatives are to service the members. This service takes many forms; which to name a few are organizing, attending Joint Apprenticeship Committee Meetings and assisting the Officer's in negotiating Technical Engineers Collective Bargaining Agreements, processing contract disputes and grievances, and appearing at Political Hearings.

These activities take us up and down the 46 Northern California Counties. The progress that has been accomplished has not been done by your Tech Representatives alone. The support of the Officers, District Representatives and Representatives has shown what a total team effort is all about.

The current work season looks like a repeat of 1978. A lot of work will be in the Housing Industry which is still suffering from an acute shortage. Housing Construction also looks to be much the same as 1978. We would like to wish all of you a GOOD work season!

Testing & Inspection

We would like to inform the members working under the Testing and Inspection Collective Bargaining Agreements that a settlement agreement has been reached effective March 1, 1979 between the Operating Engineers Local Union No. 3 and the employers signatory to their respective contracts.

As you know a dispute arose over the application of the cost of living adjustment. In settlement of this dispute, the parties have agreed to a 9% wage increase for all classifications and an additional twelve (12) cents to be applied to the total wage package.

The bargaining unit at its ratification meeting elected to add twenty-five (25) cents per hour of the total package to Health and Welfare and two (2) cents per hour to Pensioned Health and Welfare. Please note the following Wage and Fringe Benefit increases effective March 1, 1979:

	Current Wage	New Wage Rates Effective 3/1/79
Trainee	\$5.07	\$5.38
Tech—1	6.16	6.56
Tech—2	7.25	7.75
E.T.	8.34	8.94
S.E.T. 1	9.12	9.79
S.E.T. 2	9.82	10.55
Effective 3/1/79		
Health & Welfare		\$1.15
Pension		1.00
Pensioned Health & Welfare		.07

Organizing

We would like to report on our organizing efforts throughout Northern California. In the past few months your Tech Representatives have either organized or resigned fourteen Civil Engineering firms located in Fresno, Salinas, Sacramento, Concord, Benicia, San Rafael, Corte Madera and Santa Rose. Our current strike with Laugenour & Meikle Civil Engineers in Woodland continues into its 14th week with no movement by either party. The issues remain unchanged. But with the sun shining and Spring around the corner we will be stepping up our efforts.

Non-Destructive Testing:

A pre-negotiations meeting will be scheduled for those members working under the Non-Destructive Testing and Inspection Association Agreement. Notices will be sent out informing you of the Date, Time and Location. We urge you to attend! (This is the year).



WITH SAFETY IN MIND

By JACK SHORT, Director of Safety

Know Hazards Associated With Lasers, Micro Waves

Job Stewards Activated
From 2/12/79 - 3/11/79

Dist. Member

01 Don F. Renfrow
01 Raymond Yoshida
03 Lloyd W. Kurtz
10 William D. Shafer
12 James S. Jones
90 Van Stevenson
20 Chuck Thompson
90 Richard Weigel
90 Carver M. Swaffar
12 Keith R. Brunson
12 Phil Wolfley
70 A. F. Cardenas, Jr.
70 Ervin R. Franklin

Agent

R. Helmick
R. Helmick
D. Bell
P. O'Connell
W. Markus
J. Jackson
R. Butler
D. Luba
J. Jackson
R. Daugherty
W. Markus
R. Havenhill
R. Havenhill

Job Stewards Activated
From 2/12/79 to 3/11/79

Dist. Member

70 Wm. R. Hager Jr.
70 Edward L. Jacobson
70 Marino L. Rizzardo
70 Robert F. Solus, Jr.
70 Alan D. Soule
70 Robert Walters
70 William L. Wilson

Agent

R. Havenhill
R. Havenhill
R. Havenhill
R. Havenhill
R. Havenhill
R. Havenhill
R. Havenhill

Tech Engineer Activated

20 Carl E. Crafton

P. Schissler

Job Stewards Inactivated
From 2/12/79 to 3/11/79

Dist. Member

10 Robert Innis
10 W. L. Thrower
10 Floyd Webb
10 Russ Strickland
10 Wes Kinney
10 Ray Stoddard
10 Mike Markovich
10 Laurel Musselman
10 Russell Van Derhurst
10 George Tuso
10 George Swicegood
10 Lloyd Portlock
10 Dick Gregory

Agent

P. O'Connell
B. Datson
C. Smith
C. Smith
B. Datson
P. O'Connell
C. Smith
B. Datson
B. Datson
C. Smith
C. Smith
P. O'Connell
C. Smith

Safety Committeemen Inactivated
From 2/12/79 to 3/11/79

Dist. Member

10 Harvey Webb
10 Charles Waters
10 Vic Egbert
10 Bert Ohlausen
10 Don Owens

Agent

P. O'Connell
R. Wagon
B. Datson
B. Datson
B. Datson

Virtually all present-day lasers are potential eye hazards. All produce extremely high intensity light radiation or a single wavelength (or a narrow band of wavelengths), depending on the material used for light amplification. The selection of a proper filtering lens for lasers depends on the wavelength or lengths involved, and on the optical density needed to prevent damage to the retina of the eye.



Knowing some of the uses of laser beams will be useful so that we may be aware when we may come in contact with the equipment.

The type of laser which has found the greatest use in the construction industry has been the helium-neon (He-Ne) gas laser.

What characteristics of a laser make it a hazard? It seems strange to many that a 0.1 watt laser is considered a potential ocular hazard, while a 100 watt light bulb is not. The principal reason for this is that the laser can be effectively a point source of great brightness close to the source and the light is emitted in a narrow beam, whereas conventional sources of illumination are extended, they are considerably less bright, and emit light in all directions.

In general it appears that present laser equipment may be operated safely by trained operating personnel without undue restrictions. However, several procedures are required to minimize long term low-level exposures. The following guidelines are based upon this conclusion.

- Lasers should not be left unattended during operation. Beam shutters or caps should be utilized, or the laser turned off when laser transmission is not actually required.

- Personnel who work with laser units should be instructed in the potential eye

hazards and the importance of limiting unnecessary exposure. Personnel occupationally exposed to laser light should receive preplacement, periodic, and final eye examinations.

- A warning sign should be attached to laser equipment in a conspicuous location indicating the potential eye hazard associated with the laser and warning against looking into the primary beam and at specular reflections. Such a warning sign might read:

DANGER—LASER LIGHT
DO NOT LOOK INTO PRIMARY LASER BEAM.
DO NOT AIM LASER AT FLAT GLASS OR MIRROR SURFACES.
AIM ONLY AT REFLECTORS SUPPLIED WITH UNIT.

- The use of binoculars or aiming telescopes should not be used to view the direct beam, or a reflected beam from mirrors or corner-cube retro-reflectors unless the beam intensities are greatly below safe levels. If necessary, a filter having a sufficient optical density is placed in the optical path of the telescope for such situations, or adequate laser protective eyewear is worn by the operator.

- For ranges where beam intensities are significantly above one uW/sq cm, personnel receiving the beam should be provided with protective eye-wear with a typical optical density of three. Protective eyewear should be considered necessary for personnel at the laser itself only if string specular reflections are expected, if the laser is so situated that personnel can walk into the emerging beam at eye level, or when viewing strong retroreflections through the telescopes. If protective eyewear is required, it should be labeled as the optical density at the appropriate laser wavelength or as to the laser equipment for which it was designed. Personnel who must wear protective eyewear should remain in good communication with the laser operator to make sure that eyewear is worn during laser operation.

- During the alignment and setup procedures, care should be taken to avoid aiming the laser into potentially occupied areas. Prior to

use in heavily occupied areas, the alignment of the beam with the pointing telescope or aiming equipment should be checked if the instrument is so equipped.

- If the beam is directed through a glass window, the beam should pass perpendicularly to the pane of the glass, or protective eyewear should be required for personnel in the vicinity of the window.

- Stable mounts for the laser are important so that beam traverse can be readily controlled.

- Reflections from rain, snow, dust, and other particulate matter are not of concern unless the beam intensity is above 2.5 W/sq cm (seldom if ever with construction lasers).

- Despite the potential hazards, the laser beam can be used safely if the proper procedures and necessary precautions are followed: No employee other than highly trained persons should be permitted to work in an area where he could come into direct contact with a laser beam. The work area should be brightly lighted to prevent dilation of the pupils. All surfaces in laser area must be nonreflective. Work areas should be monitored regularly for ozone or other potential contaminants and stray radiation.

- Any combustible solvent or material should be stored in proper containers, and shielded from the laser beam or electric spark. When necessary to view work being done by a laser beam, it should be viewed through remote means such as closed circuit television. Smoking, or consuming food or drink in laser beam areas, should be prohibited due to possible contamination being transmitted into the body.

If any of you have any suspicions of eye problems and have had long exposure or over-due exposure to laser beam and/or microwaves, please contact

Paul Schissler, Director
Technical Engineers
(415) 638-7225

&/or

Jack Short, Director
Safety & Training
Operating Engineers No. 3
(415) 638-7273

Looking at Labor

(Continued from Page 2)

ers, protect prevailing living standards for construction workers and provide stability in an industry long known for its wage-cutting competition. All these elements are important to consumers, when it comes to the price and quality of homes and commercial buildings.

The prevailing wage concept has been around for over a century. It was first used in 1862 to protect civilian workers employed by the Federal Navy Yard. State legislators have embraced "Little Davis-Bacon Acts" requiring prevailing wages on all construction projects receiving state funds.

Self Inspection

There is currently a move under foot by the state Industrial Safety Department to slash the budget in certain Cal/OSHA departments—specifically in mining, tunneling and pressure vessels. Safety is the most important concern for consumers, with respect to the construction industry. No one should have to be reminded of the need for job and product safety in light of the recent BART fire and the scaffolding disaster that killed 51 construction workers in West Virginia last year.

The proposal by the state Industrial Safety Department is to cut the safety inspection staff in the three departments mentioned above by as much as 93 percent, and turn the responsibility for these inspections over to the insurance companies who sell policies. This would be a disastrous move.

Pressure vessels—boilers that heat large buildings, pressurized fuel tanks, compressors, etc.—are a dangerous item. Failure to properly inspect these devices could result in massive explosions.

If the state were to turn inspection of pressure vessels over to private enterprise, there would be no means of enforcing OSHA regulations, since insurance companies do not have the authority to shut a job down until safety violations are taken care of.

Reductions in the inspection staffs for mining and tunneling could be equally disastrous.

This staff currently numbers only 13, and is responsible for 67 underground tunnels and mines currently under construction in California, as well as over 200 surface mines. They are already understaffed, and the proposal to reduce the department to five inspectors would be an open invitation for a recurrence of disasters like the Sylmar episode in southern California in 1971, which took the lives of 17 construction workers.

Apprenticeship

Apprenticeship training has always been the cornerstone of the trade union movement. The proper training of construction tradesmen assures a constant supply of skilled craftsmen who know safe work techniques and can build quality products.

Operating Engineers Local 3 has been recognized a leader among construction trades unions for its apprenticeship training program for heavy equipment operators, surveyors. A key element in this program has been our affirmative action program.

In 1978 (through October) Local 3 graduated 115 apprentices, 89 of them were minorities and 26 were white.

Cyclical Unemployment

One of the worst problems in construction traditionally has been cyclical unemployment. The construction industry more than any other industry is plagued by volatile ups and downs in employment. Much of this has to do with the business climate. Times of recession or high interest rates generally mean that businesses will retrench and conserve spending. Capital expansion and construction is the first thing to get cut.

To help determine the problems underlying cyclical unemployment in the construction industry, the Labor Department has established a Bay Area Construction Coordinating Committee composed of business, labor and government representatives. Established last September, hopefully this committee will be able to get to the root of cyclical unemployment in this area.



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

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

The easy way. And the hard way.

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

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

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

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

English and Spanish language versions of all materials are available.

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

Why wait to find out the hard way?

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

Santa Rosa District Mtg. Well Attended

District Representative Bob Wagon reports that the Santa Rosa district meeting held this month was very well attended by the brother members and apprentices.

All those who attended received the message from Business Manager Dale Marr that the membership needs to support upcoming projects all the time, even when the work is good as it has been the last two years.

"To this end we have been busy with the other labor people in the area, attending meetings to help get the work going," Wagon said. "Last week-end the State Demo-

cratic Central Committee met in Yountville to help communicate work needs of the people in this area to their party leaders. We found it a very effective meeting. This week finds us in Sacramento at the Legislative Conference, with the main goal being communication with the entire legislators of the needs you, the working person, have."

Dispatcher Bruce Peton says he has been swamped with calls from the members asking to have their registration dates on the out of work list checked and then getting reregistered. Remember to always reregister on or before the 84th day of your registration, and if in doubt be sure to call the dispatcher.

Lake County is beginning to move, reports Business Representative Chuck Smith. Lange Bros. have several spots with little jobs going, the biggest at Lucerne. Rugen will get the Kelseyville sewer job going as soon as the weather says go. Parnum Paving should have its overlay in full swing by the time you read this and is planning to have a plant set up in Middletown by April 1st.

Napa County has little jobs here and there, keeping several brothers busy. Berglund has been very busy all winter with lots of contractors' equipment to try to get out for work in this busy 1979 we all expect.

In Mendocino County the passing lane and overlay at Lake Mendocino are getting underway. Par-

num has its new crusher set up and is working most of the bugs out.

Even with winter still not over the weather looks just like summer and it sure feels like work is just around the corner. Small commercial and private jobs are already going and within a few weeks most of you will be in the seat again.

Business Representative Brad Datson, reports that Caputo-Wagner, J.V., was awarded their \$11.5 million sewer collector system job for the Russian River area and March 8th a low bid of \$6.3 million was received by Kirkwood-Bly for a new sewer plant near Guerneville.

This later bid should be awarded in May or June. This means almost \$20 million worth of sewer work in North-Western Sonoma County, along with over about \$10 million worth of sewer work ready to start in the Sonoma Valley area as soon as the ground dries out.

The housing starts in Sonoma are running 48 percent ahead of last year at this time and commercial starts are about one-third greater.

Auburn Constructors at Warm Springs Dam has been working on the tunnels all winter and are in the process of starting a day shift for the dirt, reports Pat O'Connell, Business Representative. They also hope to have two shifts going by May. Further north at Fort Bragg, Baxman S & G is off to a good start.



Local 3 Business Manager Dale Marr (top) and Treasurer Don Kinchloe take a few minutes to speak to the members at the recent Santa Rosa District Meeting.

Guam

(Continued from Page 7)

Limited. The new contract has a provision on cost of living adjustment which is a major accomplishment since it is the first time that this matter has ever been incorporated into a contract on Guam. The contract was ratified overwhelmingly by the membership.

Pre-negotiation meetings were held in the Union Hall for Dillingham Corporation of Guam and Mobil Petroleum Company. Ideas and suggestions were solicited from the membership in both meetings and they have been incorporated into proposals sent to both organizations.

DEPARTED BROTHERS

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

NAME/ADDRESS	DECEASED
Anselmo, Joseph (Victoria—Wife) 4024 Vineyard Avenue, Pleasanton, California	12-27-78
Asmussen Jr., Harvey (Dorothy—Wife) 520 Escalona Drive, Santa Cruz, California	1-18-79
Bartlett, Joseph (Doris Shepard—Wife) 3826 Jefferson, Ogden, Utah	1-15-79
Black, Frank (Mother) 89 Elliott Avenue, Santa Rosa, California	1-18-79
Brawley, Thomas (Lillian—Wife) P.O. Box 312, Jamestown, California	1-3-79
Brewer, James A. 774 Shasta Street, Yuba City, California	1-25-79
Brown, Odell (Dovie—Mother) Box 763, Project City, California	1-21-79
Bryan, Stanley (Audrey—Wife) 11th South 4th Street, Cedar City, Utah	1-15-79
Christensen, Richard (Marsha—Wife) 4880 Forest Circle, Taylorsville, Utah	12-18-78
Dean, Eric J. (Miriam—Wife) 1431 - 163rd Avenue No. 7, San Leandro, Calif.	1-19-79
Ekman, Ramon N. (Kathleen—Wife) 182 Vista Del Mar, San Rafael, California	12-27-78
Fitch, Herbert (Mary—Wife) 40984 Cruz Ct., Fremont, California	1-20-79
Freehan, George E. (Mae—Wife) Marian Way, Petaluma, California	12-27-78
Gardner, Myrle (Helen—Wife) 8200 Fair Oaks No. 87, Carmichael, California	1-14-79
Gilbert, Donald (Roberta—Wife) 1429 Kent Way, Modesto, California	11-11-78
Hammes, Norman (Olga—Wife) 973 Amador Avenue, Sunnyvale, California	1-19-79
Hardy, Richard (Jennie—Wife) 655 Howard Pl., Fallon, Nevada	1-4-79
Hendrix, Russell E. (Gertrude—Wife) 514 Alvin Drive, Salinas, California	1-17-79
Hoffman, William (Darlene Kennedy—Friend) 1521 Chronicle Avenue, Stockton, California	1-10-79
Killpack, Kent (Margrett—Wife) Gen. Del. Ferron, Utah	1-15-79
Kurtyak, Andrew (Lillian—Wife) P.O. Box 1310, San Juan Bautista, California	12-30-78
Majors, Jackson (Bernita—Wife) P.O. Box 243, Huntington, Utah	12-3-78

Marx, Richard (Ida Margaret—Wife) 266 San Carlos Avenue, Redwood City, Calif.	1-23-79
Picone, John (Barbara Jurado—Daughter) 236 Dorland Street, San Francisco, California	1-4-79
Prince, Burl (Josephine—Wife) 2436 23rd Avenue, Oakland, California	1-14-79
Robinson, Robert (Kathleen—Wife) 1520 E. Capitol Exp., San Jose, California	12-21-78
Ross, Eugene (Joyce Rector—Friend) P.O. Box 543, Land, Oklahoma	1-14-79
Simpson, William (Pearl—Wife) Rt. 4 Box 93A 66, Woodland, California	1-12-79
Simpson, Wm. Hobart (Nina Wanda—Wife) 2724 Harkness Street, Sacramento, California	1-24-79
Sismar, Teodoro (Helen—Wife) 1622 Republican Street, Honolulu, Hawaii	12-23-78
Stewart, Howard (Daisy—Wife) No. 4 Gd Samaritan Ct., Fairfield, Wash.	12-30-78
Treadwell, Thomas (Allene—Wife) 107 Vine Street, Hohenwald, Tennessee	1-12-79
Trotter, Lutricia (Robert—Husband) 34554 Somerset Ter., Fremont, California	1-14-79
Webster, Fred (Bryce—Son) 21870 Pacer Hills Rd., Colfax, California	12-27-78
Williams, A. Dale (Verona—Wife) 299 Bel Mar Avenue, Daly City, California	1-15-79
Yamamoto, Richard (Richard—Father) 1120 Hookaha Street, Pearl City, Hawaii	1-9-79

DECEASED DEPENDENTS JANUARY 1979

Castro, Joanne—Deceased January 15, 1979 Wife of John Castro	
Christman, Thelma—Deceased January 20, 1979 Wife of Leroy Christman	
Mooso, Kathleen Irene—Deceased December 25, 1978 Wife of Keith Mooso	
O'Rourke, Gladys—Deceased January 4, 1979 Wife of Albert O'Rourke	
Pole Jr., John—Deceased August 1978 Son of John Pole	

FEBRUARY 1979

Baker, Howard (Catherine—Wife) 6102 Oliver Rd., Paradise, California	1-29-79
Bell, Robert N. (Tanya—Wife) 125 Arch St. No. 1A, Redwood City, California	2-11-79
Benfield, Roy (Myrna—Wife) Rt. 1 Box 350, Gerber, California	2-17-79
Boden, Robert F. (Susie—Wife) 1801 Dunn Avenue, Richmond, California	2-12-79
Caldwell, W. A. (Rebecca—Wife) P.O. Box 418, Colfax, California	2-18-79

Clancy, Patrick (Genevieve—Wife) P.O. Box 281, Weimar, California	2-19-79
Cunningham, J. G. (Alma—Wife) 160 Cary Drive, Auburn, California	2-7-79
Fay, Frank W. (Helen—Wife) 1325 Francisco No. E, San Rafael, California	2-8-79
Galindo, Gene (Gloria—Wife) 4345 Bollenbacher, Sacramento, California	2-7-79
Gray, Elmer B. (Lillian—Wife) P.O. Box 2312, Yountville, California	2-11-79
Green, Wm. J. 1100 Lucern No. 24, Modesto, California	2-17-79
Hall, Darrell (Reba—Wife) 7007 Inglewood No. 5, Stockton, California	1-30-79
Hammer, Fred (Joyce Solis—Friend) 540 - 19th Street, Oakland, California	2-21-79
Henington, James (Darlene—Wife) 587 S. Eden, Sunnyvale, California	2-6-79
Hesse, Robert C. (Robert & William, Sons) 808 Virginia Street, Manteca, California	2-6-79
Johnson, Tobias (Francis—Wife) 121 Vendola Drive, San Rafael, California	1-30-79
Lavender, Clarence (Ruth—Wife) 100 Los Gatos Blvd., Los Gatos, California	1-17-79
Lee, Vernon (Ruth—Wife) 501 Green Vly Rd. No. 4, Watsonville, California	1-25-79
Liebel, Chas W. (Pearl—Wife) 5701 Wildwood Dr., Redding, California	2-17-79
Mills, Sanford Sr. (Gladys—Wife) 319 Bayview Street, San Rafael, California	2-1-79
Napeahi, John (Rachel—Wife) 1247 Kuuna Street, Kailua, Hawaii	2-1-79
Paoli, Angelo (Jean—Wife) Rt. 1 Box 658 F, Vallejo, California	2-21-79
Smith, Lewis N. (Elizabeth—Wife) 118 Euclid, San Leandro, California	2-17-79
Tate, Allen C. (Mary McGowan—Niece) Rt. 5 Box 490, Grass Valley, California	2-22-79
Thomas, Arthur (Myrtle—Wife) Box 31 G, Georgetown, California	2-17-79
Wilson, Jay (Theora—Wife) 1261 Hill Street, Anderson, California	2-1-79

DECEASED DEPENDENTS FEBRUARY 1979

Crane, Violet—Deceased January 29, 1979 Wife of F.L. "Les"	
Mathiesen, Geraldine—Deceased January 16, 1979 Wife of Walter	
Montec, Christina—Deceased January 24, 1979 Wife of F.D.	
Wells, Arlene—Deceased February 23, 1979 Wife of Arthur	

Swap Shop: Free Want Ads for Engineers

FOR SALE: DUNE BUGGY 1973 Corvair powered, metal flake body, chrome wheels, removable top, \$1,450. or offer. W.B. Apted, 8520 Kiefer Blvd., Sacto., Ca. 95826, 916/381-2336. Reg. No. 0745149. 2-79

FOR SALE: GOOD & CLEAN Ranchero 351 c.i.-P.S.-A.C.A.T.; 1977 Monte Carlo Landau-loaded, excel. cond. Vernon Voss, P.O. Box 505, Lucerny, Ca. 95458. Week-days 523-1248. Reg. No. 0625912. 2-79

FOR SALE: 1-16" black silvered mounted saddle black & white blanket, bridle & bit, spurs and breast strap. Albert N. Regalia, 182 Grand Ave., Oroville, Ca. 95965. 534-8591. Reg. No. 1166562. 2-79

WANTED: OLD ELECTRIC TOY TRAINS, will pay fair cash price for old trains by Lionel, American Flyer, etc. Lyn Watson, 723 Barri Dr., San Leandro, Ca. 94578. 415/351-9200. Reg. No. 1128392. 2-79

FOR SALE: 1969 MUSTANG 289, 2 dr. hardtop, auto., radio & 8 track. \$2,000. Call or write Lott, P.O. Box 174, Elko, Nev. 89801, 702/738-4442. 2-79

FOR SALE: Have moved to Minnesota, will sell 2 burial plots, Skyview Memorial Garden, Vallejo, Ca. will sell for half of current cost. Martin Ronning, 407 E. Vasa Fergus Falls, Min. 56537. Call collect 379-2372. Reg. No. 0899450. 2-79

FOR SALE: 1978 GMC 65000.5 to 6 yard dump truck, heavy duty 10000x20 rubber 5 & trans. only, 9500 mi., like new. Joe C. Haslauer, 12864 E. Tokay Colony Rd., Lodi, Ca. 95240, 931-0781. Reg. No. 091408. 2-79

FOR SALE: 67 BRONCO 4 wheel dr. green w/white top, white fender skirt, white spoke wheels, new goodyear tracker tires, new gabriel shocks, top cond. w/289 V8, dual tanks, new bucket seats, big mirrors, position. \$2,750. or trade Bronco + cash for late model 4 wheel drive Ford pickup. Write Franklin Callahan, 9380 Woodleaf Star Rt., Oroville, Ca. 95965 or phone 916/589-3663. Reg. No. 1092551. 2-79

FOR SALE: STARRETT MICROMETER CALIPER #224-Set AA, range 0 to 4", set has 4 interchangeable anvils, marked to show capacity & fitted w/adjusting collars suitable wrenches are furnished to make any necessary adjustment, Boxwood box, \$114.50. Casey O'Brien, 5585 Marquette Dr., San Jose, Ca. 95118, phone 264-4027. Reg. No. 1020174. 2-79

FOR SALE: OR SWAP FOR COINS, GUNS OR OLD WATCHES, 1966 Ford

Truck engine, 300cc in. 6 cyl & 1974 Ford auto trans. \$200. takes both. Gerry Lamhart, P.O. Box 21427, San Jose, Ca. 95151 or phone 408/226-0729. Reg. No. 1225584. 2-79

WANTED: U.S. & FOREIGN COINS & world paper money. Call or write Gerry Lamhart P.O. Box 21427, San Jose, Ca. 95151, 408/226-0729. Reg. No. 1225584. 2-79

FOR SALE: CABIN CRUISER, 34' 1952 Hunter, twin chry. inboard depth finder, look hailer, compass delta canvass. Roy Toomer, 2931 Long View Rd., Antioch, Ca. 94509, 415/757-5792. Reg. No. 1332623. 2-79

FOR SALE: 4 3/4 ACR. 9 rms, 2 baths, out-buildings retirement paradise-Wiisu, Idaho, hunting & fishing. \$39,900. Chas J. Manzer, 7625 Halliday Ave., Oakland, Ca. 94605, 415/632-8505 or 208/375-1305. Reg. No. 0904717. 2-79

FOR SALE OR TRADE: Used Gray Marine Engine Gas Model 4-52 in working cond., w/Paragon Reverse 2-to-1 value at \$350. Also one Borg Warner Velvet Drive Marine Transmission 152 to I reduction, new never used, value at \$750. Will sell both for \$500. or trade. A.W. Maxwell, 9396 Argonne Way, Forestville, Ca. 95436, 707/887-2590. Reg. No. 0625884. 2-79

FOR SALE OR TRADE: 4 HOMES w/acres in central Utah near power plants & coal mines for the same in Sacto. or Lodi area. Owner/agent, Norman Clemens, P.O. Box 188, Spring City, Utah 84662, 801/462-2541. Reg. No. 1238702. 2-79

FOR SALE or TRADE: 61 Corvair Rampside PV recent motor work, collectors item. Carle Criss, 623 Almond St., Corning, Ca. 96021. 916/824-5208. Reg. No. 0798176. 3-79

FOR SALE: HEIL DUMBBODY 13' long, Twin Hoist (Sisor's type) very clean \$800; 12,000 lb Tusia Winch cable type for low bed trailer \$200; 2,000 gal gas or diesel tank (round) \$400. Henry P. Sand Jr., 6643 Woodward, Manteca, Ca. 95336. Reg. No. 1101983. 3-79

FOR SALE: WISCONSIN 7 1/2-12 hp engine twin V. belt drive Mag. ignition, comp. overhauled, adaptable for pumps, compressor, generator \$250 or best offer. George H. Kerr, 4800 Auburn Folsom Rd., Loomis, Ca. Reg. No. 0586484. 3-79

FOR SALE: 32 ACRES on SH 63 in Kiamichi Valley n/Quachita National Forest East of Muse, Or. New modern log cabin, good water, small pond, garden fenced ideal

for overnite camper park, plenty of firewood. Morvin Jaques, Box 35, Muse, Or. 74949. 918/651-3378. Reg. No. 1091206. 3-79

FOR SALE: 10 DONNERLAKE view lots, cash or terms \$7,500. C. Villemain, P.O. Box 2624, Carson City, Nev. 89701 Reg. No. 1018617. 3-79

FOR SALE: FULL EQUIP. good cond. & clean 1972 Wildness 17 1/2' travel trailer. Lic. No. JJ7599 \$2,600. Sleep 6, elec. or propane 2 way refig., oven, heater. U1 Bae, 2069 Nottoway Ave., San Jose, Ca. 95116, 408/923-1574 after 5 p.m. Reg. No. 1750461. 3-79

FOR SALE: 1968 BUCYRUS ERIE, hydraulic crane, 25 ton, 45-C w/job, 105' reach. Wayne Patterson, 3440 Lupine Dr., Redding, Ca. 96001, 916/241-5427. Reg. No. 1273380. 3-79

FOR SALE: BOAT 30' Trojan, powered by a pair of 292 Ford Engines, full canvas, well equipped and very clean. Alexander Graham, 2400 Kennedy Way, Antioch, Ca. 94509, 415/754-2445. Reg. No. 0738738. 3-79

FOR SALE: 12' Gregor Aluminum cartop boat. \$400.; 8 1/2' aluminum camper shell w/racks for cartop boat. Fits stepsie P.U. \$100./offer. Marvin J. White, 400 San Juan-Hollister Road, San Juan Bautista, Ca. 95045, 408/623-4264. Reg. No. 0769457. 3-79

FOR SALE: 1 FARMALL M. TRACTOR #975.; 2 Farmall H. tractors, \$875. & \$775. W.L. Maddox, 17311 S. Mercy Springs, Los Banos, Ca. 93635, 209/826-0684. Reg. No. 1043556. 3-79

FOR SALE: LANDSCAPING & equip. rental business on 1.112 acres, located Lake County. Metal bldg. w/office, zoned for mobile home. Phone 707/275-2447 or write P.O. Box 54, Upper Lake, Ca. 95485. Reg. No. 1312819. 3-79

FOR SALE: 1977 TOYOTA, blue, long-bed, 5 sp. pickup, w/Borden rear bumper & camper shell, low mi., \$4000. John M. Gil-mour, 1777 Sanchez St., San Francisco, Ca. 94131 415/826-6895. Reg. No. H0549312. 4-79

FOR SALE: AIR COMPRESSOR, tank & 1 H.P. ele. motor \$50.; Voltage regulator for Caterpillar 977 catloader, new for 1/2 price., used tires 825x20, 900x20, 1000x20,

1120x20. \$5-\$10. and up. K5 Dropsins like new \$25., K-7 Dropsins \$90. Leslie Mulhair, 97 Southridge Way, Daly City, Ca. 94014. 415/333-9006. Reg. No. 154371. 4-79

FOR SALE: HD-11 EP late model, power shift, 4 shiv power winch, hydraulic angle dozer & young brush rake, canopy Forest Service approved. \$35,000. Bran Hulse-man, Rt. 3, Box 3765, Red Bluff, Ca. 96080. 916/527-3747. Reg. No. 0991174. 4-79

WANTED: 4x6 OLD/NEW Military Jeep Utility Trailer. Fred Campbell, 1600 E. Los Altos, Fresno, Ca. 93710. 209/431-6439. Reg. No. 1305582. 4-79

FOR SALE: 2 FURNISHED mobile homes plus over 200 walnut trees in production including all equip., such as storage bldg., dryer, cultivators, tractor etc. all this & more on beautiful 5 acres, near Redding, Ca. \$94,500. Ed Siroshon, 4344 Riverland Dr., Anderson, Ca. 96007. 916/365-2904. Reg. No. 0904458. 4-79

FOR SALE: COMP. BUSINESS FOR SALE, well established (since 1959), Septic Tank Installation & service includes: 1-1/3 (+ or -) acres w/2 bd. house, 2 bd. mobile home, 30'x40' shop w/office, backhoe, dump truck, drill rig, 1 ton flat bd., tilt bd. trailer, pumper truck, line cleaning van & some equip., plus more \$125,000. Call 209/464-5276 or write 4244 Marfargoa Dr., Stockton, Ca. 95205. Reg. No. 1332729. 4-79

FOR SALE: BEAUTIFULL 1978 FERRARI 308 GTB 1700 mi., bright nuovo fly yellow. John Singleton, 450 E. 1355 S., Springville, Ut. 84663. 1-801/489-6133. Reg. No. 1402427. 4-79

FOR SALE: ESTABLISHED Backhoe & Crane Service Equip. & Accounts. Lee A. DeSignori, 4201 Crows Landing Rd., Modesto, Ca. 95351. 209/537-6719. Reg. No. 443-09-4612. 4-79

FOR SALE: 21' NoMad Travel-trailer, self contained. Good cond., sleep 4, large 4 burner stove & oven, 2 way refig. lots of cabinet space, double axle elec. brks., sway bar & much more. \$2195. Benjamin F. Edelman, P.O. Box 104-A Elder Dr., Pacheco, Ca. 94553. 685-7969. Reg. No. 0689207. 4-79

FOR SALE: 1979 KENSKILL 32' trailer good cond., stereo \$9,500. or offer. Vernon R. Bonner, 3440 Ramona St. No. 2, Palo

Alto, Ca. 94306. 415/494-2267. Reg. No. 1257246. 4-79

FOR SALE: 1973 MANATEE Mobile Home 12x60, 3 bdrm, skirts, awnings, deck, shed. \$15,000, located Clear Creek Mobile Estates, French Gulch, Ca. Space rent \$70. mo. David Kizer, 661 Bonita Ave., San Jose, Ca. 408/294-4955. Reg. No. 1761717. 4-79

FOR SALE: 22' Oasis House Trailer, in-park model, roof cooler, double bed & bathroom \$1,000. Lewis Fitzsimmons, 1025 Portola Dr., Monterey, Ca. 93940. 408/394-9697. Reg. No. 0583575. 4-79

FOR SALE: GRUNDIG tuner-amplifier 800U, sed Rosenthal china for 12, elec. edger, 2 upholstered chairs like new, steel belted radials GR 78x12. Leo Sperber, 4380 Detroit Ave., Oakland, Ca. 94619. 415/531-4988. Reg. No. 795154. 4-79

RULES FOR SUBMITTING ADS

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

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

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

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

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

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

Personal Notes

Redding

Our most heartfelt sympathies to the family and many friends of Brother Odell Brown. Brownie as he was known expired after a sudden short illness. He was a member of Local No. 3, for many, many years. Most of his work was out of the Redding hall. He will be greatly missed.

Our deepest sympathies to the family and friends of our deceased Brother John McCarthy who expired in January from a heart attack. John was a member for many years—at the time of his death he was retired from Local No. 3. He will be missed.

Heartfelt sympathies to the family and friends of Gussie Gonse Wife of Brother Al Gonse. Mrs. Gonse expired in June 1978 very suddenly from a heart attack. She will be missed by her family and many friends.

Reno

A.J. "Tony" Madeiras is recuperating at home after a lengthy hospital stay with pneumonia and hopes to be returning to work soon. King Silva had a long hospital stay for testing and surgery, and will be recuperating at home for a while.

Congratulations to the new parents: Dan and Cindy Munley, a girl on 1/23/79; Dan and Lani Lemus, a girl on 1/10/79; Richard and Christy Brocklesby, a boy on 1/31/79. We wish to extend our condolences to the family and friends of Emmett Woodward whose wife, Towanda, passed away on 1/30/79.

Guam

Congratulations are in order for Brother Antonio Naputi of Hawaiian Rock Products and Narciso Ibit of Foremost Foods, Inc. for the new addition to their families.

Brother Conrado Plata of Swinerton—Belvoir has just undergone surgery and we wish him speedy recovery. Brother Joe San Nicolas' father-in-law passed away February 22, 1979 and we offer our deepest sympathy to his bereaved family.

San Jose

The San Jose Office staff wishes to express their condolences to the families of the following deceased members: Clarence Lavender, Vernon Lee, Claude Dres, Robert W. Thrasher.

SPECIAL DISCOUNT

Capitol buys top line, private brand name, products in railroad car lots ... operates out of low overhead warehouse locations ... and sells for less to select groups like yours — eliminating the need for costly television, radio and newspaper advertising.

America's five largest tire companies no longer have mileage or road hazard warranties.

CAPITOL STILL DOES!

Wheel Warranty

Shock Warranty

Battery Warra

*FREE Mounting

MOST CARS AND TRUCKS (Mud and Snow tires not included)

03-100-12064



This is a partial list only.

03-100-12064

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

for OPERATING ENGINEERS LOCAL 3



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



RADIALS

78 SERIES RADIAL

35,000-MILE TREADWEAR WARRANTY

Whitewalls. The soft riding radial tire that you can afford. Lifetime road hazard, workmanship and materials warranties.

SIZE	GROUP PRICE	F.E.T.
BR78-13	37.34	1.50
DR78-14	38.77	2.15
FR78-14	39.84	2.27
FR78-14	41.42	2.38
GR78-14	42.59	2.57
HR78-14	44.67	2.75
FR78-15	42.68	2.39
GR78-15	43.25	2.66
HR78-15	45.60	2.84
JR78-15	46.49	3.01
LR78-15	47.84	3.13

COMPACT

BLACK WALLS & WHITE WALLS

20,000-MILE TREADWEAR WARRANTY

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

SIZE	GROUP PRICE	F.E.T.
600-12	19.60	1.49
P155/80D-13	19.60	1.44
615-13	19.60	1.57
560-15	19.90	1.57
600-15	20.90	1.64

*Add \$2.00 for whitewalls

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

CAPITOL TIRE SALES / WAREHOUSES, INC.

America's Original and Largest Discount Tire Program

SAN FRANCISCO (94103)

(415) 621-2336

101 S. Van Ness Ave.

SAN JOSE (95112)

(408) 287-9112

1760 Rogers Ave.

SAN LEANDRO (94577)

(415) 351-8434

2059 Williams St.

SAN MATEO (94402)

(415) 344-5732

733 So. Claremont

CONCORD (94520)

(415) 825-2072

2465-J Vista Del Monte

Ask about our NEW

TERRAIN TAMER

1 1/2" Performance Shocks for Pickups, Vans, 4WDs, & RVs

All designed to Reduce Heat and Fade
19.50 each 4 for 74.00

Attend Your Union Meetings

April

- 10th Eureka: Engineers Bldg., 2806 Broadway
 11th Redding: Engineers Bldg., 100 Lake Blvd.
 12th Marysville: Yuba-Sutter Fairgrounds, Arts/Crafts Bldg., Franklin Ave., Yuba City
 19th San Mateo: Electricians Hall, 300 8th Ave.
 25th Honolulu: Washington School, 1633 S. King St.
 26th Hilo: Kapiolani School, 966 Kilauea

May

- 3rd Oakland: Labor Temple, 23rd and Valdez.
 8th Stockton: Engineers Bldg., 2626 N. California St.
 15th Fresno: Engineers Bldg., 3121 E. Olive St.
 17th Watsonville: Veterans Bldg., 215 East Beach.
 22nd Sacramento: Woodlake Quality Inn, Hwy. 160 & Canterbury Road.

Date: Saturday, July 7, 1979; 1 p.m.

June

- 6th Provo: Provo City Power Bldg., 251 West 800 North
 7th Reno: Musicians Hall, 124 West Taylor
 14th Ukiah: Grange Hall, 740 S. State Street

Semi-Annual Meetings

- Location: Marine Cooks and Stewards Auditorium, 350 Fremont St., San Francisco
 Dates: Saturday, Jan. 6, 1 p.m.; Saturday, Jul. 7, 1 p.m.

For More Information:

CREDIT UNION

OPERATING ENGINEERS LOCAL NO. 3

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

Please send me information as indicated below.

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

NAME _____

ADDRESS _____

CITY/STATE _____

ZIP _____

SOC. SECURITY NO. _____

TELEPHONE _____

Have You Checked Your Dues?

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

Local 3	\$90.	(Per Qtr.)
Local 3A	\$87.	(Per Qtr.)
Local 3B	\$87.	(Per Qtr.)
Local 3C	\$87.	(Per Qtr.)
Local 3E	\$87.	(Per Qtr.)
Local 3R	\$87.	(Per Qtr.)
Local 3D	*Variable by Unit	

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

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

Caution Needed In Program Cuts, Says Marshall

Editor's Note: In this post-Proposition 13 era, when Americans are calling for an end to government waste in spending, the value of the various agencies that compose our federal bureaucracy is coming under increasing scrutiny. It has been our experience in Local 3 that the U.S. Labor Department provides more—tax dollar for tax dollar—towards the well being of trade union members than any other federal agency. Whether it has been our involvement on behalf of construction tradesmen on Guam, or our constant struggle for more effective safety standards on the job or the prudent administration of the members' trust funds, we have turned repeatedly for guidance to the labor laws administered and enforced under the competent leadership of Labor Secretary Ray Marshall. In his remarks below, Secretary Marshall provides a strong defense for the Labor Department against imprudent budget cuts and in the process gives the layman a key insight into the workings of this vital agency.

by Ray Marshall
Secretary of Labor

Taxes and government waste are high in nearly everybody's mind these days. In my visits to other parts of the country I find, however, that what most Americans are really worried about is how their taxes are spent, more than how high their taxes are. People resent what they believe is wasteful spending on programs they consider to be unnecessary. This is true of government at all levels.

I feel we must keep two things in mind:

First, let's face it that there is inefficiency and unnecessary paperwork in government. In some cases, there has been fraud, and the public trust has been abused. Obviously, all these things have to be corrected.

Second, let us not lose sight, as we make these changes, of the role of government in our society. There are some things that must be done by and for the public. These are important and necessary. In correcting abuses, let's not throw out the baby with the bath water.

As we move to change things, let us not lose sight of the fact that our national freedom and the welfare of the American people are results of our system of government. We have come a long way. It's crucial that we all work harder to make government work better, for the common good.

The Labor Department is a good example of a federal agency that provides important services to the public. The programs of the department touch the lives of all Americans every day. Since its founding in 1913, the department's mission has been "to foster, promote and develop the welfare of the wage earners of the United States." To carry out this mandate, we must use taxpayer dollars wisely and efficiently, turning them into effective services and programs to benefit working people and others.

Approximately 94 percent of funds for Labor Department programs in the current 1979 fiscal year go to provide jobs, training, and other aid to the unemployed and the disadvantaged. The largest share of the department's budget is spent on public service employment, youth programs and other activities under the newly reauthorized Comprehensive Employment and Training Act (CETA).

In fiscal year 1978 more than 3.3 million persons were placed in training or in public or private jobs. In addition, over one million disadvantaged young people were given summer jobs to help them gain work experience and earn money to return to school.

The newly reauthorized CETA emphasizes training and placement in private sector jobs through the Skill Training and Improvement Program (STIP). By working with major industrial corporations, STIP participants receive up to 18 months of training for highly skilled jobs needed in private industry. The private sector is the source of four out of five new jobs. By training workers for jobs in demand, we insure more placements and higher earning potential for participants.

Protecting the safety and health of working people is an important Labor Department responsibility. For years, the Occupational Safety and Health Administration was cited, often with just cause, as an ineffective regulatory agency. Now a totally new approach to occupational safety and health has been instituted. This is a commonsense approach. We are directing our limited resources against the most serious problems. We have turned OSHA around, letting it fulfill its promise of assuring safer and more healthful workplaces for America's workers.

In concentrating on the most serious dangers, our first priority has been developing, promulgating and enforcing tough and effective, yet reasonable standards covering toxic substances. In the past 18 months, the number of final health standards issued by OSHA has more than doubled, with the issuance of standards covering benzene, DBCP, inorganic arsenic, cotton dust and acrylonitrile. In addition to the health standards dealing with specific substances, OSHA has proposed a regulation to identify, classify and regulate workplace carcinogens. This will enable us to protect more workers more efficiently from the dangerous effects of cancer-causing chemicals.

In addition, 95 percent of OSHA inspections are now devoted to the highest risk industries such as construction, manufacturing, transportation, and pet-

A POLITICAL ANALYSIS

Art Of The Possible

BY KEN ERWIN



rochemicals. Even though small and retail businesses tend statistically to be somewhat safer places to work than larger industrial concerns, nearly half of all workplace fatalities occur in small businesses. Employee complaints in every size business are being vigorously investigated because we feel all working people deserve the fullest protection available under the law.

The law also protects workers from working in conditions where an "imminent danger" that can be expected to cause death or serious physical harm exists. Employees have the right to submit complaints about specific health or safety conditions on the job, to accompany an OSHA inspector during a survey of the workplace, and to receive from their employer information pertaining to safety and health hazards which may exist in the workplace. The law protects workers from illegal demotion or firing as a result of filing an OSHA complaint.

Last year, responsibility for administering and enforcing mine safety and health was transferred to the Labor Department. The Federal Mine Safety and Health Amendments Act, signed into law in November 1977, for the first time brought all mines in the U.S.—more than 20,000 underground and surface facilities—under a single safety and health program. It is also the first safety and health law covering all the nation's 400,000 miners. The department's Mine Safety and Health Administration inspects underground mines at least four times annually and surface mines at least twice annually to insure compliance with federal regulations.

Under the Trade Act of 1974, the department protects workers who lose their jobs because of import competition. Workers who lose their jobs or are underemployed because of increased imports can apply for trade readjustment allowances, training, job placement and relocation allowances to help them find suitable employment. Groups of workers, their union, or other authorized representative may file petitions with the department which then investigates the situation and renders an opinion. If workers are found to be adversely affected by increased imports, they can receive cash benefits and employment and training services administered by state agencies acting for the Labor Department.

Pension protection is another area in which the Labor Department enforces regulations affecting millions of workers. The Employee Retirement Income Security Act (ERISA), like the job safety and health act, is a complicated and often misunderstood law. It safeguards the pensions and benefits due almost 40 million participants and beneficiaries. The law covers almost a half million plans with \$280 billion in assets. The effective administration of ERISA will determine whether millions of workers have income security in their retirement years.

Among other things, this law is designed to prevent plan administrators from misusing pension funds for which they are responsible. When they do misuse funds—through imprudent investments, making loans without sufficient security, failing to demand timely repayment of loans, or making investments benefiting others than those contributing to the fund—the Labor Department files suits to prohibit these actions and to protect workers' retirement funds.

In our continuing efforts to eliminate requirements not essential to the operation of plans and which result in unnecessary costs to sponsors, we have taken a number of steps to reduce paperwork burdens under ERISA. We have proposed changes in actuarial and annual reports required under the law. These changes will cut costs and time involved in administering pension plans. We are currently working with other government agencies to make future paperwork reductions possible, while maintaining and improving services to workers.

Union members have certain rights and protections guaranteed by the Labor Management Reporting and Disclosure Act. This law, administered by the Labor Department, applies to union members, union officers, employers, labor organizations and surety companies. The law guarantees equal rights in nominating candidates, voting in union elections and participating in membership meetings. Union members also have the right to receive copies of each collective bargaining agreement affecting their rights as employees and to examine books and records of their union containing information used in reports submitted to the Labor Department.

In addition to creating the basic rights of union members and protecting members from coercion, the law provides for the removal of officials guilty of serious misconduct, and it safeguards union funds and property.

Today, the Labor Department serves an ever-larger and more diverse workforce with important programs and services. We are striving to see that every tax dollar is spent efficiently and honestly. This way, we try to give more and better services to help working people improve their lives. ■

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