One possible solution to the problem of rapid inflation is the inclusion of a cost of living clause in a negotiated contract.

A cost of living clause is a provision whereby the hourly wage rate would increase by a given amount when the national consumer price index increases a certain number of points over a given time period.

The consumer price index is calculated monthly by the United States Department of Labor as a method to determine the change in spending patterns of the U.S. consumer. Among the things which are taken into consideration in the calculation of the index are the costs of food, clothing, medicine and transportation. Many other categories are also taken into account when the index is determined.

The advantages of a cost of living clause are especially apparent in years of high inflation, such as 1973.

According to statistics compiled by the Department, of 5 million workers covered by contract negotiations in 1973, 1.5 million were covered by cost of living clauses. In studying contracts with such clauses the Department found that first-year increases in wages and fringe benefits were the same as in those contracts without the clauses. However, it also found that over the life of the contract wage and fringe benefits changes were higher in contracts with the clauses, 6.9 per cent, than in those without, 5.9 per cent.

There are, of course, negative aspects to cost-of-living clauses. First, they can create a reduction in the pay scales of an employee if the cost of living goes down. Second, since the clause is tied to the national consumer price index it may not be extremely accurate with respect to the cost of living in a particular area.

The exact provisions of a cost of living clause for operating engineers would, of course, be determined in negotiations as would its cost in terms of the effect on negotiations for other benefits.

Cost of living clauses negotiated in other trades in 1973 were extremely varied. One union negotiated a clause which provides for an unlimited adjustment of one cent per hour for every 3 rise in the consumer price index, adjusted quarterly. Another union’s clause provides for an annually adjusted rises equal to the percentage rise in the consumer price index above the initial increase of 6 per cent in a three-year contract.

Cost of living clauses covering operating engineers, are not a new thing although relatively few of them have been negotiated. The first contract with such a clause was won by members working for Remco Hydraulics of Willits, California in September of 1973. Other cost of living clauses have since been included in contracts for J & J Steel of Saltinas, Kennecott Copper of Utah and others.

Contract negotiations will soon begin in Nevada. Following is the text of a proposed cost of living clause for that contract:

```
1.06.00 Cost of Living. In addition to the basic rate of pay, the following provisions shall apply:

Wages shall be increased by an amount equal to the percentage increase in the Consumer Price Index, published monthly by the U.S. Department of Labor, for the current month over the corresponding month of the previous year. The increase shall be effective on the first day of each month.

Any age with 30 pension credits, at an additional cost of $50 million is needed to finish the project.

Yes _ No

*Department of Labor BLS Index
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**Volpe Yes On These Propositions**

**QUESTIONNAIRE**

1. Number in order of importance, in a 1 through 4 sequence:
   - Wages
   - Pension
   - Vacation
   - Health & Welfare

2. Should negotiations include:
   - A. Best method cost-of-living clause
   - B. Service Pension
   - C. Any age with 30 Pension Credits at thirty (30) additional cents per hour

3. SUGGESTIONS:

**QUESTIONNAIRES, Page 4**
The first two quarters of the year 1974 may well have a long- term impact on the lives of all Brother Operating Engineers and their families. As we have reported to you at district meetings and in our publications, and as you know from discussions of your union, your newly elected officers have been active on many fronts on behalf of the general membership. Since all activities, especially in the field of safety, education, and the negotiation of new contracts, have been an inseparable and collective bearing on the negotiated wage package, we moved early in the new administration to emphasize these key roles in the union. It is the belief of these activities we are bound to show that we approach the economic lifeblood of any union organization—negotiations—we believe that we are in a good position to present a solid front at the bargaining table.

Elsewhere in your union newspaper and in the May edition of Vote Views you will find an in-depth discussion of vital candidates answers and, we hope, on the issues, you will find a positive, healthy bond between the workers, and the public sectors, and wildlife management. So, give your support to rmr. Lott:OGRAT ~~~. ~~ & ANSWERS

More On COL Clause
(Continued from Page 1) diffusion, a wage rate increase as follows:

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We hope the following pay schedule will be of use to you.

In short, your union leadership has done its homework in both safety and economics, have and will continue to dedicate ourselves to providing you with the information that will help you to make the best decisions on those things that have a long-term
Good News And Bad News In Assembly
By EDWARD F. PORK, Legislative Advocate

Senator Bill 1330, by Senator Deukmejian, was passed out of the Senate Committee on May 1, 1974. Once again, most labor and management representatives spoke in opposition, not because they oppose pension reform, but because the fear of that legislation as presently drafted could increase pension costs and decrease benefits. Then there remains the problem of multi-employer and multi-state plans and the portability of benefits. People may move from one job to another, and the state legislation now pending will be preferable and will preempt any state legislation. The bill now goes to the Senate floor. It is our contention that federal legislation is welcome because it will provide a national uniformity of administration and will prevent discrimination that might effect workers moving from state to state.

Assembly Bill 3328 by Assemblyman McCarthy was passed out of the assembly committee on April 24, 1974, to the consent calendar. AB 3328 provides that a violation of provisions regarding failure of an employer, with intent to defraud, to make certain employment benefit payments, in addition to any other penalties, shall result in a fine of not less than $1,000. It is hoped that the enactment of this bill will cause the employer to rent to anyone who would seek to defraud a health or welfare, pension fund or vacation plan, by intentionally withholding dues as a condition of employment. Needless to say, this amendment will be vigorously opposed by labor.

The Assembly has introduced, and passed, a resolution which would revise the legislature from May 23, 1974 until after the June 4, 1974 primary elections. This is understandable considering all 80 of the Assembly seats are up for grabs, and most of the incumbents are seeking re-election. The Senate has not acted on the resolution to date, but half of those seats are open and again most of the incumbents are also seeking re-election.

The campaign to insure voter approval of the California Clean Water Bond Act of 1974, which will be proposition No. 9 on your June 4th ballot, is underway, and gaining momentum. We must support proposition No. 9 with all our available resources and energy. This includes active participation by all of us.

Ted Shae Sanders of Rich- mond, Calif., is the Executive Board member from District 28. During his term as a member of the operation, Sanders has worked on many projects in his career as an operating engineer, running scrapers, graders, dozers and heavy cranes. After he retired from operating, projects Sanders has worked on are the Humble Oil refinery in Benicia, Calif., the Garrison Dam in North Dakota, the Palisades Dam in Idaho, Project

Support Alito For Governor
Following are the addresses and phone numbers of Alito for Governor headquarters in Northern California. You are urged to call or visit these centers and help in the Alito campaign in any way possible.

Avionics Facility To Be Built In Fresno
By CLAUDE ODOM
District Representative and
Business Representatives
C. SMITH, JERRY BENNETT,
C. Smith, Jerry Bennett

Business Representatives

Construction will begin soon on a $1.5 million project to build an environmentally controlled building designed to house complete avionics and avionics supply functions now being carried out in four hangars and in the administration warehouse.

The contract calls for completion of the project by March '75.

The firms have been awarded a lump-sum contract to construct a 36,000 square-foot single-story, windowless building designed to consolidate all avionics and avionics supply operations now being carried out in the four hangars and in the administration building.

The contract is part of the overall plan being developed by the Tri-Cities plant, said that two more should have had their election dates set.

In recent weeks, the employees of several Utah survey firms voted in N.L.R.B. elections to have Local No. 3 represent them.

Sherman Savage attended local school and high school and college.

Sherman started sport parachuting and made over 150 jumps. In December, 1972, while snow skiing, Sherman observed an accident and this is when he decided to become a paratrooper.

Sherman then went to work for the State of Utah as an engineering aide in 1967.

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Aloha Stadium Floats On Air

By HAROLD LEWIS, Financial Secretary, W A L L A C E LEAN, District Representative, and VA L E N T I N E W E S S L, Assistant District Representative, Local 46, District Council G O R D O N M A C D O N A L D, WILLIAM CROZIER, and RICHARD SHUFF, Business Representatives, Local 46, District Council

The construction of Hawaii's newest building, the 10,000-seat Aloha Stadium, has been delayed by over a year, with the entire project running more than 20 minutes. Full transformation from one shape to another is expected to take three hours. Hypothetically, the stadium could be used for one sport in the afternoon and a second in the evening, affording both sets of spectators prime seating.

The construction sections of the stadium, located at the north and south ends, rest on reinforced concrete footings, and support prestressed concrete beams. Cast-in-place concrete walls and floors provide space for the clubhouse, team rooms, entrances, etc., within the fixed structure. These are approximated with steel and structures that support four upper seating levels and the partially roofed. The movable sections are framed with exposed weathering steel, as is the superstructure portion of the stationary sections at the ends. The structure contains 11,000 tons of this metal while the exterior finish of the enclosed portions is attained using t o g r a d e d weathering steel panels.

The stadium is being placed on a 106-acre site which provides adequate storage space as well as parking spaces for 7,500 autos and 70 busses. Hawaiian and Construction Co., a Dillingham Corporation subsidiary, holds the $22 million State contract for the project. The official name for Hawaii's new stadium is the "Aloha Stadi-um.

Another project near completion running from Aloha Stadium to Fort Shafter is the Moanalua Freeway. This 314-mile project was started in September 1971 and should be completed in August of this year at a cost of $45 million. If you are one of the 20,000 drivers who use it daily, you'll say THANK GOD. Bad weather and asphalt problems are blamed for some of the delays.

Talking about asphalt, in the past six months the price has doubled. We're paying a ton to its present $76 a ton. That's a 314-mile fraud on the Moana- lua Freeway and the long- awaited six-lane highway will, in effect, be only a four-lane route. The City plans to give an agreement on the use of two exclusive express bus lanes (one in each direction) over the entire length of the project.

At one time it was planned to plant 1,000 trees in the area. But the latest plan is to triple that number, using the remaining space between loops, overpasses, underpasses, access roads, and highways. "Planted" is the word for a place to put trees to transplant to other State projects.

There is more good news. Over the Squaw Valley area, the City and State have come to an agreement on the use of two ski lifts, championship golf courses, new restaurants, tram ways, entertainment and shopping facilities, and a scientific and educational institute.

De Wolfe's Parkland Project has progressed along quite well, and they are keeping close to their work schedule. 

Alas, the project is far from being finished and the contractors are working hard to complete the project on time. They have put quite a few of our good men to work there and the local unions are keeping close to their work schedule. 

What this means is more work for the contractors in the area, which in turn will mean more jobs for our brother engineers.

Welcome back to the "Albro Gang" of Perata's. They are back from the islands after having finished up their project over there. It looks like this Tahoe City crew will have a good season, as will most of the other contractors in the area. White-Riker with their underground work in the Rubicon area, for instance.

There is more good news. Over in the Squaw Valley area, Mainland Corporation of S. D. and Squaw Valley Development Company are in a joint venture for a $50 million expansion program at Squaw Val-ley. This is to be carried out in several phases over the next 13 years and eventually will include new ski lifts, championship golf courses, new restaurants, tram ways, entertainment and shopping facilities, and a scientific and educational institute.

De Wolfe's Parkland Project has progressed along quite well, and they are keeping close to their work schedule. 

Ryas is still making steady progress on their Kingston Improvement District job, with Tether- ight and Sasser well on the project, both with the pump stations along the route.

Tetheright's plant in Truckee started up a little early with a one-shift operation, and they have put quite a few of our good brothers back to work.

Ramos Underground from San Leandro, who is doing the Don- ler sewer project, is starting to show some signs of life and are on the move.

New Melones Contract Awarded

By WALTER TALBOT, District Representative, and AL MCNAMARA and JAY VICTOR, Business Representatives

New Melones Dam has been awarded to the lone joint bid of Guy F. Atkinston, Gordon H. Ball and Arundel Corp. This has to be the most important news article we have. You know by past reports we have been anticipating this event for some time. But after a series of court battles with environmentalists, whose main objective was to stop the petition. But after a series of court battles with environmentalists, whose main objective was to stop the petition.

The contract to construct New Melones Dam is for $189.7 million. This is probably about five years work and does not include the powerhouse which will be out for bid at a later date. The employment peak for operating construction will be 1976-78 on an average.

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Higher Temperatures Hit Eureka Dist.

By ROBERT L. WAGNON, District Representative and GENE LACE, Business Representative

Rising temperatures and longer days tell us spring is finally coming to the North Coast. As we see more of "OIL Soil" the thoughts of the brother engineers turn to the coming season work. As we have mentioned before, this season will be a tremendous improvement over the past several years.

The controversial Arcata Freeway now appears to become a reality. Bills on the project will be opened on May 15. In the next issue we will be able to give you information on this which will be the largest project here in this area.

In the Crescent City area, Umpqua Navigation Company is winding up the small boat harbor project. Harbor Tug and Barge from Coo Coo, Oregon, and Myhren Drilling from Sacramento are putting in the pilings for the docks. M-3 Construction from Walnut Creek is responsible for the finish. This has been a good job for many of the brothers for the past year.

North Coast Paving and Rock is all over the Crescent City area on small paving and grading projects. No large projects are anticipated for the Crescent City area in the immediate future. Sometime during the late summer a fair size dredging project is slated for the harbor.

Elmer J. Frewhey is busy on the new sewage disposal plant. This project has kept one or two brothers busy during this past winter.

Coming down to Humboldt County, bids will be opened on several small projects in the near future. They are for a bridge and approaches to be constructed for Bear River on Mattole Road, about 14 miles south of Ferndale. The new concrete box girder bridge, about 100 feet in length and 32 feet in width, will replace a steel truss structure and its timber approach spans. Approaches will be 24 feet wide and surfaced with asphalt concrete. A total of $50,000 is available for the project.

Also up for grabs is a small grading project on Route 38 just west of the Van Duzen River bridge near Dinsmore. The highway will be widened to provide a 26-foot paved roadway on improved alignment. Highway 30 east of Bridgeville is a narrow and winding mountainous road, and the curve being improved is only 18 feet wide with no shoulder area.

In late May bids will be opened for a widening project on portions of Highway 101, a 1.2-mile section between 3 miles and 6 miles south of the Del Norte-Humboldt County Line. The roadway will be widened from 26 feet to a 35-foot 11 1/2-paved section. Bidding of curves will also be improved. This project also includes installation of metal beam guard railing at trees that are close to the roadway. A total of $2,000,000 is available for the project.

In San Francisco

Many Small Jobs Keep Engineers Busy

By RALPH WILSON, District Representative and HARVEY PAHEL, and CHARLES SNYDER, Business Representatives

With the weather as unpredictable as it is, there are a lot of jobs that are held back waiting for the rains to quit. In the outer area of San Francisco, there are many small jobs with one or two operators at the most except for G. M. Shupe's job at the West Portal tunnel, where they are re-lining and replacing the tracks. We have four or five brothers working days and four or five brothers working nights with a lot of overtime. This job should wind up in the next month or so.

William Simpson is working on three hospital jobs, the Letterman Veterans and the Baptist and Franciscan General Hospital. Chet Smith has about five big jobs going on, several in the Golden Gate Bridge area, about $600,000 worth. They are knocking away on a number of projects and have been doing pretty well. The brothers working for Allied Steel in the Golden Gate Bridge area say that it is a very good place to work, and they have plenty of work. The weather is very nice, and the job is going along pretty well with most of the old crew back in the field. The astragals are being set up and the concrete is being poured within the next month.

Work on the Embarcadero job is now down to two operators on the elevators and they should be starting excavation No. 3 in the middle of the summer. Hass and Haynie have three operators, and they are also making good progress. The old Lone Star Plant in the South End is now in the process of being torn down, and the new facility is about 90% ready.

Many Small Jobs Keep Engineers Busy

In San Francisco

Many Small Jobs Keep Engineers Busy

By DICK BELL, District Representative and RAY MORGAN, HERMAN F. EBER, and BILL DORREY, Business Representatives

Out in Central Contra Costa, the brothers are busy. Some of the new projects include the widening of Highway 4, a 26-foot峡ve road on portions of Highway 4 in the next few weeks. The old Lone Star Plant in Contra Costa is about 90% ready for shipment to a new location.

\[ \text{More Eureka Page, 16} \]
Inflation Cutting Into Medicare Benefits

It took a number of years of vigorous political struggle before Medicare became a reality in 1967. And now, due largely to the increasing rate of inflation and directed cut-backs in the original program, the benefits of Medicare are slowly being taken away from older citizens. It is a unhappy and tragic fact that many older citizens find themselves slightly better off than when the law was first enacted to protect them from soaring medical costs that prey upon fixed incomes.

Historically the Medicare program has been most successful in years of low inflation. In 1967, average out-of-pocket medical expenses incurred by Medicare beneficiaries during the first year of the program began average medical costs for the elderly. The program reduced this cost factor to 6.3 per cent within three years and by 1970, Medicare had reduced this factor to 4.3 per cent of their total income in 1968 and 1969. Then in 1971 inflation and tighter administrative controls led to a reversal of this pattern. For the first time, the Medicare program began average medical costs of 6.7 per cent of their total income. This was a decline of only 0.4 per cent after the beginning of Medicare in 1967. Cost cutting devices such as rules changes in rules have dropped Medicare’s proportionate share of the nation’s total health bill for older people from 66 per cent in 1969 to 46 per cent last year. And now the government, while attempting to alleviate the medical cost burden of the elderly, recognizes that declines in medical costs going up at an even brisker pace now that price controls are off.

Against this ominous backdrop, your Executive Board, the Management Trustees and Dale Marr, recently negotiated an increased contribution in order to maintain current benefits under the Pensioned Operating Engineers Health and Welfare Fund. In light of the erosion of Medicare benefits for the elderly, this was a tremendous stride taken for future retirees as well as for the current 4,000 Operating Engineers retirees and their wives. For, despite a decline in dollar coverage by Medicare, these men and women will continue to receive the following benefits:

1. Major Medical benefit to a lifetime maximum of $10,000 per person.

(a) There is a calendar year deductible of $200 for those who do not qualify for Medicare, then covered charges are 80 per cent of medical deductible.

(b) For those who qualify for Medicare, the plan provides for payment of:

80 per cent of hospital deductible.

50 per cent of covered charges remaining after Medicare has made payment.

2. Drug Benefit.

3. Vision Care.


5. Burial Expense


Eligible members will be reimbursed $10.00 per month or $120.00 annually for their payments for Medicare. If both the member and spouse are eligible, Medicare reimbursement is currently $11.60 per month or $139.20 annually.

In the ten year history of the plan, the fund has paid in excess of $5.5 million in benefits on behalf of pensioned operating engineers and their wives. Of course, the benefits are at no personal cost to the retiree whose only qualification for coverage is that he has earned at least 10 pension credits in Local No. 3. The retiree health and welfare plan is an indication of the concern that the operating engineers in Local No. 3 show for their older members and is in the best spirit of the labor movement.

Engineers To Receive Vacation/Holiday Pay

Vacation/holiday checks will be mailed out in May to those operating engineers who submitted requests during the month of April.

The vacation/holiday plan is funded by employer contributions, which differ according to collective bargaining agreements. In California the contributions are 60 cents per hour, in Nevada they are 55 cents per hour, in Hawaii they are 40 cents per hour. The rates for Utah were raised, effective July 1973, from 30 cents to 45 cents per hour.

Vacation/holiday distributions are made semi-annually in all districts except Hawaii. In order to have your vacation/holiday money sent directly to you in Nevada, Utah and California you must fill out a semi-annual payment request and submit it during the month of April for the May distribution and during the month of October for the November distribution. The Hawaii distributions are made once a year in August and the request must be submitted in July.

Request forms are available at the fringe benefits office in Las Vegas or at any Local 3 district office. If the trust fund doesn’t receive a completed request the money is transferred to the member’s account in the Local 3 credit union. The credit union then notifies the member of the total amount transferred to their account.

What is the procedure for receiving Future Service Credits for time spent in the Military Service?

The Rules & Regulations state: “A Covered Employee is to be credited at the rate of 30 hours per week for service in any of the Armed Forces of the United States for the period that he retains re-employment rights under Federal Law, provided he makes himself available for Covered Employment within 90 days after release from active duty, or within 90 days after recovery from a disability continuing after his release from active duty for a maximum of two consecutive years if his failure to earn pension credit is due to a disability that prevents him from performing work in a covered classification.

The grace period does not add to the pension credit that you have. However, it is a period that is disregarded in determining whether there has been a period of three consecutive years during which a covered employee has failed to earn one quarter of a pension credit and thus having his pension credits, subject to the "break in service" rule.

A covered employee's disability must be proven to the satisfaction of the board of trustees. Currently, under the rules and regulations of the plan, a disability grace period cannot be given for more than one year prior to the date that the application is made unless of course there were extenuating circumstances that prevented a timely filing.

What are the basic differences between regular pension and Disability pensions?

I am planning on retiring in this coming year. How soon should I apply for my pension?

An Engineering Retirement application for a pension must be filed with the Pension Trust Fund Office at least three months in advance of the date on which he wants his pension to begin, except that an application for a disability pension may be filed within 90 days of receipt by the applicant of his Social Security or equivalent disability determination.
By JIM ATKINSON, Coordinator

Al Caballero, an apprentice in San Jose, is getting an experience on a job that is the first of its kind in San Jose. He is working for Leo Plaza on the Guadalupe Creek improvement project. The project began next to the intersection of Ironwood Drive and Almaden Expressway, was bid at about $1.25 million, and includes a bridge and street improvement besides the canal improvement.

The interesting part about the project is the lining used on the canal. It is called a gabion lining, a lining which has been used for some time in Europe. One of the hopes is that it can be used for some time in San Jose.

John White, an inspector for the Santa Clara County Flood Control District, said the method was first brought to the United States about two years ago for a job in Pennsylvania. The lining is made of wire mesh baskets filled with rock. The wire baskets are made by Maceratti, a firm in Bologna, Italy. The baskets are made for the job site.

John said two different size baskets are used for this project. The baskets used on the bottom row measure 2'x2'x2' and weigh 55-56 pounds when filled. The rest of the baskets are 2'x2'x4' long.

The baskets are stacked in a step formation with each row making a step 2' wide and 18' high. Along the west side there will be 13 rows of gabions and along the east side it will vary from one row to six rows high. Twenty men are needed in placing the gabions. This includes about 16 labors, one loader, and North West Crawler crane, (rented from Jacob's Bros.), with operators and helpers.

The gabions will be placed along the slope, tied together and filled with rock. The voids behind the gabions, next to the slope, are filled with coarse aggregate before the next row is placed. The men place an average of about 50 gabions per day, with a high of about 70 gabions in one day.

Upon visiting Plaza's plant on Homestead Hill Road, which is the source of the rock, we learned from the foreman, Manuel, that because of a shortage of about 40,000 tons of the No. 1 banking needed for the creek bed, and for production, a new grizzly is being constructed.

Manuel said that all four rows of gabions in each project will be constructed from this new grizzly. The four rows are in aggregate class III, and they are coarse aggregate class II, No. 2 backing, ranging in size from 200 pounds to two tons per half-ton rock (the latter two being used along the creek bed).

Gordon Wynn, the project superintendent, said that the apprentices have at least three important advantages over concrete lining. First it has an aesthetic and ecological value in that it is more pleasant, to view because as the gabions collect sediment they will support vegetation. Second, the lining will be more durable as it is resistant to earthquakes and not susceptible to cracking. Many people in the aggregate class III have been required to sign that ethnic derivation card and on the bottom it is always indicated that you are determining your ethnic code and signed by your under penalty of perjury. There are many minorities and they are checking to see that the ethnic derivation is correct as it states on the paper that you may have signed.

Many people in the industry have been required to sign that ethnic derivation card and on the bottom it is always indicated that you are determining your ethnic code and signed by your under penalty of perjury. There are many minorities and they are checking to see that the ethnic derivation is correct as it states on the paper that you may have signed.

So you go to the Ranch when you wouldn't be working anyway. Thus, no unnecessary lost work time. Also your employer appreciates it because he can also plan his work to correspond with your schedule.

By L. E. BUSBY, Coordinator

Last month's Engineers News headlines were "Marr calls for emphasis on safety." Dall Marr, business manager, and Jack McMinn, administrator of apprenticeships, are taking this statement and are doing something about it. All Local 3 cars and all apprenticeship cars are equipped with fire extinguisher, first aid kit and flares. If an emergency arises, the engineers are equipped to assist until help arrives.

In spite of record rainfall this winter, Solano and Marin Counties have not been unproductive. As of this writing, approximately 60 percent of the apprentices from here have taken advantage of the poor weather to go to Rancho Murrieta and fulfill their obligation for related training.

We are proud to say that every one of them went of their own free will. Not one of them had to be rotated from their job to the Ranch. The ones who were working discussed the fact that they had to go to the Ranch in the near future with their employers. In turn, their employers told them when it was going to be slow and the apprentices made arrangements with the dispatcher to go to the Ranch at that time.

Handling the situation in this manner is best. If you explain appropriately when you have to go to your employer, quite often he knows of slack periods coming and can make you aware of it. So you go to the Ranch when you wouldn't be working anyway. Thus, no unnecessary lost work time. Also your employer appreciates it because he can also plan his work to correspond with your schedule.

By JACK H. McMANUS, Administrator

During the past month one of the functions of the Administrative Office was to attend a VICA (Vocational Industrial Clubs of America) conference held by the area chapters where Local 3 coordinated. In vocational education and industrial education met in conference to plan their agendas and their goals for the forthcoming year.

In addition to the general aims of VICA it was a genuine pleasure on my part to study and to watch, to listen and learn, to participate and to join with some young people in the field of education, which is comparable to the 4-H Club or the Future Farmers of America. The same holds true for VICA as it applies to industry. Those young people were polishing their skills in meeting one another, as well as learning how to use their influence with their friends and the principals of public speaking. Yes, even politics and some of the advances of industry.

The eagerness and the knowledge and the many persons involved contributed toward making this one of the most enjoyable meetings I have ever had the pleasure of attending. But, above and beyond that, from those young people I have accepted one of their temts and principles and I believe everyone should be aware of it and should learn to use it. That tenet is "THE DIGNITY OF WORK."

Let's think about that for a moment and see what we come up with. Look around you and your industry, the fellow workers and the fellow apprentices and ask how many of those people in your opinion believe in the dignity of work. What most people will say is that "I do not want a hand-out for whatever reason. I would like to have the dignity of making my living, for my family, in my vocation." There are those who say they would "rather do what they love." Those people may have it right, but I would hope that you would look at it the same way and feel much the same as the young people of VICA throughout the United States and the rest of the world. Let's think about VICA and watch it grow and it will grow with the dignity of work.

You have probably heard about federal regulations as well as court orders and injunctions until all is made clear and all is said and all is done about. Let's try to explain some of that for your benefit. Under the federal regulations that apply to most businesses, but particularly the apprenticeship business, all you need to do is establish an apprenticeship program. That is all.

In conjunction with the Office of the Compliance Monitor as well as the Equal Employment Opportunity Commission we are assisting in a project to determine the validity of ethnic classifications of members of the industry. To that end, they have employed eight people who are covering the 46 counties of Northern California and they have been given special cards for Native Americans. There are many minorities and they are checking to see that the ethnic derivation is correct as it states on the paper that you may have signed.

In some instances, the card has the wrong ethnic background and has nothing to do with the ability of a training program to train or to make the person qualified. In this project, your daily work basis cannot recognize the difference between nationalities or colors. Everyone who gets on that machine is an operator or is learning to be an operator.

Some of the things that he can help you with are to insure that you are in the correct branch of training, that you are employed in a project having training that is current and that is what is required. The administrator's office, as a heavy duty repair shop, to make sure that you are getting the work training opportunities on the job and with the employer, to insure that you are going to learn and not merely take up space. That is a function of the Apprenticeship Office.

Supplemental Instructin he can make sure that you are going to get up there and get that instruction that you need, and if you have the Notebook Page 9
APPRENTICE JOHN CIENEGA and one of the four horses he keeps on his 40-acre ranch. Ciengra raises many farm animals for enjoyment.

Apprentice Runs Farm: For un

By DON INCARDONA, Coordinator

John Ciengra was born in Salinas and lived in Gonzales for 16 years. Then he and his family moved to Gilroy to live. John graduated from Live Oak High School. Then he got a job at a station.

He was drafted into the army for two years, where he served as a medical supply clerk at Fort Riley, Kansas. After his discharge from the army, John went back to work at a service station, then he got a job as a laborer. He was driving trucks at the time he was indentured into the Operating Engineers Apprentices Program last October.

John, who is presently working for Granite Construction in Salinas, lives on a 40-acre ranch in San Martin where he raises all kinds of farm animals. He has 15 pigs, four horses, five calves, chickens, rabbits, ducks and pheasants. When we asked him why he was raising all the animals he said just because he likes them, that he wasn't raising them to sell. So you can see John has plenty to do to keep him busy in the off season.
Education Allows Apprentices A Chance To Be Competitive

By NELSON UMAMAKA,

In obtaining field reports on apprentices, comments from employer-supervisory personnel rate highest in importance. The term "apprenticing" to "he's all right" to "we're terminating him".

As you may already guessed, the topic of discussion here is the apprenticeship program. Contributing factors to work performance are: attitude, reputation, communication, safety consciousness, and the ability to accept constructive criticism. Apprentices who are lacking in any of these factors usually have problems while engaged in our program.

Personal counseling is sometimes the remedy. Disciplinary action is used less frequently, but the program may, at other times, be of necessity. The latter action here may be required for different reasons than poor work performance. An apprentice may say that he has nothing to lose and everything to gain by being consistent in his work performance every single day that he is on the job.

Unions are told by many that everybody has an "off day." Granted, but remember this: That "off day" is a remembrance by your co-workers and employer more often, and longer than you can imagine. Be afraid to work safe, honest, and hard. Construction is a highly competitive type of business. We believe you can succeed in the J.A.C. if you try to make yourself competitive through education.

By ROBERT W. BEALL,

New Melones has been under construction for several years. There has been approximately $32 million spent since 1966.

Some of the areas already completed are the main access roads, administrative headquarters, intake structures, and opeating lot, preliminary scaling of the concrete, and a $180,000 3,800-foot diversion tunnel, completed in December 1975. The new road and road location project is under construction and the area for the lands for the lake area has been completed.

On November 10, a low bid of $83.2 million was received for construction of the main dam in October 1972, but award of the contract was withheld pending the outcome of a suit filed by the Environmental Defense Fund, Inc., the Sierra Club, and others. The suit alleged the Corp's action in awarding this contract was inadequate. Later on the U.S. District Court found the state to have given the land to the National Forest Service.

The 9th Circuit Court of Appeals upheld the decision of the state on May 1.

The Corps has been appealed to the Supreme Court, but the Water District has been awarded the contract for the project.

Seeger testified during the trial of a suit brought by the McCarthy Brothers to the project.

A $4 million capital improvement program, including about $8 million for projects in the North Marin area, has been proposed for fiscal 1974-75 by County Administrative Officer. The improvement program is to be considered by county supervisors on April 2, is broken down by city, for general projects and expenditures to be unsubmitted.

In 1975, the Corps estimated a need for $160 million to complete the project by the end of 1976. The actual peak of the work season was finally becoming a reality.

By the time this article reaches you, the Easter holiday will have arrived, Don Griffin II, born on April 2, is broken down into the city, by city, and for general projects and expenditures to be unsubmitted.

The next safety meeting is on Monday, May 21, and everyone should be back on the job at the peak. The actual peak employment will be between 1976 and 1978. Needless to say, we hope you are not one of those who are leaving. The program is finally becoming a reality.

The environmental impact report for the $750,000 for housing would have been paid to the building in Marin county was

Environmental Defense Fund, Inc., the Sierra Club, and others. The project was approved by the County General Plan.

Apprentices To Work On New Melones

By AL HANSEN and W. LUCKY SPRINKLE,

Business Representatives

As this goes to press, the major development along the waterfront at Sausalito was discussed in about two and a half hours of heated discussion. A 4-1 vote building code until the development, passed. The freeze will permit the city to study the probable impact of the major projects on the city's already severe traffic problems, especially along Sausalito Blvd.

The environmental impact report for the $2.9 million low and moderate-income housing project, located on a 15-acre site in Sausalito, was approved on April 2, with the approval of a motion to keep the project. The project, approved by the County General Plan was called "Pacific View Point".

The project was put before the board because the city had already marked the need for it.

The city had the conservationists as a part of the project.

If you are a member of a district residents or departments or districts, you feel the construction of a joint facility should be the economical way to meet our needs.

A virtually complete change in Marin Municipal Water District governance will be possible in the June 4 primary election.

Four of the five directorships will be up for the electorate's decision. In most past elections, little attention has been paid to the election.

For many years, it was practically self-perpetuating, and there was little or no opposition. The election grew greater attention in 1976 because the county was ready for a major project to bring Russian River water to South and Central Marin. The proposal was in the aftermath of defeat of a huge $30 million bond issue.

The board that will invest considerable effort to place conservat- ions as a means of discouraging growth.

The proposal was put before the board by the City of Sausalito, which had already marked the need for it.

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FEACHING TECHS

By ART PENNEBAKER
Administrator, Surveyors’ JAC

Now that a new work season has arrived, the following surveyors have been engaged in answering questions concerning the impact of the Federal Court injunction on the job market.

There are bearings to the twenty-five new trainees being absorbed by the new trainees entering the field. The new trainees are being absorbed at a rate of 20 per cent each day. As of April 26, 1974, 34 new trainees have been absorbed. The new trainees are being absorbed at a rate of 20 per cent each day. As of April 26, 1974, 34 new trainees have been absorbed.

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Many Projects Scheduled for San Jose

By MIKE KRAYNICK, District Representative

The State of California awarded the contract on April 23 to the Joint Venture of Olds, Dukach and C. K. Moseman. They should be clearing the right of way as you read this.

Mike Kraynick, district representative, has begun a program in our office to help the employees who are interested in the work that we are doing. The engineers are trying to find a way to help all of the employees.

The second freeway problem is on Highway 17 near Lexington Dan, just south of Los Gatos. A long-term underground project has been reactivated by the rain, has been pushing the road, which carries 17,000 vehicles a day, into San Jose and Santa Clara Counties and has put it in danger of caving in. The present plan is a solution for the problem. The plan includes extensive landscaping.

The State of California awarded the contract for the Guadalupe Freeway that is scheduled to be completed in 1976.

The plan has been presented to East Side residents in the form of a holding meeting on a master flood control plan for the area.

We had our first job stewards' meeting March 21 and it was very constructive. Also, brothers, we need to build up our blood bank reserve, so please help.

The supply in the Marysville District Blood Bank is very low; we are down to 18 donors. Anyone wanting to donate may do so at the following血 bank:

MARYSVILLE: Marysville Art Club (just behind the Elk Lodge), 415th Street, Marysville, 1-7 p.m., second Tuesday of each month.

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By A. A. CELLINI, District Director

Some 35,504 signatures are needed by May 27 to win the measure. The tentative of the initiative would declare petroleum corporations public utilities, thereby restoring their regulations by the Public Utilities Commission. P.U.C. regulations would mean that oil companies would have to justify price increases. The initiative has gained the support of labor groups throughout the state as well as conservative and environmentalists. It is endorsed by the Consumer Federation of California and the California State Council.

The United States Supreme Court last week refused to review our Supreme Court's approval of the initiative for a state constitution which requires a state's chief executive to be elected by the voters. The measure is being accepted by the state as the right to fire an employee is a right that cannot be taken away.

The purpose of the measure is to ensure the efficiency of the department or agency for which he or she works.

Fifty-one members of Congress are not seeking re-election. Sixty-one are running against 30 with 20 plus years service. "It's just not fun anymore" one member said. They all said the reason is not to see our country is in this position but personally, socially and judicially, "Not fun anymore." Abandon ship!

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Utah Construction Now Hit And Miss

By TOM MILLS,
District Representative and
WAINE LASSITER, RXER
DAIUS R. THOMAS, JR.,
VANCE ABBOTT and
WILLIAM F. BRADSHAW
Business Representatives

With April being the most er-
3 rods-month of the year, bids for proj-
3 rods are on a hit and miss basis with warm
turning this one day to be
3 rods-blizzards conditions the next.

James Reed Construction at
3 rods north of Brigham City
is working on this overpass bid.

A seven-mile stretch of I-15,
between Hot Springs and Brig-
ham, in Davis County, is sched-
3 rodsuled for completion in
3 rods 1975. Arthur McGuire Construc-
3 rods tion has kicked off their project
at Kennebec Copper Corporation.
3 rods

The State Department of
Reclamation has called for a
new road construction project
in the Salt Lake City area has
3 rods started to hum. The building in-
3 rods dustry is looking like they won't get ofF
3 rods much work in the canyon
this season as well as some jobs
3 rods in Arizona. The company has been
3 rods looking for sub-contractors to
3 rods complete this project. The
3 rods completion date should be
3 rods in November of 1974.

E. B. Steedley Construction
3 rods started construction
3 rods on the $5 million flota-
3 rods tion mill at Park City. This is a
turn-key project with very few
3 rods sub-contractors. The completion
date is early in 1975.

With a mild spring and a
3 rods number of contractors recalling
3 rods their steady engineers, work
3 rods in the ground this year. Some of
3 rods the older projects have been
3 rods completed. The company has
3 rods started to let
3 rods some of the jobs
3 rods proposed for this sea-
3 rods son will most likely be
3 rods awarded by the U. S. Forest Serv-
3 rods ice.

The Bureau also advertised for
3 rods bids for two other jobs at the
3 rods Auburn Dam site. Bids for the
3 rods administration building will be
3 rods opened on May 14 in Auburn. The
3 rods building is estimated to
cost $600,000 to $1 million.

By CLEM A. HUOER,
District Representative
and
AL DALTON, AL SWAN,
and
BILL MARSHALL
Business Representatives

In March, 1974, the Bureau of
Reclamation ruled that the Bureau of
Reclamation had filed an in-
dependent report on the Auburn Dam. The
birdwatchers have scored again, bids for
three other jobs at the pita-
railroad and the Placer County Hos-
in is going to be
3 rods refilled with 40,000 yards of im-
3 rods port within five months or he
3 rods would halt construction on the
3 rods project. The project has been an excellent job
3 rods and is expected to be completed by
3 rods May. The grade is 95 per
3 rods cent of the existing grade.

Shelton, Presley (Glady's, Wife)
1559 W. Harrarville Rd., Ogden, Utah
Simms, Loren (Ruth F., Wife)
2278 Westminster, Salt Lake City, Utah
Stevens, George W. (Albert Hamell, Brother)
4117-50th St., Sacramento, Ca.
Weber, Harold (Madie, Wife)
2207 Smith, Reno, Nevada
Whitehurst, Pete (Eileen, Wife)
3401 "R" St., Eureka, Ca.
Woolsey, Fred (Nita, exWife)
4117-50th St., Sacramento, Ca.

Judge Rules Against Auburn Impact Report

The bureau states they will
have no problem in meeting
Judge MacBride's request and
3 rods have proceeded to
3 rods process on schedule and call for bids on May
3 rods 18 on approximately 800,000
3 rods worth of work including excava-
3 rods tion for the foundation of the
3 rods mammoth 700-foot-high concrete
dam.

The bureau also advertised for
bids for two other jobs at the
Auburn Dam site. Bids for the
administration building will be
opened on May 14 in Auburn. The
building is estimated to
cost $600,000 to $1 million.

Opening of bids for a vehicular
overpass over the Southern Pa-
Kaibab railroad tracks in Auburn
will be held on May 21 in Auburn.
The job, project to cost $400-
000 to $600,000, will provide for
four-lane traffic and will be
a major feature of the relocation
of Highway 40 over the Dam
and through the city. Bids for the
location, known as the ED route,
will be called for next spring.

Mahoney-Higgins, Inc. has
been awarded a $2 million contract for the
administration building. The project is
scheduled for completion in 1975.

Granite Construction is well on
its way with the 4,000 feet of
levee protection and a 3,000 foot inspection
wall and 6 feet deep, which will be
refilled with 65,000 yards of im-
port brought from their Bradshaw pit.
At this time they are employing
their own labor and plans to hire more. Brother
Al Verrucos is general super-
intendent and is in charge of all of Granite's projects in this
area.

A. Rolato and Sons now have
two shifts working at their Jack-
son Road Plant with hopes of con-
continuing the $70,000 per month pro-
gram. Bed Lion Motor Inns have
started their model complex and
bed and breakfast operations.

On the Mono freeway, Cox
Brothers Construction is work-
3 rods on a two-shift program. This is
3 rods one of the jobs that Utah was
3 rods awarded. This program will probably move to
another job for Cox Construc-
3 rods tion in the near future.

L. A. Young Construction is preparing to
3 rods work in Salina Canyon and the men on this
3 rods job were able to keep their positions.

The project completion date could be moved up much earlier than previously
expected. The job is also working and it looks like a very good
year for the men.

Thorn Construction has started
their spread at Fountain Green and are still fighting mud.

There are only seven operators
on this job but the number will increase. L. A. Young Construction
is apparent low bidder on a job in Arizona and is doing some work in the near future.

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The bureau states they will
have no problem in meeting
Judge MacBride's request and
have proceeded to
process on schedule and call for bids on May
18 on approximately 800,000
worth of work including excava-
tion for the foundation of the
mammoth 700-foot-high concrete
dam.

The bureau also advertised for
bids for two other jobs at the
Auburn Dam site. Bids for the
administration building will be
opened on May 14 in Auburn. The
building is estimated to
cost $600,000 to $1 million.

Opening of bids for a vehicular
overpass over the Southern Pa-
Kaibab railroad tracks in Auburn
will be held on May 21 in Auburn.
The job, project to cost $400-
000 to $600,000, will provide for
four-lane traffic and will be
a major feature of the relocation
of Highway 40 over the Dam
and through the city. Bids for the
location, known as the ED route,
With Safety In Mind

MESA Safety Seminar Held
By JERRY MARTIN, Director of Safety and Training

In response to a special invitation, your union safety representatives were in attendance at a Mine Enforcement and Safety Administration seminar held April 10, 1974 in Sacramento.

Because of the extremely high accident rate incurred with rubber-tired loaders, M.E.S.A. of Washington, D.C., under the guidance of Administrator James M. Day, has put together some very informative material about this problem.

They have told us that in the "saddle" on this particular piece of equipment know and fully understand the underlying dangers involved. So we would like to pass this information along in hopes of benefiting some operators who are not fully experienced.

The primary and main factor to remember when working around a rubber-tired loader—and we can't stress this too strongly—is to remember that the center of gravity is constantly changing. When we say center of gravity it means literally just that: the exact center of where the weight of the entire machine is located, horizontally and vertically, and at such times when the bucket is loaded (and with which material) and when the bucket is empty. Another factor involved is the height at which the bucket is being carried.

More generally a good loader operator recognizes all of these factors. It is up to him to maintain a smooth, efficient operation which comes from this. This can be accomplished by adjusting the travel speed, hoisting height, turning the machine in a smooth pattern, etc., to fit the situation. Then, always bear in mind that a complete respect of machine, work surroundings, human failure elements, to name a few of the natural hazards, are no respecters that need to be dispatched to an employer to file a job as a rubber-tired loader operator, walk around the machine and look it over for the following items:

- Check the TIRES—If they look soft or bulged out insist the press be checked.
- If it doesn't have a ROLL BAR (R.O.P.S.) ask your supervisor about it.
- Check the BRAKES—If it doesn't have a ROLL BAR (R.O.P.S.) ask your supervisor about them.
- Run the BUCKET up and down, tilt the bucket and check it for any dents or bends.
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Think SAFETY, ACT SAFELY

Under new rules, the U.S. Department of Labor's Occupational Safety and Health Administration will provide an official register of testing laboratories that have been accredited.

More than 20,000 young Californians began State-approved apprenticeship programs in 1973, with about 70 per cent of them going into construction and building trades.

MANY SAFETY REPRESENTATIVES gathered recently for a seminar of the Mine Enforcement and Safety Administration held in San Francisco. From left to right are Wally Schell, MESA, New Mexico; Thomas Lukin, MESA district manager (standing); Ed Hollop, MESA, Pennsylvania; John English, MESA, Oregon; Sam Coburn, Local 3 safety representative; Modesto, Bruce Sutphin, safety coordinator for Granite Const., Watsonville, Calif.; Jerry Martin, Local 3 director of safety and training; Phil Pruett, Local 3 business representative, San Mateo; Jack Short, Local 3 safety representative, San Mateo; Robert R. Alameda, Calif.; Vance Abbott, Local 3 safety representative, Utah; Charles Keich, financial secretary, Local 7; Paul Shapiro, MESA sub-district manager, Nevada; Lenny Fogg, Local 3 safety representative; E. F. Allen, MESA sub-district manager, Alameda.
ENGINEERS NEWS

More Persons... (Continued from Column 2)

military exclusion for extended active duty personnel continues to apply without limitation. Regarding prisoners of war, etc., now the exclusion of combat veterans is reinforced by the law. Any injury incurred in a combat zone is extended until the earlier of: (1) resumption of full duty status; or (2) termination of active military duty.

They now provide for total exclusion of compensation received by military or civilian employees for any month he was a prisoner of war and for any month he served in a combat zone. The law reads: "If any person... "...who served in a combat zone for any month he served in a combat zone..."

They now provide that a member of the armed forces who dies after Aug. 5, 1944, in a combat zone or from wounds, disease or injury incurred in a combat zone is entitled to the following: (1) resumption of full duty status; or (2) termination of active military duty.

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1974 MEETINGS SCHEDULE

1974 SCHEDULE OF SEMI-ANNUAL DISTRICT & SUB-DISTRICT MEETINGS

MAY

7 Sacramento, Tues., 8 p.m.
8 Oakland, Thurs., 8 p.m.
10 Stockton, Tues., 8 p.m.
13 Sacramento, Thurs., 8 p.m.
18 Fresno, Tues., 8 p.m.
19 Turlock, Thurs., 7 p.m.
24 Stockton, Tues., 8 p.m.
26 Sacramento, Tues., 8 p.m.

JUNE

1 Sacramento, Tues., 8 p.m.
2 San Jose, Thurs., 8 p.m.
3 Stockton, Tues., 8 p.m.
4 Stockton, Thurs., 8 p.m.
13 Elk Grove, Thurs., 8 p.m.
27 Fresno, Tues., 8 p.m.
28 Stockton, Thurs., 8 p.m.
30 San Jose, Thurs., 8 p.m.
2 Turlock, Thurs., 7 p.m.

DISTRICT & SUB-DISTRICT MEETING PLACES

San Francisco, Engineers Bldg., 474 Valencia St.

Valencia Bldg., 400 California Avenue

Labor Temple, 2162 Almaden Rd.

Stockton, Engineers Bldg., 2525 Stockton Blvd.

Oakland, Labor Temple, 23rd & Valdez.

DISTRICT 10-SANTA ROSA

275 North California, 95403
(415) 456-7880

DISTRICT 11-RENO

7 Reno, Sat., 8 p.m.
8 Eureka, Tues., 8 p.m.
14 Oakland, Thurs., 8 p.m.
16 San Francisco, Wed., 8 p.m.
24 Honolulu, Wed., 7 p.m.
27 Fresno, Tues., 8 p.m.
29 San Jose, Thurs., 8 p.m.
30 Stockton, Wed., 8 p.m.
31 Modesto, Thurs., 8 p.m.

DISTRICT 13-SALT LAKE CITY

253 North 2500 East
Salt Lake City, Utah 84103
(801) 363-6500

DISTRICT 14-ODEGON

253 North 2500 East
Salt Lake City, Utah 84103
(801) 363-6500

DISTRICT 12-BYRON

430 North 2500 East
Salt Lake City, Utah 84103
(801) 363-6500

DISTRICT 11-ENGO

May 24, 1974

Locate the center of the room, here in Modesto. Demolition is beginning by the M. D. Watson Paper Co. to clear the "H" street block in Modesto. Right buildings are to be torn down for the present and a new mal- l two-story office building. Progress on Ralston Towers in downtown is dependent on the background schedule, but the company hopes to make it up now that the building is up. Construction is under way in July. We have requested a pre-job hopes with Emmet Hahn Co., who will be the prime contractor for the new Modesto Mall north of the hillside subdivision. They plan to vacate theTalking Village Shopping Village will get a $13.5 million remodeling and upgrade. They expect this facelift to be completed before the Hahn shopping center is completed.

Hallum Construction Co. of Turlock was the low bidder on a $1.5 million contract to reconstruct the Dustin Road bridge over Dry Creek in Stanislaus County. Numerous organizations will be meeting the situation that the Stockton developer is working the situation to get the $230,000 project for $230,000. A Teichert also won a low bid to reconstruct Airport Way from Treasure Island to Ripon Road for $38,000. Turlock is still low bidder at $18,000 to reconstruct the Dustin Road bridge over Dry Creek in Stanislaus County.

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