Utah Members Give Approval to Master Construction Agreement

Members of the Operating Engineers Local 3 have overwhelmingly approved the new three-year Master Construction Agreement for the state of Utah. Over 97 percent of the members in attendance at the June ratification meeting approved the new contract, which calls for an across-the-board increase of $3.60 spread over the life of the agreement.

Business Manager Dale Marr praised Vice President Bob Mayfield and District Representative Tom Bills for their efforts in negotiating what he believed to be the best construction agreement to date for the building and construction trades in Utah.

"At this time, we know of no other construction union in Utah which has been able to settle for such a high increase for the members this year," Marr commented. He pointed out that the laborers union in Utah recently settled for an increase of $1.42 to be spread over three years. The new agreement for the roofers at $3.35 over three years is also substantially lower than the new Local 3 agreement.

For the current year beginning July 1, members will receive an increase of 75 cents an hour in straight time wages for all classifications. The rest of the negotiated increases will be applied to maintaining and upgrading the various fringe benefits.

In addition to the current increase, the new contract calls for a $1.29 increase in wages and fringe benefits in July 1979 and again in July 1980. See pages 7 through 10 for a special "pull-out" sheet containing the major changes in language, manning and wage rates.

New Boom in Construction

This is the view from the controls of the crane operated by Local 3 member Jim Ainau. He and fellow Tom Sanders are currently working on the $4.8 million opera house addition in San Francisco—one of the many projects signaling the largest building boom in the city's history.

Throughout Local 3's jurisdiction, the work appears to be better now than it has been in over eight years. A number of key interstate projects in Nevada and Utah, coupled with the jump in private and public works projects in California have nearly emptied the district hiring halls.

The passage of Proposition 2 in June assures that there will be enough matching funds on the state level to continue the Clean Water program in California.

Taxpayers 'Take Initiative' to Cut Revenue

By John McMahon

The late United States Supreme Court Justice Oliver Wendell Holmes once said that "taxes are the price we pay for civilized society." Assuming that to be true, voters, by a margin of 2 to 1, supported Proposition 13, the California business and property tax initiative, on June 6 that California was better now than it has been in ever-\n
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By DALE MARR, Business Manager

Summary of Recent Events

The following year, Henning在全国范围内的建设活动中取得了显著进展。他在Road Maintenance jobs方面的工作得到了认可，这使得他能够在建筑领域获得更多的认可。在Road Maintenance jobs方面，他通过与Local 3的工会成员合作，帮助建筑工人找到更多的工作。

Recent Events

SEATING NEWS

DALE MARR

Business Manager and Editor

HAROLD HUSTON

President

BOB MAYFIELD

Vice-President

JAMES "RED" IVY

Recording-Corresponding Secretary

HAROLD K. LEWIS

Financial Secretary

DON KINCHLOE

Director of Public Relations

KLEN ERVIN

Managing Editor

Publication No. 176560
Advertising Rates Available on Request

Publisher: California Scholarship Federation

The Advertising rates are available on Request.

The California Scholarship Federation is a non-profit organization dedicated to providing scholarships and assistance to students pursuing higher education.

The scholarship recipients are selected based on academic achievement, financial need, and community service.

Scholarship Winners Announced

Winners of the 1978 Operating Engineers Local Union No. 3 Annual Scholarship Competition were announced by Business Manager Dale Marr following the June 20 meeting of the rank and file Executive Board.

First place went to Michael Christiansen, 18, of Richfield, Utah, who will receive a scholarship of $750 to apply to their college education.

Second place went to Regina Benzonelli, 18, of Eureka, Calif., who will receive a scholarship of $750 to apply to their college education.

Third place went to Jodi Ensunsa, 18, of Nevada, who will receive a scholarship of $750 to apply to their college education.

The winners and runners-up were selected by the Executive Board in accordance with the recommendations made by the Committee on Undergraduate Scholarships and Honors at the University of California, Berkeley.

Michael Christiansen is the son of Don and Catherine Christiansen. He is a graduate of Richfield High School and plans to attend Brigham Young University in Provo, Utah.

Regina Benzonelli is the daughter of Gottardo Benzonelli.

Michael Christiansen is a member of Local 3 since 1975.

Regina is a graduate of Eureka High School and plans to attend Humboldt State University.

A straight-A student, Regina was named a member of the California Scholarship Federation throughout her high school years, and in her senior year, served as the organization's vice-president for her school.

Her skill in mathematics enabled her to place sixth in the recently held Empire Mathematics Tournament, and to receive the Bank of America certificate in the field of mathematics.

Besides her academic work, Regina has been active in drama, music, photography and sports.

Regina Benzonelli

Michael Christiansen
Operating Engineers Get Hard Dollar Increase

(Continued from Page 1)

The wage increase for the Technical Engineers Master Agreement becomes effective July 16, with the fringe benefit increases taking effect August 1. A cost of living increase will take effect December 1 for certain classifications of journeymen working under wage and fringe benefit increases as those listed above for the California and Nevada Master Construction Agreements.

Wage and fringe increases for engineers working under the Master Agreement for Equipment Repair went into effect with a cost of living adjustment scheduled for November 1.

Engineers working under the Master Agreement for Equipment Repair, the Nevada Master Construction Agreement and the Memorandum of Agreement with the Dredging Contractors Association of California will receive the same wage and fringe benefit increases as those listed above for the California and Nevada Master Construction Agreements.

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Wage and fringe increases for engineers working under the Master Agreement for Equipment Repair went into effect with a cost of living adjustment scheduled for November 1.

Engineers working under the Nevada Master Construction Agreement will receive wage increases computed in accordance with the 85 percent formula negotiated in the existing contract. All fringe benefits remain as negotiated in the existing agreement.

Yerba Buena Bid July 7

San Francisco's Public Works Department has officially set the date for receiving first bids on the opening phases of the Yerba Buena Convention Center. The initial proposals cover mass excavation, dewatering and shoring. Officials indicate that bidders have the option of entering separate bids for individual jobs or submitting a lump sum figure covering all three.

The much debated project was given final approval last month when the San Francisco Board of Supervisors passed four pieces of legislation authorizing the go-ahead. The $100 million convention center is expected to provide over 600 construction jobs throughout all the building and construction trades crafts.

$148 Million in Construction

The U.S. Bureau of Reclamation has announced that it expects to issue more than $148 million worth of construction throughout the rest of the summer months. The bulk of the outlay will go to the completion of the Central Valley Project in California—specifically Reach 8 of the Tehama-Colusa Canal project in the Marysville District and the Suger Pine Dam near Forestville. Other construction funds will be used for water development projects in Arizona and Southern Nevada.

Expansion Slated for I-215

Completion of the southeast quadrant of I-215 in Salt Lake, Utah is scheduled to begin this fall, according to Utah Transportation officials. The long-awaited project, estimated at $43 million, will be constructed out in separate projects. The first phase will begin November, with the other phases following every few months through 1982. The project running from 3rd East and 64th South to Wasatch Blvd. and 45th South was delayed for several years pending the outcome of an environmental impact statement.

Phase 41 Bids to Open

Assemblyman Richard Lehman (D-Fresno) has announced that the completion of Phase 41 in Fresno "is now a reality." The Department of Transportation will be opening bids for the second phase of construction along routes 180 and 41. The project, estimated at $118 million entails the construction of bridges, drainage and grading and paving stretches of the routes.

Hwy. 17 Jobs Awarded

CalTrans has awarded bids totaling over $1.8 million for two road projects on Highway 17 in Santa Clara and Santa Cruz Counties. Raisch Construction Company of Mountain View was the apparent low bidder for the construction of auxiliary lanes on Highway 17 in San Jose. Madonna Construction of San Luis Obispo was the apparent low bidder for the construction of the bridges, drainage and grading and paving.

Sewage Plant Bid Below Estimate

The low bid for the East Bay's Union Sanitary District sewage plant is nearly 26 percent below the engineers' estimate. Received from C. Norman Peterson of Berkeley, the bid of $24.1 million was $8.3 million under the $32.4 million estimate. The project—part of the Clean Water Grant program—will consist primarily of the construction of a 20 MGD secondary treatment plant.

The new plant will be located adjacent to the present facility in the west end of Union City and will treat all the sewage from the Tri-city area. Actual ground work is expected to begin in four to six weeks and take approximately three years to complete.

PG&E Seeks Plant Approval

The State Energy Commission has announced that it will begin hearings within 60 days on Pacific Gas and Electric's notice of intention to construct a combine cycle power plant in Pittsburg, Contra Costa County. Construction executive director James Walker said he has certified that the notice contains the required information to begin the commission's decision-making process to determine whether the facility should be built.

Plombo Tackles Monterey Project

In spite of the fact that they are having to excavate in the middle of scenic Monterey, Plombo Construction is progressing well on its sewer job. The project, when completed, will transfer sewage from the Pacific Grove treatment plant to the Monterey plant.

Plombo has had to install over 16,000 feet of force main and 11,000 feet of gravity sewer through granite, water, sand and silt, while maintaining the status quo of such sensitive historical areas as Cannery Row and Fisherman's Wharf. The project has required the company and workers to go painstaking planning to minimize traffic congestion. Trenches were backfilled each day and temporary pavement laid by 4:30 p.m. so there would be no interference with heavy traffic periods. The job has also required extensive barriers to protect certain portions of the project from the onslaught of the Pacific Ocean.

New S.F. Sewer Contract

A Chicago construction firm is the low bidder for the largest single public works contract in San Francisco history. Gust K. Newburg Company in a joint venture with Huber, Hunt and Nichols Company of Indianapolis, bid $134.8 million to build the southeast sewage treatment plant, part of the city's $1.5 billion wastewater management program. Construction is scheduled to begin in September and last four years, providing about 2,000 construction jobs.
On Saturday, May 13, 1978, I had the privilege of attending the Northern California Operating Engineers Joint Apprenticeship Committee Annual Completion Ceremony and Awards Dinner, held in Sacramento. Again, may I give my personal congratulations to all of the one hundred and forty-two apprentices who received their Completion Certificates and are now officially journeymen.

The State of California gives a certificate along with the Northern California Joint Apprenticeship Committee Certificate. I am happy that I did not have the responsibility of selecting the outstanding apprentices of the year 1977, as I felt all that graduated were outstanding.

The Rancho Murieta 3rd Annual Retiree's Association Barbecue held on Saturday, May 20, 1978, was attended by approximately 2,500 Retirees and their ladies, compared to approximately 1,900 last year. Believe me there was a lot of dirt moved before and after the fine western beef barbecue! It's always a great pleasure for me to reminisce with the many old-timers who played such an important part in making Local No. 3 the greatest union in the world!

We appreciate International Union of Operating Engineers, General President J. C. Turner, and General President Emeritus Hunter Wharton for taking time out from their busy schedules to attend, and their words of wisdom gave to us.

Hundreds of representatives of AFL-CIO unions throughout the state along with our officers attended the annual three-day Joint Legislative Conference in Sacramento, sponsored by the California Labor Federation AFL-CIO, and the State Building and Construction Trades Council of California.

All members of the California State Legislature were informed prior to the conference that representatives of local unions and central bodies from their own district would be visiting them in their Sacramento offices during the conference to seek support for a broad range of legislation aimed at improving the social and economic conditions of the California Labor force.

The visits with legislators are an integral part of the Legislative Conference.

Enclosed with a letter to each legislator was a list of more than twenty California AFL-CIO backed bills, including a brief description of each, to make sure all legislators have had a chance to familiarize themselves with some of the major aspects of labor's 1978 legislative program.

A similar list of bills of particular concern to construction workers was also prepared by the State Building and Construction Trades Council. We will be watching very closely to see how each politician votes on these important bills. We are not interested in what they say, only how they vote!

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**Dirt Moving on 'Freeway to Nowhere'**

District Representative Tom Carter reports that the infamous "freeway to nowhere" in San Jose is finally on its way to being completed.

Rasch Construction was low bidder this month on a $7.5 million contract to complete the first phase of the interchange to connect I-280, I-680 and Highway 101. The job will be let in at least three phases and is scheduled for completion in 1981, Carter said.

Rasch is expected to begin work on its contract by the middle of July. The job consists of the widening and realignment of Highway 101 and the completion of one ramp up to the highest structure.

**Santa Cruz Area**

Aust. District Rep. Jack Bullard reports that Chet Rudisill, Locomotive Engineer, is back after a very bad scare, which included hospitalization. He's sore when he moves, but he's working.

Al Grange is still off with that bad knee, as he will be for a long time. A tough deal yet it is Brother Larry Duncan, who lives with his wife Connie and two kids next to Brother Roger Wilson in Watsonville. Connie says he got a sinus infection on the job. It got worse fast and developed into bacterial meningitis in his brain.

He's been in intensive care since May 14 at Queen of the Valley Hospital in Napa. Larry had been working near there. With Larry near death, Connie understandably didn't think to call Local 3 Aromas Engineer Wilson asked his wife, Doris to call Jack Bullard. Bullard in turn called San Jose Rep. Hugh Bodam. Next day was Sunday, Hugh and his wife drove to Napa to help Connie. Hugh noted some "peculiarities" involved. (Not with hospital care). He spoke to Business Manager, Dale Marr, and Dale took a personal interest. As a result Connie has access to Monterey County, call Asst. Dist. Rep. Jack Bullard. You'll have a very clear map along with your ticket. "We are a four county District, Santa Clara, Santa Cruz, Monterey, and San Benito," Bul- lard said. "Let us find more unity will cost a mint of money because of the high price of the lots. The lots are high priced because of the ridiculous zoning laws he sup- ported as supervisor. Brothers, justice has well been served!"

**Barbecue**

The annual San Jose District barbecue will be held Aug. 6 at Hellyer Park off 101 in South San Jose.

**THE INFAMOUS 'FREeway TO NOWHERE'** is finally on its way towards completion. The first phase to complete the interchange connecting Highway 101, I-280 and I-680 is scheduled to get underway in July, with the expected completion of the total project set for 1982. Rasch Construction has the first contract for $7.5 million.
Nevada Report

Unfinished Links Closing on I-80

Business Rep Mickey Yarburo reports that work in the eastern part of the state is mostly due to the commitment by the State of Nevada to complete I-80 by December 31, 1978. In the meantime, the Nevada Department of Transportation is working double shifts at Wendover and should complete the 22 1/2 miles there by the end of the year.

Yardley Drilling and Prichett Construction are the subcontractors on this project, which is an unusual one, since it is a 10-kilometer tunnel that must be constructed within a 90-day period. The tunnel, when finished, will be the longest of its kind in the United States.

Max Riggs Construction is working up the structures at Wells and will, in the coming year, have both 200 and 300 percent complete on the structures at Winnemucca. At Carlin, Gary Ploof and his crew are moving very well on the grading of the Carlin bypass.

Most of the work on the Bingham Copper Mine is being done by two shifts and should be completed by the end of the year. The contract was awarded to the Northern Nevada Construction Company, which is the low bidder on 22 miles of overunderwork at the Bingham Copper Mine.

In the 3-year period since union contractors have been successful in winning a wage raise, the total cost of manhours and materials has increased by 15 percent. The average wage increase has been 50 percent, with a 50 percent increase in labor's point of view and interests. The outlook is glum for all such projects and most especially for the solar power projects, which are in the final stages of construction.

Kennebec Faces Corporate Takeover

Business Rep Bill Markus reports that Kennebec is the largest of the non-union contractors in the state and has been the most difficult to fill some work with labor's point of view. It has been difficult to fill some work with labor's point of view. The company has been very busy with approximately 1200 men and equipment. Fortunately no one has been injured in the past few months.

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Several Oakland Shops Expand Workforce

Asst. District Rep. Ron Butler reports that work in the Oakland shops is booming. Peterson-Transporter Company is thinking about putting on a second shift. So is May Injector in Fremont. All the others seem to be doing well.

"We are currently in negotiations with the Purdy Company in Hayward," Butler said. "We will soon be holding pre-negotiations meetings with employees of Kings-Knight Company in Exxeville, Williams & Lane, May Injector and Fremont diesel Svc. in Fremont and WABCO in San Leandro, and after holding these meetings we will commence negotiations with the employers."

South Alameda County

Chuck Ivie reports that the quarries are all on a full work schedule and some overtime in some places, with a night shift on the load out crews. It seems that the repair crews are working extra hours to keep the old plants in full production.

The work load is heavier in South County than it has been for several years and the job opportunities are great.

The steel mill and forge are stable and the future looks bright. Some expansion to this industrial plant may be in the making. If you think you would like to be a crane operator, check with the Personnel Department at the plant office for the steel mill.

Chuck Ivie reports that the work picture in Eastern Contra Costa County is great. You can find iron on almost every corner. Oliver Dellisiva is spread out all over Eastern County.

Piozumi has a great job in Walnut Creek that has moved along very good. Dick Fanning is the superintendent on the job with 100 thousand yards to move and will be winding down with the main haul in about 3 weeks. Jerry White has the underground and is in there getting started.

Bill Steward Bill Hodges has stayed on top of the job and who also has taken care of matters before they got out of hand, Ivie added.

Scrapyards

Well, in case you hadn't noticed things are looking pretty good. Gil Anderson reports. The scrapyards are all busy. Levin has re-hired most of the people they laid off at the time of the strike, plus two or three new ones. Schnitzer is the same, back up to pre-strike level plus one or two.

The shipyards are slowing down some and a word to the members that may be laid off, be sure and get on the out-of-work list.

Dredging is still moving along pretty well. Shellmaker has finished up in San Leandro and Santa Cruz and are doing some dredging at Point Sonoma. Watson has started two shifts at Byron. California Dredging is running at Mare Island with two shifts. Smith-Rice has a couple of months at work on a job over in the bay. Great Lakes is back in Oakland and getting their equipment ready to go to work.

Peter-Kiewit has most of their floating stuff working. The Coshasen are working hard. The Jerome is in San Francisco.

(Continued from Page 5)

Wayne Lassiter reports that Gibbons and Reed Company has completed the detour on 500 West and I-80. This detour will provide access to the industrial area just west of the Salt Lake City Municipal Airport. Quite a number of companies, such as First Security Bank and Skaggs Drug Company, have built warehouses and offices in the industrial area.

The airport area and the area west of Redwood Road on 2100 South are the hot spots for industrial development in the Salt Lake area. Wheeler Machinery (Cat-erpillar dealer) has selected the area as a new home. They plan to move within the next two years.

The Rock, Sand and Gravel agreements expire on July 1st. "We are looking forward to negotiations and hopeful we'll obtain contracts that will be beneficial to all concerned," Lassiter said.

Salt Lake Industrial Area Expanding

The out-of-work list in the Salt Lake area is smaller than it has been since the mid 60's.

Mining Operations

Vance Abbott reports that mining operations at Rio Algom's Lisbon Valley Mine are getting back to normal after a suspected ground movement opened up a fault, allowing a large amount of water to flood the haulage levels of the underground workings. For several days it was questionable whether or not the mine could be saved.

However, as a result of a cooperative effort between management and local 3 members at the mine, the water was controlled and clean-up operations are near completion, Abbott said.

A new three-year contract was ratified by members at Kaibab Industries at Panguitch, Utah. The negotiating committee obtained substantial gains for the members in wages and fringes as well as needed improvements in some of the working rules. The contract was ratified on June 1st, one month before the expiration date, and the wage increase was effective immediately—giving the members additional money in their pockets.

The first MSHA Safety Seminar sponsored jointly by the Utah State AFL-CIO and the Department of Labor, Mine Safety Division, was held in Salt Lake City the latter part of May. Safety Committee members from all of the mining operations under Agreement in Utah attended the seminar, and received a great deal of information and training pertaining to the new Mine Safety Act.

Dennis Wright reports that work in the Pravo area is holding strong. Jacobsen Construction is in full swing at the Orem Water Treatment Plant.

(Continued on Page 14, Col. 5)

Ceres District Keeping Busy

The Parrots Ferry Bridge and the regional sewer project near Jamestown are two of the larger construction jobs in progress in the Ceres District. Assistant Dist. Rep. Jay Victor reports that after a year of work, there is still quite a bit to be done on the bridge job.

Located in the rugged Sierra foothills, S. J. Groves is currently finishing off the two towers for the suspension bridge. Crane operator Bud Lampley marks one of the two tower cranes on the job (lower left).

R. D. Watson is going full bore on its $2 million holding pond (lower right), part of the $3.5 million regional sewer project for the Sonora area. When completed, the reservoir will be used for the containment of treated waste water. There are about 15 Local 3 members working on the job at this time.

Several pipeline jobs comprising the rest of the project are now in their final stages when completed will provide treated waste water for ranchers.

Grade Checker Jack Moyle

Blade Operator Gilbert McGregor

(Continued on Page 13, Col. 1)
Major Changes in the MASTER AGREEMENT for UTAH

EDITOR'S NOTE: Since it will be a number of weeks before the new contract books for the Master Agreement are printed and distributed, the following information is printed so that the members may have a working knowledge of the new contract as it relates to their working rules, classifications, manning and wage rates. No attempt has been made to print every change in the new contract.

This agreement, made and entered into this 1st day of July, 1978, by and between Utah Chapter of the Associated General Contractors of America, Inc., and on behalf of its Members listed on Exhibit A, hereinafter referred to as the Employer, and Operating Engineers Local Union No. 3 of the International Union of Operating Engineers, AFL-CIO, hereinafter referred to as the Union.

WAGE SCALES AND CLASSIFICATIONS

01.02.00 The wage rates set forth in Section 01.03.00 to be paid for all work set forth in Areas 1 and 2 shall be effective on July 1, 1978, except as provided in Sections 01.05.01 and 01.05.02.

01.02.03 If any part or portion of any job or project falls within Area 2, then the Area 2 rate of pay will apply for all work done on said job or project. This means all actual on-site work, such as dumps, bridges, roads, etc., including barrow pits which may be located in Area 1, and if a barrow pit is located in Area 2, and the Employees are required to report to work in Area 2, then they shall receive the Area 2 rate of pay for all work performed for that day.

WORK PRESERVATION

05.01.00 The purpose and intent of this Section is to preserve and protect employment opportunities and terms and conditions of employment of all Employees covered by this Agreement to the maximum extent permitted by law.

05.02.00 No on-site work covered by this Agreement which historically has been performed by the Individual Employer, or by the industry if the Individual Employer has no such history on the site of a job or project shall be performed off the site of a job or project.

05.03.00 The Individual Employer shall not subcontract unit work on a job, whose cost or portion thereof has been assigned to the labor cost, on the basis of labor costs or exceeds the total economic cost per unit of labor required for Employees under this Agreement.

05.04.00 Regardless of anything in this Agreement to the contrary, no on-site work covered by this Agreement of a Heavy Duty Repairman or a Lubrication Service Engineer or an Employee who operates or maintains the following equipment—generators, compressors, etc.—shall be subcontracted by the Individual Employer to any person or individual if such person or individual performs any such work.

05.05.00 Because of the relationship between Individual Employers and subcontractors at the jobsite and the close community of interests of the Employees on the jobsite with respect to on-site work covered by this Agreement, that is, work done to the site of the construction, alteration, painting or repair of a building, structure or other work:

05.05.01 This Section 05.05.00 shall be applicable only when an Individual Employer has employed an Employee covered by or bound to the 1975-1978 Master Construction Agreement or is employing Employees covered by this Agreement.

05.05.02 The total economic cost per unit of labor of this Agreement, insofar as it applies to the Individual Employer, shall apply equally to any subcontractor.

05.06.00 The Individual Employer will give a list of subcontractors who will perform unit work under this Agreement as set forth in Section 02.08.01 where the subcontract amount is over $25,000.00. Notice at a pre-job conference will satisfy the requirements of this Section. Furthermore, the Individual Employer will give written notice prior to the commencement of work of any such subcontractor entered into subsequent to a pre-job conference with a subcontractor who will perform unit work under this Agreement as set forth in Section 02.08.01. Any Individual Employer who has given such notice and requires the subcontractor to agree to comply with and observe the provisions of Subsection 05.06.00 hereof with respect to the jobsite shall not be liable for any delinquency by such subcontractor in the payment of any wages, fringe benefits or contributions provided herein except as provided hereinafter.

WORKING RULES

06.16.00 MEAL PERIOD. There shall be a regularly assigned meal period of one-half (1/2) hour for each shift, in the middle of the shift scheduled for Employees on each job or project. Once the starting time of said meal period has been established, it will not be changed except by mutual written consent of the Employer and the Union. If an Employee is required to work through said meal period, he shall be paid for said meal period at the overtime rate applicable on that date, and shall be afforded an opportunity to eat on the Individual Employer's time as soon as possible. Provided, however, the meal period established for Heavy Duty

(2)

(3)

(4)

Reparmen and Servicemen may be different from that established for other classifications. It is further provided that an Employee working more than four (4) hours overtime shall be entitled to an additional meal period.

06.20.03 Except as provided in 06.20.01, one and one-half (1-1/2) times the applicable straight-time rate for the day, shift, work, equipment and classification shall be paid for all work (including labor/management and survey work) performed on Saturday and before a shift begins and after it ends, and on the following holidays: Memorial Day (last Monday in May), Fourth of July, and Thanksgiving Day, except when operating equipment servicing a craft that is receiving double time, in which case double time shall be paid.

MANNING

These manning provisions shall not be applicable to steel fabrication and tank erection. 05.03.01 and 05.05.00 for applicable manning.

07.08.06 When a Rodman or Chairman is required to run an instrument, he shall be paid at the Instrumentman rate of pay.

07.08.07 A party consisting of three (3) or more Employees shall include a Chief of Party.

The straight-time hourly rate of Surveyors' Apprentices shall be:

(1)

1st Period 60% of Chairman-Rodman

2nd Period 65% of Chairman-Rodman

3rd Period 70% of Chairman-Rodman

4th Period 75% of Chairman-Rodman

5th through and including 8th Period Apprentices shall be paid the applicable wage rates for the classifications under which they are working.

07.09.02 The straight-time hourly rate of the Registered Apprentice shall be the following percentages of Group 8A for Construction Equipment Branch:

1st Period 60%

2nd Period 65%

3rd Period 70%

4th Period 75%

5th Period 80%

6th Period 85%

7th Period 90%

8th Period 95%

The straight-time hourly rate of the Heavy Duty Repairman Registered Apprentice shall be the following percentages of Group 8A, except in a permanent shop, which will be the percentages of shop rate Group 5.

(1)

(2)

(3)

(4)
The straight-time hourly rate of Operating Engineer Apprentices registered prior to June 30, 1978, will remain the same until their Period rate of pay reaches or exceeds the rate they are at; they will then continue from this wage rate forward with the regular increases under this Agreement.

Applicants will be selected in accordance with the Apprenticeship Standards and selection procedures outlined hereinafter. All Apprentices entering the program will be evaluated by the Joint Apprenticeship Committee. Whether they shall be a 1st Year Apprentice through a 4th Year Apprentice for Operating Engineers, and a 1st Period through a 4th Period Apprentice for Surveyor Apprentices, and they shall be paid the appropriate percentages as set forth in 07.09.02. In such determinations the Joint Apprenticeship Committee’s decision shall govern.

STEEL FABRICATING AND ERECTING WORK

13.02.00 A Heavy Duty Repairman performing work on equipment used to operate other service crafts shall be paid the wage rate set forth in Section 01.00.00, as of the date of the initial introduction of the equipment or means or methods of operating equipment not presently in use are introduced on a job site, and if it is not settled at such a conference or prior thereto, the matter may be referred to a standing committee consisting of three (3) representatives each of the Union and the Employer established by the Union and the Employer to conduct such negotiations.

20.01.00 New Equipment. This Agreement contemplates that as and when equipment not presently in use in the area covered by this Agreement is, or is about to be, introduced, on the job site, the Employer and the Union will promptly negotiate an appropriate wage rate, classification, and working rule for the equipment’s operation.

20.02.00 Committee. Such rate, classification and working rule may be immediately agreed upon between the Employer and the Union or shall be established at a job conference ten (10) days prior to the time the equipment or means or methods of operating equipment not presently in use are introduced on a job site, and if it is not settled at such a conference or prior thereto, the matter may be referred to a standing committee consisting of three (3) representatives each of the Union and the Employer established by the Union and the Employer to conduct such negotiations.

20.02.01 Such committee will meet within ten (10) days after written request of the Individual Employer intending to operate such equipment or use such means or methods of operating equipment not presently in use accompanied by a thorough and pertinent catalog or other data on the equipment or means or methods of operating equipment not presently in use and agree to a straight-time hourly wage rate for each classification required and working rule to be added to and become a part of Section 01.00.00, as of the date of the initial introduction of the equipment or such means or methods of operating equipment not presently in use on a job site.

FRINGE BENEFITS

12.01.00 GENERAL PROVISIONS. The Individual Employer will make the following payments for each hour worked or paid each Employee by an Individual Employer covered by this Agreement. Such payments shall be paid by each Individual Employer for each hour worked or paid each Employee of such Individual Employer on or before the 15th day of the month following the month in which such Employee was employed by such Individual Employer, and an individual Employer shall be liable if such Individual Employer’s Report and payment is not received by the bank prior to midnight of the 25th day of that month. All such payments shall be made at the rate (4) per cent increase, and in the manner provided for by the applicable Employer-Union Trust Agreement creating a Trust or, if not a Trust, at a Trust, in the time and in the manner provided for by such Trust Agreement and any amendments thereto.

12.02.00 Health and Welfare and Sick Benefits.
   $90.00 per hour — Effective 7/1/77
   $1.15 per hour — Effective 7/3/78 ($0.25 cent increase)

12.03.00 Pensioned Health and Welfare.
   $1.55 per hour — Effective 11/1/77
   $0.20 per hour — Effective 7/1/78 ($0.05 cent increase)

12.04.00 Pensions.
   $1.55 per hour — Effective 7/1/78
   $1.65 per hour — Effective 11/1/78 ($0.10 cent increase)

12.05.00 Affirmative Action.
   $1.4 per hour — Effective 7/1/78 (No increase)

12.06.00 Vacation and Holiday Pay Plan.
   $1.95 per hour — Effective 7/1/78
   $2.00 per hour — Effective 11/1/78 ($0.05 cent increase)

12.07.00 DELINQUENCIES. It is agreed that if insofar as payments by the Individual Employer are concerned, the parties recognize and acknowledge that the regular and prompt payment of amounts due each Fund by Individuals Employers is essential, and that it would be extremely difficult, if not impracticable, to fix the actual expense and damage to each Fund, program and Employee which would result from the failure of an Individual Employer to make the payments in full within the time provided. Therefore, it is agreed that the amount of damage resulting from any such failure shall be by way of liquidated damages and not as a penalty to each such Fund the sum of twenty-five dollars ($25.00) for each failure to pay in full within the time provided or twice the amount due and unpaid to each such Fund, whichever is the greater, which amount shall become due and payable immediately as to any such Fund, or at such time as such Fund has from time to time been determined, upon the day immediately following the date on which the Individual Employer becomes delinquent, and shall be added to and become a part of any such amount due and unpaid, and the whole thereof shall bear interest at the rate of ten percent (10%) per annum until paid.

12.07.01 In addition, if a delinquent Individual Employer agrees to pay its delinquency in installments and fails to make such payments in the amount and at the time and place agreed upon, it is agreed that the amount of damage to each Fund resulting from any such failure shall be by way of liquidated damages and not as a penalty to each such Fund.
of twenty-five dollars ($25.00) for each such failure to pay in full within the time provided, or twelve percent (12%) of the amount due and unpaid to each such Fund, whichever amount shall become due and payable to such Fund in Salt Lake City, Utah, at the place and time agreed upon and shall be added to and become a part of such amount due and unpaid, and the whole thereof shall bear interest at the rate of ten percent (10%) per annum until paid.

All wage rates in Groups 1 through 12 have been increased $ .75 cents per hour across the board, and the *Area 2 differential has been increased from $1.00 to $1.50 per hour. (*Area 2 differential increase shall only apply to jobs or projects bid on or after 7/1/78.)*

### CLASSIFICATIONS AND RATES

<table>
<thead>
<tr>
<th>Straight-Time Hourly Wage Rates</th>
<th>Effective Dates</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>GROUP 1</strong></td>
<td></td>
</tr>
<tr>
<td>(Old Rate)</td>
<td></td>
</tr>
<tr>
<td>Area 1</td>
<td>$ 8.21</td>
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<tr>
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<td>$ 8.96</td>
</tr>
<tr>
<td>1. Partsman——Temporary Shop</td>
<td>$ 9.21</td>
</tr>
<tr>
<td>2. Repairman—Permanente Shop</td>
<td>$10.46</td>
</tr>
<tr>
<td>3. Mixer Box Operator or similar</td>
<td></td>
</tr>
<tr>
<td>(concrete or asphalt plant con-</td>
<td></td>
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<tr>
<td>taminous mix)</td>
<td></td>
</tr>
<tr>
<td>4. Pump Operator</td>
<td></td>
</tr>
<tr>
<td>5. Screedman</td>
<td></td>
</tr>
<tr>
<td>6. Self-propelled, automatically</td>
<td></td>
</tr>
<tr>
<td>applied Concrete Cutting Ma-</td>
<td></td>
</tr>
<tr>
<td>chine (on streets, highways,</td>
<td></td>
</tr>
<tr>
<td>airports and canals)</td>
<td></td>
</tr>
<tr>
<td>7. Truck Crane Operator</td>
<td></td>
</tr>
<tr>
<td>(Assistant to Engineer)</td>
<td></td>
</tr>
<tr>
<td><strong>GROUP 2</strong></td>
<td></td>
</tr>
<tr>
<td>(Old Rate)</td>
<td></td>
</tr>
<tr>
<td>Area 1</td>
<td>$ 8.49</td>
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<tr>
<td>Area 2</td>
<td>$ 9.24</td>
</tr>
<tr>
<td>1. Assistant to Engineer</td>
<td></td>
</tr>
<tr>
<td>2. Brakeman—Locomotive</td>
<td></td>
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<tr>
<td>3. Elevator Operator</td>
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<tr>
<td>4. Fireman</td>
<td></td>
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<tr>
<td>5. Asphalt Plant Fireman</td>
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<tr>
<td>6. Hydraulic Monitor</td>
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<tr>
<td>7. Material Loader or Conveyor</td>
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<tr>
<td>Operator</td>
<td></td>
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<tr>
<td>8. Partsman—Field</td>
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<tr>
<td>9. Repairman—Field</td>
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<tr>
<td>10. Chainman</td>
<td>$7.94</td>
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<tr>
<td>11. Rodman</td>
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<tr>
<td><strong>GROUP 3</strong></td>
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<td>(Old Rate)</td>
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</tr>
<tr>
<td>Area 1</td>
<td>$ 8.84</td>
</tr>
<tr>
<td>Area 2</td>
<td>$ 9.59</td>
</tr>
<tr>
<td>1. Boxman, asphalt plant</td>
<td>$11.69</td>
</tr>
<tr>
<td>2. Air Compressor Operator</td>
<td>$11.69</td>
</tr>
<tr>
<td>3. Mixer Concrete Operator</td>
<td>(Skip Type)</td>
</tr>
<tr>
<td>4. Concrete Pump or Pump-mo-</td>
<td></td>
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<tr>
<td>crete Gun Operator</td>
<td></td>
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<tr>
<td>5. Engineer, Dinky Key</td>
<td></td>
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<tr>
<td>6. Generator Operator (100 Kw</td>
<td></td>
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<tr>
<td>or over)</td>
<td></td>
</tr>
<tr>
<td>7. Mixer Box Operator or similar</td>
<td></td>
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<tr>
<td>(concrete or asphalt plant con-</td>
<td></td>
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<tr>
<td>taminous mix)</td>
<td></td>
</tr>
<tr>
<td>8. Pump Operator</td>
<td></td>
</tr>
<tr>
<td>9. Screenman</td>
<td></td>
</tr>
<tr>
<td>10. Self-propelled, automatically</td>
<td></td>
</tr>
<tr>
<td>applied Concrete Cutting Ma-</td>
<td></td>
</tr>
<tr>
<td>chine (on streets, highways,</td>
<td></td>
</tr>
<tr>
<td>airports and canals)</td>
<td></td>
</tr>
<tr>
<td>11. Truck Crane Operator</td>
<td></td>
</tr>
<tr>
<td>(Assistant to Engineer)</td>
<td></td>
</tr>
<tr>
<td><strong>GROUP 4</strong></td>
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<tr>
<td>(Old Rate)</td>
<td></td>
</tr>
<tr>
<td>Area 1</td>
<td>$ 9.02</td>
</tr>
<tr>
<td>Area 2</td>
<td>$ 9.77</td>
</tr>
<tr>
<td>1. Ballast Jack Tamper</td>
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</tr>
<tr>
<td>2. Ballast Regulator</td>
<td></td>
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<tr>
<td>3. Ballast Tamper—multiple pur-</td>
<td></td>
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<td>pose</td>
<td></td>
</tr>
<tr>
<td>4. Front End Loader (up to and</td>
<td></td>
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<tr>
<td>including one (1) cu. yd.</td>
<td></td>
</tr>
<tr>
<td>truck m.r.c.)</td>
<td></td>
</tr>
<tr>
<td>5. Hoist Operator—One (1) Drum</td>
<td></td>
</tr>
<tr>
<td>6. Line Master</td>
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### SCHEDULE 4

<table>
<thead>
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<th>SCHEDULE 4</th>
<th>Effective Dates</th>
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<tr>
<td><strong>GROUP 7A</strong></td>
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</tr>
<tr>
<td>(Old Rate)</td>
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</tr>
<tr>
<td>Area 1</td>
<td>$ 9.85</td>
</tr>
<tr>
<td>Area 2</td>
<td>$10.60</td>
</tr>
<tr>
<td>1. Side Boom Operator</td>
<td>$12.10</td>
</tr>
<tr>
<td>2. Tractor Operator (Bulk-loader or</td>
<td></td>
</tr>
<tr>
<td>tractor-driven scraper or</td>
<td></td>
</tr>
<tr>
<td>drag type shovel or boom attach, up</td>
<td></td>
</tr>
<tr>
<td>to and including 7-7/8 (similar)</td>
<td></td>
</tr>
<tr>
<td><strong>GROUP 8</strong></td>
<td></td>
</tr>
<tr>
<td>(Old Rate)</td>
<td></td>
</tr>
<tr>
<td>Area 1</td>
<td>$10.15</td>
</tr>
<tr>
<td>Area 2</td>
<td>$10.99</td>
</tr>
<tr>
<td>1. Asphalt Plant Engineer</td>
<td>$12.40</td>
</tr>
<tr>
<td>2. Chicago Boom (including Staff</td>
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</tr>
<tr>
<td>Leg and Sheer Pole</td>
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<tr>
<td>3. Chief of Party</td>
<td></td>
</tr>
<tr>
<td>4. Combination Backhoe and Loader</td>
<td></td>
</tr>
<tr>
<td>(3/4 cu. yds. or over</td>
<td></td>
</tr>
<tr>
<td>m.r.c.) (Assistant to Engineer</td>
<td></td>
</tr>
<tr>
<td>Required)</td>
<td></td>
</tr>
<tr>
<td>5. Combination Slusher and Motor</td>
<td></td>
</tr>
<tr>
<td>Operator</td>
<td></td>
</tr>
<tr>
<td>6. Concrete Batch Plant (multiple</td>
<td></td>
</tr>
<tr>
<td>units)</td>
<td></td>
</tr>
<tr>
<td>7. Do-Mor Loader and Adams Ele-</td>
<td></td>
</tr>
<tr>
<td>gineer</td>
<td></td>
</tr>
<tr>
<td>8. Engineer, Crushing Plant (As-</td>
<td></td>
</tr>
<tr>
<td>sistant to Engineer required)</td>
<td></td>
</tr>
<tr>
<td>9. Excud Loader and similar types</td>
<td></td>
</tr>
<tr>
<td>10. Loader Operator (over two (2) cu.</td>
<td></td>
</tr>
<tr>
<td>yds. up to and including</td>
<td></td>
</tr>
<tr>
<td>five (5) cu. yds. 'struck' m.r.c)</td>
<td></td>
</tr>
<tr>
<td>(Assistant to Engineer required)</td>
<td></td>
</tr>
<tr>
<td>11. Combination Packer and Packer</td>
<td></td>
</tr>
<tr>
<td>(up to five (5) cu. yds. 'struck'</td>
<td></td>
</tr>
<tr>
<td>m.r.c.) (Assistant to Engineer</td>
<td></td>
</tr>
<tr>
<td>Required)</td>
<td></td>
</tr>
<tr>
<td>12. Mechanical Trench Shield</td>
<td></td>
</tr>
<tr>
<td>13. Mucking Machine Operator</td>
<td></td>
</tr>
<tr>
<td>14. Rubber-tired Scrapers (under</td>
<td></td>
</tr>
<tr>
<td>thirty-five (35) cu. yds. 'struck'</td>
<td></td>
</tr>
<tr>
<td>m.r.c.)</td>
<td></td>
</tr>
<tr>
<td>15. Saurman type Drapline (under</td>
<td></td>
</tr>
<tr>
<td>five (5) cu. yds. 'struck' m.r.c)</td>
<td></td>
</tr>
<tr>
<td>(Assistant to Engineer</td>
<td></td>
</tr>
<tr>
<td>required)</td>
<td></td>
</tr>
<tr>
<td>16. Self-propelled boom type lift-</td>
<td></td>
</tr>
<tr>
<td>ing device (center mount) (10-</td>
<td></td>
</tr>
<tr>
<td>ton capacity or less m.r.c.)</td>
<td></td>
</tr>
<tr>
<td>17. Self-propelled Elevating Grade</td>
<td></td>
</tr>
<tr>
<td>Planes</td>
<td></td>
</tr>
<tr>
<td>18. Soil Stabilizer (P &amp; H or equal)</td>
<td></td>
</tr>
<tr>
<td>19. Sub-grader (automatic sub-</td>
<td></td>
</tr>
<tr>
<td>grader—lighter grader, CMJ or</td>
<td></td>
</tr>
<tr>
<td>similar (Assistant to Engineer</td>
<td></td>
</tr>
<tr>
<td>required) (Move to Group 13</td>
<td></td>
</tr>
<tr>
<td>effective 7/1/78)</td>
<td></td>
</tr>
<tr>
<td>20. Tri-batch Paver</td>
<td>(Assistant to</td>
</tr>
<tr>
<td>Engine required)</td>
<td>Engineer to</td>
</tr>
<tr>
<td>21. Tunnel Mole (or similar)</td>
<td>Engineer to</td>
</tr>
<tr>
<td>(Assistant to Engineer required)</td>
<td>Engineer to</td>
</tr>
<tr>
<td>22. Tunnel Mole (or similar)</td>
<td>Engineer to</td>
</tr>
<tr>
<td>(Assistant to Engineer required)</td>
<td>Engineer to</td>
</tr>
<tr>
<td>23. Prestress Wire Wrapping</td>
<td>Engineer to</td>
</tr>
<tr>
<td>Machine</td>
<td>Engineer to</td>
</tr>
<tr>
<td>24. Saurman type drapline (five (5)</td>
<td>Engineer to</td>
</tr>
<tr>
<td>cu. yds. and over 'struck' m.r.c)</td>
<td>Engineer to</td>
</tr>
<tr>
<td>(Assistant to Engineer required)</td>
<td>Engineer to</td>
</tr>
<tr>
<td>25. Self-propelled boom type lifting</td>
<td></td>
</tr>
<tr>
<td>device (center mount) (over 10</td>
<td></td>
</tr>
<tr>
<td>tons) (Assistant to Engineer</td>
<td></td>
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<tr>
<td>required when over 18 tons</td>
<td></td>
</tr>
<tr>
<td>m.r.c.)</td>
<td></td>
</tr>
<tr>
<td>26. Tractor (tandem scrapers)</td>
<td></td>
</tr>
<tr>
<td>27. Universal Equipment Operator</td>
<td></td>
</tr>
<tr>
<td>(Shovel, backhoe, drapline, fleet,</td>
<td></td>
</tr>
<tr>
<td>derrick, large boom, crane, crane,</td>
<td></td>
</tr>
<tr>
<td>grade-all, etc.) (up to and</td>
<td></td>
</tr>
<tr>
<td>including (5) cu. yds. 'struck'</td>
<td></td>
</tr>
<tr>
<td>m.r.c.) (Assistant to Engineer</td>
<td></td>
</tr>
<tr>
<td>required)</td>
<td></td>
</tr>
<tr>
<td>28. Pipe Cleaning Machine</td>
<td></td>
</tr>
<tr>
<td>29. Pipe Wrapping Machine</td>
<td></td>
</tr>
<tr>
<td>30. Power Jumbo Operator (setting</td>
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</tr>
<tr>
<td>slippage, etc.)</td>
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</tr>
<tr>
<td>31. Road Mixing Machine</td>
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</tr>
<tr>
<td>32. Ross Carrier or similar type</td>
<td></td>
</tr>
<tr>
<td>33. Small Rubber-tired Trenching</td>
<td></td>
</tr>
<tr>
<td>Machine</td>
<td></td>
</tr>
<tr>
<td>34. Small Rubber-tired Trenching</td>
<td></td>
</tr>
<tr>
<td>Machine</td>
<td></td>
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<tr>
<td>(with attachments, including</td>
<td></td>
</tr>
<tr>
<td>skid loader)</td>
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</tr>
<tr>
<td>35. Small Tractor with Boom</td>
<td></td>
</tr>
<tr>
<td>36. Surface Heater (self propelled)</td>
<td></td>
</tr>
<tr>
<td>37. Loader Operator (over one (1)</td>
<td></td>
</tr>
<tr>
<td>cu. yd. up to and including</td>
<td></td>
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<tr>
<td>two (2) cu. yds. 'struck' m.r.c)</td>
<td></td>
</tr>
<tr>
<td>(Assistant to Engineer required)</td>
<td></td>
</tr>
<tr>
<td>38. Concrete Mixer Operator</td>
<td></td>
</tr>
<tr>
<td>39. Air Compressor Operator (two</td>
<td></td>
</tr>
<tr>
<td>(2) or more compressors)</td>
<td></td>
</tr>
<tr>
<td>40. Concrete Conveyor or concrete</td>
<td></td>
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<tr>
<td>pump, truck or equipment</td>
<td></td>
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<tr>
<td>mounted (any Assistant shall be</td>
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<tr>
<td>an Employee covered by this Agree-</td>
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<tr>
<td>ment) (Boo movement to apply)</td>
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<tr>
<td>41. Pipeline Operator (paving or</td>
<td></td>
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<tr>
<td>batch plant)</td>
<td></td>
</tr>
<tr>
<td>42. Deck Engineer (Marine)</td>
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</tr>
<tr>
<td>43. Drilling Machine Operator (well</td>
<td></td>
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<tr>
<td>or diamond)</td>
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</tr>
<tr>
<td>44. Drilling and Boring Machine</td>
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<tr>
<td>(horizontal and vertical (not to</td>
<td></td>
</tr>
<tr>
<td>apply to waterliners, wagon</td>
<td></td>
</tr>
<tr>
<td>drills or jack hammers) (As-</td>
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Classifications and Rates for Piledrivers.

<table>
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<tr>
<th>Area</th>
<th>Rate/11/178</th>
<th>Rate/6/16/77</th>
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<tr>
<td>GROUP 1</td>
<td>$12.28</td>
<td>$13.03</td>
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<td>GROUP 2</td>
<td>$13.28</td>
<td>$14.53</td>
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<td>GROUP 3</td>
<td>$13.64</td>
<td>$14.69</td>
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Classifications and Rates for Steel Fabricators and Erectors.

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<tr>
<th>Area</th>
<th>Rate/11/178</th>
<th>Rate/6/16/77</th>
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<tbody>
<tr>
<td>GROUP 1</td>
<td>$12.64</td>
<td>$13.19</td>
</tr>
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<td>GROUP 2</td>
<td>$13.64</td>
<td>$14.69</td>
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Classifications and Rates for Steel Erection and Piledriving.

<table>
<thead>
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Classifications and Rates for Steel Fabricators and Erectors.

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Classifications and Rates for Steel Fabricators and Erectors.

TERM OF AGREEMENT

The Agreement shall be effective July 1, 1979, and shall remain in effect until June 30, 1981, and if the written notice provided by Section 8(d) of the National Labor Relations Act as Amended is not given by either the Union or the Employer to the other party before June 30, 1981, the Agreement shall automatically continue in effect until July 2, 1979, and June 30, 1980. Any notice of termination or other notice provided by Section 8(d) of the Act in which event this Agreement shall terminate at the end of the sixtieth (60th) calendar day following the date of such notice. Regardless of when terminated, the Union and Employer will negotiate exclusivity with each other during the last sixty (60) days of the Agreement.
A Lifetime Commitment

Treating High Blood Pressure

A major problem in controlling high blood pressure is that it usually involves a lifetime commitment. According to R. Brian Haynes, MD, 60-66% of patients drop out of treatment after one year in spite of the end-result of the disorder—heart disease, stroke, and kidney failure.

However, with special approaches, it is possible to get two-thirds of patients with high blood pressure to cooperate and to get their condition under control," says Dr. Haynes, Assistant Professor of Clinical Epidemiology and Biostatistics at McMaster University.

"Predicting which patients will not follow treatments prescribed is difficult," he explained, and advised anticipating the problem with all patients from the beginning. "If doctors were more aware of the possibility that patients may not cooperate they would be more likely to take the extra precautions that are needed to be insured compliance," he said.

Dr. Haynes recommended that physicians "tell patients what the disease is, what the treatment is, warn them about the possibility of some side effects, and that he expects that there may be some initial difficulties. The patients must also be aware that treatment is likely to be lifelong."

The next step is to set a realistic goal for reduction of the blood pressure in six months, and then to plan to see the patient frequently during the first six months to help him reach the goal. "At this point the physician should not be concerned with compliance, but only with the charted progress for the patient," Dr. Haynes advised.

"If after six months the goal has not been reached, it is time to determine whether it is because not enough medication has been prescribed or the patient has been compliant, and what to do next," Dr. Haynes advised.

Dr. Haynes said that about half of noncomplying patients will admit this to the physician and this group is obviously the easiest to handle. The other group, which Dr. Haynes referred to as "hard-core noncompliers," is extremely difficult to deal with. One way to proceed, according to Dr. Haynes, is a direct approach. "Tell the patient that his blood pressure is still elevated and it needs to be brought down if he is to benefit from treatment. Also, that you are going to see him every week until his blood pressure is under control.

In addition to seeing the patient more often, Dr. Haynes advises that he be given "the most simple drug-taking regimen possible." He also suggested that the member of the patient's family be recruited to help the patient remember to take his medicines, and to see that he does. If the patient is elderly or has trouble getting out, a visiting nurse service may be called for.

Getting patients to record their own blood pressure at home is helpful, as is convenient scheduling of appointments at the physician's office. Dr. Haynes said that concessions should be made "to make them as easy as possible for the patient."

Finally, when the patient cooperates and the blood pressure drops, praise and positive reinforcement should be given to encourage the cooperation. "Reduction in the frequency of office visits is a golden reward," according to Dr. Haynes.

He stressed the need for follow-up visits and for supervision of treatment in order to help those suffering from hypertension.
More from Marysville

(Continued from Page 31)

subject of the Tehama-Colusa Canal, Ball, Ball and Bronner worked for years to have their canal, which has given notice of putting the canal trimmer in place. Gran-

ite Company has an five-foot-long

reach of the canal to the South of Ball, Ball down at the back. Henderson Construction Company of Redding has the contract for the Gravelly water Treatment Plant and associated work in Gridley for $1.5 million.

At the present time, all the shops are going full bore with Hydro-Conduit doing most of the work. Con- trict is still busy on the Hydro job. Helms Construction is making good progress on the Reno Sahara, McKenzie on Highway 395. We sincerely appreciate classroom instruction.

We expect that Job Corps will not solve all the problems of the world but as a supplement to the already successful N.C.S.J.A.C. program provides some excellent extra benefits. Because of day by day ratios demanded by the Federal Court Order, other means of recruitment and entry will continue to be utilized from time to time.

Several months ago the N.C.S.J.A.C. adopted criteria for ad-

vancement of period of training. Red Cross First Aid Card, appropriate number of work training hours and completion of appropriate Related Training topics.

At a recent meeting of the J.A.C. members reviewed his status and was furnished a copy of the criteria including the Related Training Schedule. When you find that the regular class time is not enough then spend some time at home. Don't be caught a day late and a dollar short.

Outlook Improves for Tahoe

(Continued from Page 5)

work for a period of years. At the North Valley Power Station, Morrison-Knudsen is currently working on the turbin- ing which, if scheduled on time, will be in November. Even though all the necessary permits have hasn't been issued yet as the B.M.L.'s, this project looks like a real go for next year.

Tahoe Lake

The west and south area is moving with most of the hands keeping busy and looking at a good season. The lake is seeing activity with Schultz Construc-

tion, Contra Construction, and Road at Stateline and also the Park Tahoe Project.

Contra Construction has started again on the Glenbrook job which will take them through the season until snow flies. Helms picked up the Spooner Summit job for 2 million which will be nine miles of overlay. Ferdig Company is in the final stages for the Highway 28 job at Incline Village. Byars has pulled out of North Shore and moved back to town.

Savage Construction has a nice job on Cave where the company is presently in Phase one for this season and will move to Phase two at Mid-Mountain, Inc. is all over the Lake area with three crews busy on a num-

ber of underground jobs.

Going over the hill to Gardner-

ville, Holmes Construction is moving on with the Highway 395 project and will have their hot plant in operation by the time you read this article. Some of their stockpiles at the crusher look like the Ruby Mountains. Savage Construction is still busy in the Carson area with a good number of Brothers working.

Hod Construction is still going strong in the Carson, Lake Tahoe, and Reno areas under the guidance of Hank Costi.

Reno Area

West downtown is still busy as the work is well under way on the Reno Sahara, McKen- zie on Highway 395, and moving back to town.

Don't be caught a day late and a dollar short.

More from Mayfield

(Continued from Page 5)

cially in the State of California, because of state red tape and Governor Brown's refusal to endorse this means of power. It was also obvious that almost open hostility existed between government agencies' speakers and those of industry, because of all the red tape and restrictions these agencies caused. One government speaker following an industry speaker remarked, "I wish I knew what it is like to appear before a Dean Martin Roastin'."

It was most interesting in listening to a speaker represent-

ing Southern California Edison Corporation, talking about the reasons the company finally abandoned plans to build the huge Karapovice Project in Southern Utah. According to him, the requirements of the various federal, state and county permits, construction of navigation channels and others had numbers of over 250 clear before con-

struction could even begin. This number is unheard of and impossible. Originally estimated at $1.5 billion for construction on this project for a 5,000 megawatt coal fired plant was to have a total cost of $800 million. When all the above considerations were put in place, this company had cut plans to bring this power plant down to 3,000 megawatts, but even then the project is still handicapped by one half of the original size, had a price tag of over $3.5 billion.

In closing this month, I'm still pleased to hear now from virtually every district that the Contra person entered into a place that has nearly 100 percent employment for those who are willing to go to it. I sincerely hope also that everyone doesn't feel that the monthly Meeting on Saturday, July 7th at 10:00 A.M. in San Francisco.
More from Oakland

(Continued from Page 6)

Francois driving piles and the Thelma is driving in Richmond and will be joined soon by the Y. C. F. to drive piles. Joe Foster is winding up their Eureka job. This has been a good job for the brothers.

There is not too much dredging work going on in the delta area. One derrick has been added, but every contractor seems to be optimistic about the future. They are notC. C. & T. is moving right along on the widening of the Eureka job.

Joes Foster is well into his Twin Creeks job. Frank Printup is pulling this one. Joe is moving his hands around to cover the up to here work he can, so we won’t name hands. Joe Foster is doing real well again and has three crews of Gordon H. Ball, Inc., said. 

"I won’t get to go after those salmon. The Guerneville sewer job went opened on the Rio Dell sewer in front of them to feed them."

The employee positioned at the rear of the tire was killed, and the third placed himself directly across the path of the truck. The loader rolled backward 20 ft. away from the point at which the loader came to rest. He had crawled to this location before he died.

Operators should not dismantle equipment until the brakes are set. When parked on a grade or slope, the wheels should be blocked or turned into a bank.

More from Eureka

Best Work in Years for Eureka

(Continued from Page 12)

Construction from San Francisco is subbing the job, and Mr. McGuire & Hester and Stroco Paving has numer-ous jobs all around the County.

The dam is just a part of the new works being let in the area. The Guerneville sewer job went bid June 10th, with Piombo Corp. coming in with a bid of just over $20 million. However, the bid was over the engineer’s estimate of $18.5 million. Mr. McGuire & Hester Co. will do the ap- proach.

Some closing bids have been opened on the Rio Dell sewer report. New work to be let are the sewer ponds for Kelseyville, about $2 million; the sewage system for Clearlake Highlands this year.

Hallway, in Lake County Large Bros. is finishing up the Soda Bay Rd. job, plus doing a lot of other small work and, thereby keep- ing quite a few Brothers busy, re-ports Business Representative Chuck Smith. McGuire & Hester are moving right along on the sewer work in downtown Lakeport. New work to be let are the sewer ponds for Kelseyville, about $2 million; the sewage system for Clearlake Highlands this year.

At $1.5 million highway job was just let on Hwy 30, with W. J. Jackson on the project. Business Representative Pat O’Connell reports that Basalt Rock at Healdsburg is very busy. Also Stroco Paving has numerous jobs all around the County. 

Members Paying Heavy Toll For Carelessness on the Job

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(Continued from Page 6)

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Hydroelectric Project Eyed For Fresno

(Editor's Note: This article was especially prepared for Engineers News and was written by Donald F. Smith and Jerry Bonsett.)

Public officials in California now have a proposal to spend $417,000,000 on a hydroelectric project on Dinkey Creek in the Sierra Nevada east of Fresno. The project would be "economically justified and financially feasible."

"For example, the International Engineering Co. of San Francisco were presented to the Kings River Conservation District directors. The district would build the project, which would include a dam on Dinkey Creek, and sell the energy.

Besides the feasibility report from the engineers, the district still must receive environmental impact studies which are being prepared.

KRCB Manager Jeff L. Taylor said the plan is to file a license application with the FERC (Federal Power Commission) about November 1, although all of the environmental studies will not be finished until the spring of next year.

The proposed dam would flood 800,000 acres of land, leaving 90,000 acres of water. By comparison, the storage capacity of Waterfall Dam on the north fork of the Kings River is 1,100,000 acre-feet at Lake Kaweah.

This project on Dinkey Creek in the Dinkey Creek and the north fork to $25 million. The project would start work on their Westlands Water District job in the State of California. That contract is for 65 miles of various size pipeline for irrigation of several thousand acres of land. This job went for $10 million and should be completed in about 18 months.

The State is also calling for bids on Highway 37 from 1200 W to 1380 W, at an estimated cost of $30,000,000.

Granite Construction Company of Watsonville has also to low to the company's base bid was $8,468,000 for widening and resurfacing 3.5 miles of Highway 106 between State and Sisquoc Avenues at a cost of $401,500.

Westlands Water District

The Carl J. Limata Company of Fresno was the apparent low bidder for shoulder stabilization work on the Fresno Air Termi

Union Family Corner

(Arnold, Gene (Dorothy, Wife)

Kramer, Karl (Edna Day, Sister)

Jones, James (Josephine)

Hayes, Eugene (Alice, Wife)

Never, Otto (Louise Inderkum Daughter)

Jones, Freddie-Deceased May 12, 1978

Wighman, Richard (Linda)

Rhodes, Beverlee-Deceased April 30, 1978

Wage, Everett, (Dorothy, Wife)

Mormton, Philip (Barbara, Wife)

Phillips, John (Marie, Wife)

P. O. Box 95, Sacramento, CA

2345 Bonifacio No. 8, Concord, CA

326 Mission Avenue, San Rafael, CA

P. O. Box 419, Lakeport, CA

328 Pacific Street, Napa, CA

3092 Pine Street, Napa, CA

Rainsy, Everett (Margaret, Wife)

3092 Pine Street, Napa, CA

2365 Clay Street, San Francisco, CA

2111 Pacific Avenue, San Francisco, CA

3190 Van Ness Avenue, San Francisco, CA

3277 Tryon Street, San Francisco, CA

3220 California Avenue, San Francisco, CA

2265 Piedmont Avenue, Oakland, CA

Wright, Enoch, (Dorothy, Wife)

Willman, Richard (Linda)

24600 So. Airport, Sonora, CA

DECEASED DEPENDENTS

MAy 1978

Bland, Marie—Deceased April 29, 1978

Barnes, Robert (Irene, Wife)

Barnes, Robert (Irene, Wife)

Barnes, Robert (Irene, Wife)

Barnes, Robert (Irene, Wife)

Barnes, Robert (Irene, Wife)

Barnes, Robert (Irene, Wife)

Barnes, Robert (Irene, Wife)

Barnes, Robert (Irene, Wife)

Barnes, Robert (Irene, Wife)

Barnes, Robert (Irene, Wife)
### Personal Notes

**Marysville**

Our deepest sympathy to the family and friends of deceased retirees Robert Salisbury and James Vincent and Willard Thompson and Helen M. Ashby, respect of Robert.

**Santa Rosa**

It is with regret we report the recent death of two of our retired Brothers, Don Seavers and Perry Lane. Our sincere condolences are extended to the families and friends of our late Brothers.

### Swap Shop:

**Free Want Ads for Engineers**

---

### Numerous Sewer Projects in Redding

District Representative Ken Greller reports that engineers are currently enjoying the best job opportunity season in the past eight or ten years. Clean water projects are far and away, more numerous than in the past.

There are currently several secondary road projects under construction. The largest project will be Bid will probably be the Wildwood project, which will be around $5.5 million.

Another project to be let is the Hwy 1ca project. The Fish Hatchery, East of Red Bluff, going for around $1.5 million.

The Grass Lake project on Hwy 27 East of Weed may get the go ahead later in the summer. Cal-Ore Constructors have completed the cross-town water main and are finishing the clean-up work and look repairs at this time. This has been a tough job for the contractor because of the sixty-plus weeks, or reservations, call the Engineers News Swap Shop office.

Robert R. Hill Construction Co. is currently working for Cal-Trans on a large project in Trinity County. C. L. Pealer Co. and John M. Frank Construction Co. are hard at it on the Happy Camp sewage collection system and treatment plant respectively.

J. F. Shea Co. has had to cut down on the work force employed on the Hornbrook-Ager Road project because of problems of getting rid of a little more rock than expected. However, they have been keeping the men busy on several other projects in the area. O'Hair Construction Co. has called back most of his employees to complete the Truex job and to man the Crusher and Hot Plant near Lookout in Modoc County.

Robert R. Hill Construction Co., out of Heathsville, is working on the Adin sewer job and expects to wind up by the end of September.

Com-Con-Ex has several good telephone jobs in this area plus considerable work out west.

Things in general are going good in the Redding area. Green lakes those on the Out-of-Walk area. Let it to the telephone know if they are not going to be near their phones because the orders are coming in.

The Voice of the Engineers Beet Bu-Buque will be held July 22 at the Anderson River Park. For more details, or reservations, call the Engineers News Swap Shop office, (916) 541-0158 and ask for John or Jeanne.

### 35 Years

On June 18, the Executive Board granted Honorary Memberships to the following Retirees who have had 35 or more years of membership in Local 3:

Name  |  Project  |  Years
---|---|---
Elmer Jackson Aydelott  |  434545 | 6/4/35
Solomon C. Cox  |  438509 | 10/2/35
Alfred C. Cushing  |  431252 | 3/18/35
Joe C. Domingues  |  466956 | 2/3/43
Jack Greenwood  |  432129 | 11/4/35
Daniel C. Frank  |  436956 | 3/4/35
Ray Llewellyn  |  432360 | 3/16/35
Ben C. Carr  |  328712 | 9/4/32
Euwus Olson  |  347252 | 2/2/35
Royal Winfreid  |  432360 | 6/3/35

### Rules for Submitting Ads

- Any Operating Engineer may add his name to the column without change any PERSONAL PROPERTYこうなってください。このため、この件についても、情報をお願いします。

- If you have a problem with the type of the word you want in your advertising, I will not accept it for personal services or side lines.

- PRINT OR TYPE the wording you want in your advertisement, on a separate sheet of paper, limiting your 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 your ad and tender of your ad by your reader.

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

- Because the purpose should be to let telephone know this notice will be dropped from the telephone directory.

- Address all ads to Engineers News Swap Shop, 544 Valley Street, PO Box 137, Jamestown, Ca. 95338-0137, 537-6539. Reg. No. 55500. 6-78

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**Racial Quotas Are Deterrent To True Equality in Employment**

(Editors' Note: In light of the recent "non-decision" by the U.S. Supreme Court in the Bakke reverse discrimination case, the following letter from the author of the essay on which the RAND study is based.

The meaning of the RAND report

In more than a few respects, the current discus- 

sion of racial quota systems has acquired an 

almost theological flavor. Rather than focusing 

on earthly realities, the debaters prefer to 

discuss abstractions such as white guilt, 

the meaning of equal opportunity, and the 

legacy of black slavery.

As interesting as these subjects might be, 

they overshadow the real questions: Are quotas 

and other forms of affirmative action really 

effective means for advancing the economic 

and social position of minority groups in Amer-

ica? A new report just issued by the RAND 

Corporation says no. And its conclusions are 

well worth examining.

Contrary to the dominant social mythology, 

the RAND report concludes that affirmative 

action programs do not represent a "relatively 

minor contributor" in raising black income relative 

to white incomes. "Our results," the report states, 

"suggest that the effect of Government on the 

aggregate black-and-white ratio is quite small 

and that the popular notion that these recent 

changes are driven by a federal Government 

pressure has little empirical support." 

What then accounts for the gradual narrowing 

of the black-white income gap? "Blacks and 

whites," according to the study, "are simply 

becoming more alike in those attributes pro-

ducing higher wages." Specifically, blacks have 

made significant gains in the area of educa-

tion. In 1970, the average black worker 

had fewer years of formal education than 

white workers. By 1975, the gap had dropped to 

a little over one year.

Another major factor, the report points out, 

has been the transformation of the South from 

an economically depressed, agriculturally based 

region into a major industrial region. "The 

South," the report states, "is no longer the 

region of the old cotton plantations. It has 

been transformed into a region that is no 

longer politically, economically, and socially 

identical to the South of the 1940s and 1950s."

The report also notes that as of 1975, 

the Southern black community is no longer 

isolated. "It is no longer true that the black 

community is a closed, isolated community."

The however, the report concludes, 

that blacks are at least equal participants 

in the labor market. In 1970, the average 

black worker had nearly four years of formal 

educational training. By 1975, the gap had dropped to 

a little over one year.

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The nevertheless persists in certain industries 

and regions. It was 59 years ago that 

California-born 59-year-old Republican Evelle 

Younger. Although he has been 

strongly condemned by Local 3 Business 

Manager Dale Marr.

In opposing the plan, Marr called it "one of the 

most extravagant of its kind." The plan, he said, 

was "an insult to the black community. The plan 

was not in the interest of the black community."

The election though, is still *

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