

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 is 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 \$2.35 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 increase will be applied to maintaining and upgrading the various fringe benefits.

In addition to the current increase, the new contract calls for a \$1.20 increase in wages and fringes 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.



ENGINEERS NEWS

PUBLISHED TO PROMOTE THE GENERAL WELFARE OF ALL ENGINEERS AND THEIR FAMILIES

Jurisdiction: N. California, N. Nevada, Utah, Hawaii & Mid-Pacific Islands

Vol. 37 — No. 7 San Francisco, Calif.



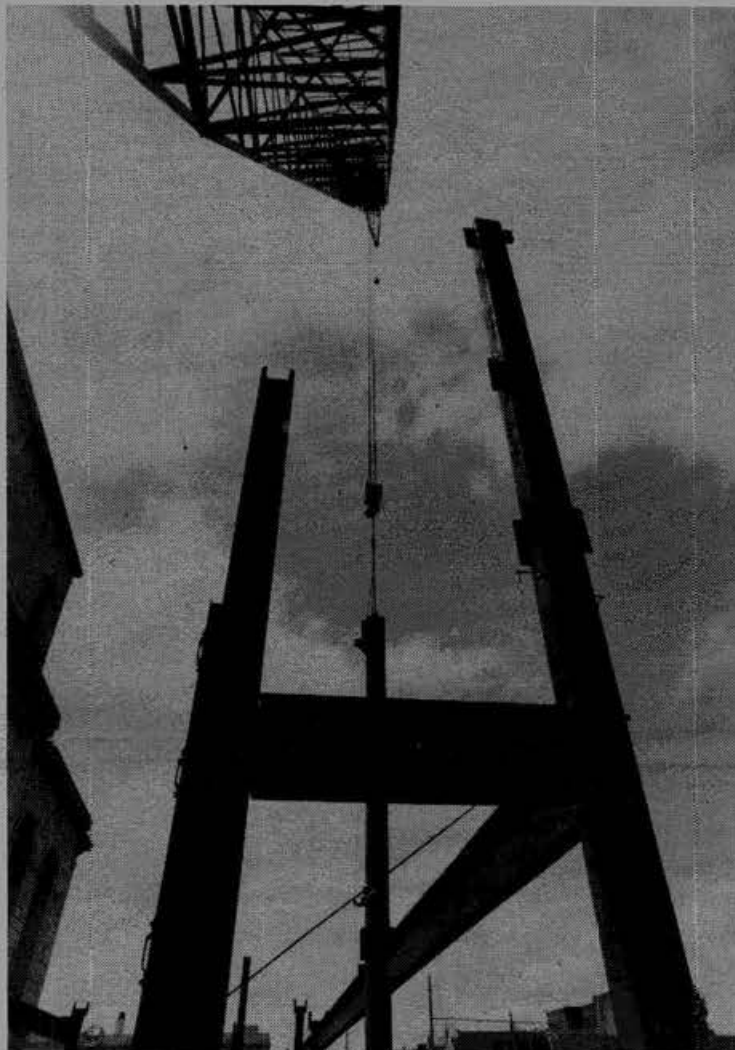
192 July, 1978

New Boom in Construction

This is the view from the controls of the crane operated by Local 3 member Jim Apao. He and oiler 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.



Engineers News Photo

'Hard Dollar' Pay Increase Takes Effect

Business Manager Dale Marr has announced that operating engineers working under the major contractor association agreements in California and Nevada will receive their "hard dollar" wage and fringe increases in June or July, depending upon the effective date of each agreement.

Engineers covered under the California Master Construction Agreement, Master Agreement for Equipment Rental, Technical Engineers Master Agreement, Nevada Master Construction Agreement and the Memorandum of Agreement with the Dredging Contractors Association of California will receive wage increases of 50 cents an hour.

An additional 50 cents an hour will be applied to various fringe benefits.

The increases come as a result of contracts already negotiated which call for an automatic increase of \$1 an hour. The distribution of the increase was determined by Local 3's rank-and-file Executive Board.

Engineers working under the California and Nevada Master Construction Agreements, in addition to their 50 cents an hour wage increase, will receive hourly increases of 20 cents an hour for health and welfare, 5 cents for pension health and welfare, 10 cents for pension and 15 cents for the vacation and holiday pay plan.

This brings the total fringe package for Local 3 members under the California agreement to \$1.50 an hour for health and welfare, 33 cents an hour for pension health and welfare, \$2.35 for pension and \$1.15 an hour for the vacation plan. The Affirmative Action allocation remains unchanged at 29 cents an hour.

The wage increase for the California (Continued on Page 3, Col. 1)

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 decided by a 2-1 margin on June 6 that California was becoming too civilized for their pocketbooks.

In their overwhelming vote in favor of Proposition 13, the voters spoke loud and clear that they wanted less taxes, less government interference, more efficiency in government mandated social services and a general taming of the bureaucracy that, in their eyes, was threatening their ability to realize the American dream—owning and keeping their own home.

The passage of the Jarvis/Gann Property Tax measure, Proposition 13, has succeeded in sending a message, not only to every local and state governing body, but also to the champion of burgeoning bureaucracies, the federal government in Washington, D.C.

Reacting to the growing taxpayer revolt, the U.S. House of

Representatives has voted to slash \$800 million from the funds already appropriated for the Departments of Labor and Health, Education and Welfare. The cut, which amounted to 2 per cent, came despite the objections of Massachusetts Republican Congressman Silvio Conte who argued that California's vote was "not a bugle call" across the nation to tear down health, education and welfare programs.

Cut the Fat

California voters, however, disagree with Congressman Conte's opinion. In letters to the editors of the state's newspapers, writers are saying to cut government expenditures in every category except police and fire protection. "Cut all politicians pay and free benefits," "cut welfare," "cut frills from public schools," "do radical surgery on the school systems, help those who cannot help themselves but forget the guitar lessons, macrame and a hundred other subjects."

The state legislature immediately went to work trying to imple-

ment the changes in the state laws required by Proposition 13. Assembly Speaker Leo McCarthy named a bipartisan joint legislative committee to draft legislation to put the measure into effect. They also were charged with developing a fair and equitable means of bailing out local agencies faced with a drastic reduction in revenue.

Governor Brown, long recognized as a fiscal conservative, responded with an immediate freeze on state hiring, a freeze on wages at current levels for all state employees, budget cuts of over \$700 million and a pledge of no new state taxes. Brown told the legislature that "voters have told us they want a tax cut, they don't want a shell game, there will be no new taxes." Brown also told the legislators that the state's surplus of over \$5 billion would be distributed to local agencies as a means of softening the blow.

Budget Cuts

Looking and sounding like a recycled Ronald Reagan, Governor Brown attacked the state's budget

with fervor as he cut, trimmed and squeezed \$715 million from the proposal. Brown ordered a 5 percent across the board cut in the operating budget of every state agency. Included in his cuts were two of his pet projects, \$5.8 million for his communications satellite and \$5 million for solar research. In fact, virtually every department in the state was cut with the exception of the state capital outlay building program, which remains "essentially intact," good news for the building trades.

The debate over Proposition 13 virtually monopolized the airways and newspapers. Political futures were made and lost, depending on a candidate's position on Jarvis.

In the campaign for the Republican nomination for governor, the top two candidates, Evelle Younger, the winner and Ed Davis, the runner-up, both endorsed Prop. 13, although Younger refused to campaign for it or outline how he thought the state would function under its guide-

lines. The losing candidates, Assemblyman Ken Maddy and San Diego Mayor Pete Wilson, both opposed Jarvis, and as a result, saw their political stars dim in the shadow of the initiative.

Dark Horse Loses

At one point in the campaign, Maddy was considered the dark (Continued on Page 2, Col. 1)

District 1 Meeting Places Changed

For the convenience of the members, the regular quarterly membership meetings of District 1 will be rotated in the various subdistricts during the year. Accordingly, the meeting on Wednesday, July 19, 1978, has been changed to the Fairfield Community Center, 1000 Kentucky Street, Suite A, in Fairfield. The meeting scheduled for Wednesday, October 18, 1978, has been changed to Nave Lanes in Ignacio.



By DALE MARR, Business Manager

Looking At Labor

Summary of Recent Events

ENGINEERS NEWS

WIPA
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
Treasurer

KEN ERWIN
Director of Public Relations
and Managing Editor

Publication No. 176560
Advertising Rates Available
on Request

The Engineers News is published monthly by Local Union No. 3 of the International Union of Operating Engineers, 474 Valencia Street, San Francisco, CA 94103 (No. California, No. Nevada, Utah, Hawaii and Guam). Subscription price \$30.00 per year. Second class postage paid at San Francisco, California

Now that the peak of the work season is upon us, it is apparent that we are experiencing the heaviest construction activity in at least eight years. It is a tribute to Local 3's political involvement and to the participation of our rank and file members that much of this work—particularly in the public works sector—is now on line. It is a recurring irony in this industry, though, that a building boom in the private sector seems to always coincide with the release of major public works projects. Hence, we are experiencing a severe shortage of qualified operators in some classifications, where this time a couple of years ago there was a surplus. It is unfortunate that we have such a difficult time convincing our elected representatives and bureaucrats the value of using public works projects as a "buffer" during those periods when privately funded expansion is slack.

As you will note on page one, a large number of our membership throughout Local 3's jurisdiction are receiving significant increases in their wage/fringe package. Members working under the Master Construction Agreements in Northern California and Nevada are receiving their "hard dollar" wage and fringe increases as negotiated in last year's contracts.

Our Utah members, under the very capable leadership of Vice President Bob Mayfield are the current beneficiaries of a new Master Construction Agreement that will provide for an increase of \$1.20 in wages and fringes in each of the next three years. These events, combined with the recent successful renegotiation of the Hawaii Master Construction Agreement indicate once again that operating engineers in Local 3 are among the

highest paid construction workers in the nation—rightfully so in light of the fact that they are some of the most qualified.

In the aftermath of the Jarvis-Gann initiative, we are finding as we predicted that the jobs of some of our Local 3 members employed by county and municipal governments are in jeopardy as administrators seek for ways of slashing budgets. Fortunately, the percentage of government employed operating engineers is small enough that, given the current building boom, we should have very little trouble getting them dispatched out to the jobsites.

As many of you are aware, government workers under the law do not have to join a union officially designated as a collective bargaining unit. I am told that a significant number of these government employed non-union building and construction trades workers are now regretting their lack of participation in Local 3 and the other building trades unions as their jobs must now face the scrutiny of budget hearings.

On the other side of the coin, we are finding that passage of the Jarvis-Gann initiative may help us to score a major victory against those cities and counties that have been using overstuffed public works departments to carry out extensive road maintenance projects under the auspices of "force account" work. In past issues of *Engineers News*, we have come out strongly against this practice, as it has proved to be a costly and inefficient way to do any but the smallest road maintenance jobs.

Last week, our state Building and Construction Trades President James Lee met

in a press conference with several other heads of the Construction Industry Force Account Council (CIFAC) to announce that the building trades are ready to absorb the 7,000 government employed construction and building crafts workers who expect to be laid off because of Jarvis-Gann.

We applaud his insistence that these workers be dispatched through union halls—even though I understand this met with resistance among some contractors. In light of the fact that much of the construction work is on line primarily because of our efforts, we make no qualms about standing firm and protecting the right of union members to have first crack at these jobs.

We also believe that enrolling these workers in the unions will help establish a firm line of resistance against any further inroads of the open shop movement into the construction industry. It has always been an unwritten rule of thumb that open shop contractors thrive most during hard times, when even strong union workers are forced to seek work where they can get it. We are finding, however, that even in the current building boom, the open shop contractor is cornering an increasing percentage of the home building market. We will be taking a hard look at this trend in an upcoming issue of the *Engineers News* and outlining what we are doing to combat it.

In closing I would like to remind our brother members in Nevada that August 12 is the deadline for registering for the September primary election. We urge you to do your part in assuring that you receive the kind of representation you are entitled to. *Engineers News* will examine the Nevada political candidates in the August issue.

Election Roundup

(Continued from Page 1)

horse with an odds-on chance of winning. However, as soon as he voiced his opposition to Jarvis, his standing in the polls, and his ability to raise campaign funds began to diminish.

Maddy's defeat came as a blow to the labor movement. He was considered a moderate Republican who would provide an alternative to Jerry Brown. As an Assemblyman, Maddy built a considerable following among building trades unions, the educational system and the agricultural interests of the state.

As the governor's race stands now, there is still a strong possibility that the house of labor will be divided. Jerry Brown's policies as governor had both a beneficial and detrimental effect on organized labor's programs.

John F. Henning, Executive Secretary-Treasurer of the California Labor Federation AFL-CIO has praised the legislative record of Governor Brown in the Federation's annual legislative review for the past three years. In 1975, Henning said that "more legislation of lasting significance to California workers was enacted and signed into law than at any time in the history of the state."

The following year, Henning said the Legislature "continued the progressive course it set the previous year with respect to the needs of working people . . . particular thanks to Governor

Brown and the Democratic leadership in both houses. . . ."

The labor legislation signed by Brown is varied. He has outlawed the use of professional strikebreakers. He has authorized dramatic gains in workers' compensation, unemployment insurance and disability insurance.

Brown's appointments to the Department of Industrial Relations has ended eight years of hostile neglect at the hands of the previous Republican administration. Administrative orders have resulted in major advancements in regulations affecting on-the-job safety conditions.

The past year has seen California make spectacular job gains in spite of many restrictive federal environmental guidelines. Brown has taken administrative action to eliminate many unnecessary requirements in California's environmental laws. He has helped accelerate the permit process for construction and industrial development projects.

Brown has also used the legal office of Governor to resolve law suits holding up major development projects.

Criticism Abounds

While Brown's record would seem to warrant organized labor's united support, he has often been criticized for both his actions and that of his appointees.

(Continued on Page 14, Col. 3)

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 honors went to Michael Lynn Christiansen, 18, of Richfield, Utah and Regina Louise Benzonelli, 18, of Eureka, Calif., who will receive a scholarship of \$750 to apply to their college education.

The runners up in the competition were Todd Satoshi, 18, of Stockton, Calif.; Deborah Mendenhall, 18, of Red Bluff, Calif.; Karl Enge, 18, of Carson City, Nevada and Jodi Ensuna, 18, of San Jose, Calif.

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

Michael Christiansen is the son of Local 3 member Stephen Christiansen. He is a graduate of Richfield High School and plans to major in mathematics or engineering at Brigham Young University in Provo, Utah. A straight-A student, Michael graduated first in his class, and has been active in school sports, and church activities as well as a participant in the high school band and other musical organizations.

Christiansen has spent summers doing construction work, attending basketball camps, giving tennis lessons, playing in city and church basketball and touring with the Sound Celebration, a musical group.

Michael says he appreciates the education he has obtained throughout the years and does not regret the extra hours he has put in to achieve excellence in his school work and extra curricular activities. "I know that working hard and applying myself will better prepare me for college," he says.

The winner of the female division, Regina Benzonelli is the daughter of Gottardo Benzonelli,

a member of Local 3 since 1955. Regina is a graduate of Eureka High School and plans to attend Humboldt State University.

A straight-A student, Regina has been 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)

fornia Agreement became effective June 16 and the fringe benefit increases became effective July 1. A cost of living increase where applicable is scheduled to take effect November 1.

The total fringe package for Local 3 members covered by the Nevada Master Construction Agreement comes to \$1.63 an hour for health and welfare, 35 cents an hour for pension health and welfare, \$2.35 for pension, and \$1.17 for the vacation pay plan.

The wage increase set forth in the Nevada Master Construction Agreement does not apply to any public job or project bid or in progress prior to July 1. Wage rates set forth in the original bid specifications apply to those jobs. Fringe benefit increases, as provided above, however, will take effect on July 1. A cost of living adjustment where applicable will take effect November 1.

Engineers working under the Master Agreement for Equipment Rental, Technical Engineers Master Agreement and the Memorandum of Agreement with the Dredging Contractors Association of California will receive the same wage and fringe ben-

efit increases as those listed above for the California and Nevada Master Construction Agreements.

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 Schedule "A."

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

Wage and fringe benefit increases for engineers working under the dredging agreement took effect July 1, with a cost of living adjustment scheduled for November 1.

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

Labor Delegation Visits Local 3

Representatives from the British Columbia and Yukon Territory Building Trades Council visited the Operating Engineers Rancho Murieta Training Center recently for a close-up look at Local 3's apprenticeship program. (See photo below)

Cy Stairs, Vice President of the British Columbia Building Trades Council; Larry Widen, Regional Coordinator for the Canadian Labour Congress, Labour Education and Studies Centre; Dennis Duffy, Training Director for the IBEW Joint Apprenticeship and Journeymen Retraining Committee, and Hugh Robinson, of the International Woodworkers of America, Western Canadian Region, were in California studying the

apprenticeship programs of various trade unions. Stairs said they came to California because of its history as a union oriented state.

"British Columbia is also a highly organized province, in fact it probably has the highest percentage of union organized workers anywhere in Canada," Stairs comments. "However, the Right-to-Work Committees are getting active in Canada, especially in our province. We are interested in seeing how California's unions cope with these organizations in addition to the actual training. We have an interest not only in training competent union craftsmen, but also providing the apprentices with an understanding of the trade union principles and history."



PROJECT

Route 41 Bids to Open

Assemblyman Richard Lehman (D-Fresno) has announced that the completion of Route 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 \$11.8 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 bid winner of the job to widen Highway 17 and construct median barriers and retaining walls on a one-mile stretch near the county line.

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 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. Commission 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.

Piombo Tackles Monterey Project

In spite of the fact that they are having to excavate in the middle of scenic Monterey, Piombo 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.

Piombo 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 to 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 \$114.8 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.

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 on 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.

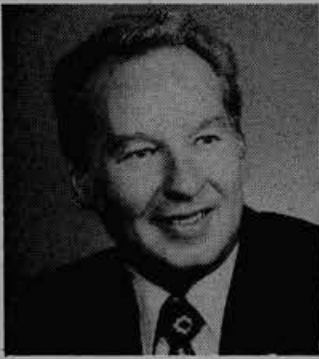
\$148 Million in Construction

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 continuation of the Central Valley Project in California—specifically Reach 8 of the Tehama-Colusa Canal project in the Marysville District and the Sugar 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 contracted out in six separate projects. The first phase will begin this 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.

UPDATE



By HAROLD HUSTON, President

A Personal Note From The President's Pen

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 they gave to us.

Hundreds of representatives of AFL-CIO unions throughout the state along with your 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!

Work Looks Good for Marysville

Business Rep. Warren Reed reports that in the Marysville area, the work picture on the East Side has been moving along very well. At the present time, Baldwin Contracting has its crew back to work and is even placing orders for additional operators.

Robinson Construction is also doing a fair amount of work at the present time. Perini Corporation at Miner's Ranch Tunnel is moving along at a moderate pace—they presently have three shifts in operation and are in to the tunnel at approximately 500 feet.

Work in the hills has picked up tremendously with Easley Construction working in Portola and Butte Creek Rock has started up their crushing and hot plant operation in Chester and is expected to have a real good season up there. Tenco Tractor is keeping real busy repairing various types of equipment.

"The overall work picture for our area looks like it will be real good for a while," Reed said. "Our out-of-work list is going down and, at the present time, we are still in need of Finished Blade Hands and Grade Setters."

Dan Mostats reports that the work picture on the West Side is also very good at the present time. This past month has been pre-job conference time in the Marysville Area—District Representative Alex Cellini has kept his agents busy attending one or two pre-jobs a week for the past month.

W. M. Lyles Company of Fresno was awarded the bid of \$2.5 million for installation of 42" to 10" concrete pipelines originating at the Tehama-Colusa Canal at Willows, California. On the same

(Continued on Page 12, Col. 1)

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.

Rasisch 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 1982, Carter said.

Rasisch 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 approach up to the highest structure.

Santa Cruz Area

Asst. 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 La Grange is still off with that busted knee, as he will be for a long time. A tougher deal yet is Brother Larry Duncan, who lives with his wife Connie and three 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 Francisco 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 excellent legal help now.

On June 15, Larry had been in intensive care a month. He's still in danger but much better than he was. Larry and Connie owe thanks to Brother Roger Wilson and wife, who made the initial contact to get Local 3's support.

There's construction work everywhere in Santa Cruz and Northern Monterey County—no

really big projects, but everywhere you look, you'll see iron moving dirt, Bullard said. The plants are the same, providing rock, sand, and asphalt at a good clip.

The fourth annual District 9 barbecue will be held August 6, Sunday, at Hellyer Park, off Hwy 101 in Southern San Jose. If you live in Santa Cruz or Northern 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," Bullard said. "Let us find more unity by meeting each other there."

Successful Recall Election

Supervisors Phil Baldwin and Edward Borovatz are no longer

supervisors. They have been replaced by Pat Liberty in Scotts Valley, and Dan Forbus, in Live Oak. Congratulations to Pat, a fine and competitive lady, and to Dan Forbus.

Baldwin defeated Dan in 1976 on an essentially no-growth platform. Baldwin has since been quoted in a local newspaper as saying he would like to find work with his hands in construction!

"So much for his commitment to no-growth when he needs to feed the bellies that depend on him, as we all do!" Bullard said.

"If he builds homes, the homes 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 supported as supervisor. Brothers, justice has well been served!"



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. Rasisch Construction has the first contract for \$7.5 million.

Barbecue

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



By BOB MAYFIELD
Vice-President

Rigging Lines

This month has been a month that has been extremely busy for this writer and, consequently, has seemed to have disappeared all too quickly. As I reported last month, several major contracts were opened and had to be negotiated in both Utah and Nevada. I am most happy to report that at this moment the Utah A.G.C. contract in its entirety has been completed with the employers and ratified by the rank and file. It is extremely gratifying to see a major contract such as this one really is, with the important contract changes that occurred and a \$3.59.5 hard money economic package, weighed and appreciated as much as I'm sure a vast majority of members in that state will do.

These contract negotiations were chaired by Business Manager Dale Marr and assisted by myself and Utah District Representative Tom Bills and Business Representative Les Lassiter. This package will be spread out with \$1.19.5 per hour increase going into effect the first year and \$1.20 per hour the second and third years respectively. This first year will see 75 cents per hour go into wages in all classifications and Vacation Pay, Pension, and Pensioned Health & Welfare as increases. Also, 25 cents per hour went into the Health & Welfare, which will allow the Trustees to upgrade the coverage of that plan in the areas of maternity coverage, major medical and less individual deductible payments.

This plan has long been in need of upgrading, but until now not enough money has been available for premium increases which have plagued all plans in recent years. This upgrade will likely go into effect in January 1979. This large package increase was made possible, probably as much by the single factor that three years ago we, as union officials, bit the bullet in a sense and implemented in the labor contract a freezing of Davis-Bacon wage provisions, as non-union contractors were bidding and getting up to as much as 40 per cent of the major highway bids being let in that state.

In the 3-year period since union contractors have been successful in getting at least 95 per cent of major highway work and at least one large non-union contractor in that state has totally gone out of business because they no longer can compete with advantages they used to have in the prevailing wage sector. The net overall of the whole situation is that today the Operating Engineers Construction Contract brothers in the tough right-to-work State of Utah are, for wage and total package, the highest paid craft workers, and that is barring nobody.

Also, just recently, I and Nevada District Representative Dale Beach were successful in completing for another year the Helms Rock & Sand Company agreement. It was open for wages and benefits and the total package obtained was 90 cents, distributed to: Wage 50 cents; Vacation Pay 15 cents; Health & Welfare 20 cents; and Pensioned Health & Welfare 20 cents; and Pensioned Health & Welfare 5 cents.

By the time this article is printed, hopefully we will be well along in the Sand & Gravel agreements, the Custom Agreement and Western Pipe Coaters, all located in Utah, which should pretty well complete all agreement openings with which I'll be involved, until October, when the Duval Mine in Eastern Nevada will be opened for renewal.

I had the pleasure of attending an Atomic Industrial Forum for three days in Monterey, California this past month (June) as a representative of Local No. 3, and at the invitation of General President Jay C. Turner. The Conference was sponsored by the large industrial construction companies. Attending this forum for the most part were the major utility and power producing companies in our country, as well as many other power companies from countries as far away as South America, Puerto Rico and Taiwan. Some, only to mention a few, were Southern California Edison, T.V.A. (Tennessee Valley Authority), Pacific Gas & Electric and Duke Power Company. Typical contractors attending (names most of us know) were: Bechtel Power Co., The Fluor Co., Babcock & Wilson, and suppliers such as National Lead Industries and The Anaconda Company. I mention these names above because they are some of the largest in nuclear construction as well as the largest utilities in our country.

Of the over 150 delegates, I, to my knowledge, was the only person in attendance with labor's point of view and interests. Lastly (and as far as I'm concerned, most leastly), were a few environmentalists from some state agencies and people from various U. S. Government agencies concerning nuclear licensing requirements. One thing which was most obvious from the outset was the remarks of all industry speakers regarding any type of nuclear power construction and even fossil fuel power plants to be constructed. According to each and every speaker on the industry side, without exception, was the red tape and permits of all types and environmental requirements which make all such projects either impossible, or delays that cause added costs that make such projects economically unfeasible.

The outlook is glum for all such projects and most especially. (Continued on Page 12)

Nevada Report

Unfinished Links Closing on I-80

Business Rep. Mickey Yarbrow reports that work in the eastern part of Nevada is strong, due mainly to the commitment by the State of Nevada to complete I-80 by 1982. Jack Parsons Construction is working double shifts at Wendover and should complete the concrete paving by fall.

Yardley Drilling and Pritchett Construction are the subcontractors. The ten-mile stretch adjacent to the Parsons job is due to be bid in October. The engineers estimate is \$14 million.

Max Riggs Construction is winding up the structures at Wells and Elko and is 50 percent complete on the structures at Winnemucca. At Carlin, Gary Pollock (G. P. Construction) is moving very well on the grading

of the Carlin bypass.

Both of these contractors will be looking at the \$7 million engineers estimate on the Elko bypass and on the final section of the Winnemucca bypass, both of which are scheduled for bid in October. Moving down to Lovelock, Frehner Construction picked up the last of the grade work and started June 1st. They'll have to rush to complete this project by winter.

In other areas around the east, there are currently quite a few overlays in progress. Parsons is working on an eleven-mile stretch of U.S. 93 at Cherry Creek. Vernon Paving is doing the pulverizing and the C.T.B. North of there on U.S. 93 at Jackpot, Peter Kiewit and Sons has started another

ten-mile overlay and will also use Vernon Paving.

Frehner picked up a very large overlay and stockpile job on I-80 between Battle Mountain and Valmy. They're scheduled to start this July 1st. Nevada Paving has two overlays, one near Lovelock and the other near Denio. Robert L. Helms Construction is just finishing up his safety project and overlay at Rye Patch.

"We are finally getting through the government red tape on a couple of other projects in this area," Yarbrow said. The Elko railroad track relocation that was originally scheduled to begin March 1st looks pretty good for August 1st. This project will be let in phases and means good (Continued on Page 12, Col. 1)

Kennecott Faces Corporate Takeover

Business Rep. Bill Markus reports that the shaky world copper market and the recent corporate takeover battle at Kennecott Copper in Utah has kept everyone in the industry on edge for the past few months.

Curtis Wright Corp., one of Kennecott's major stockholders is currently making a bid to gain management control of the company through a stockholder's proxy vote. Thus far they have been unsuccessful, says Markus, but Kennecott is attempting in the meantime to correct some of its management problems in an effort to keep the company leadership together.

A change in ownership could conceivably affect hundreds of jobs for Local 3 members working at the Bingham Copper Mine.

Anaconda Corporation has had a series of accidents in the past few months. One tragic accident cost the lives of two men when a man-cage became stuck in a shaft being sunk by Centennial Development Company. The two men apparently panicked and attempted to slide down the cable to safety at the bottom of the shaft, not realizing how far it was.

They were unable to maintain their grip on the cable and fell approximately 400 feet. The most recent accident was extremely costly in dollars when a new loader was dropped 3600 feet from the collar to the bottom of the production shaft at the Carr Fork operation, causing an estimated \$6 million in damage to the shaft and equipment. Fortunately no crews were working the shaft at that time or the loss of lives would have been tremendous.

Southern Utah

Don Strate reports that work in Southern Utah is going at full bore and the out-of-work list is down to very few men. It has been difficult to fill some work orders on certain classifications. Jelco at the Emery Power Plant is very busy with approximately 115 operators working, plus six sub-contractors using operators. The Huntington plant is still winding down but, as usual on these projects, there is always a lot of little jobs to do to complete the contract.

L. A. Young Sons has started on their I-70 Clean Creek project. They expect to have about fifty

Operators working. L. A. Young also picked up an overlay job at Circleville Canyon, plus they are getting started on their Spanish Fork Canyon job.

Peter Kiewit Sons should be finished with their reservoir project for Utah Power and Light at Emery in about a month. They have double-shifted this job and are whipping it out in short order.

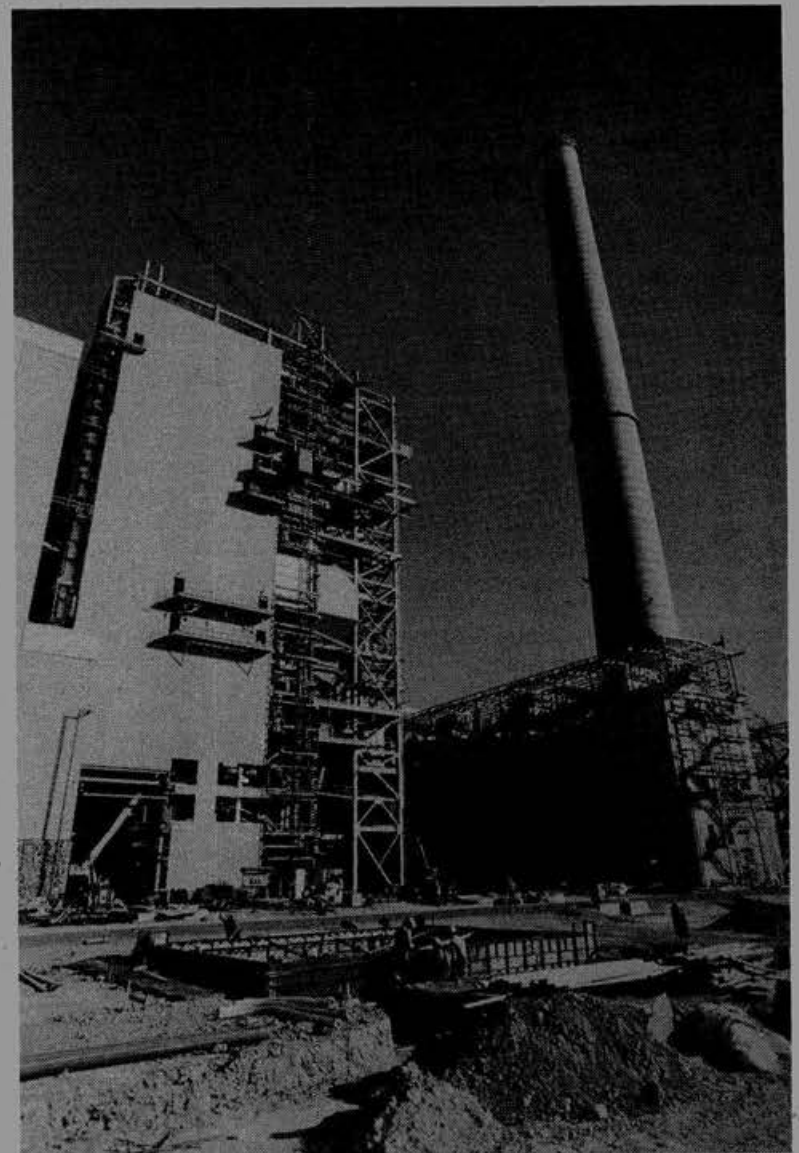
J. B. Parson Company is still going two shifts on their Buckhorn Flat job. They are moving a lot of dirt but, here again, there is a problem supplying them with men. Their crusher is working two shifts and should be starting to wash the concrete aggregate at any time. J. B. Parson was the low bidder on 22 miles of over-

lay on I-70 west of Green River. They have a lot of work to do just to get their pit open. It has to be drilled and shot so it should be interesting to see what kind of pit they end up with, Strate commented.

W. W. Clyde Company was low bidder on an overlay job just out of Enterprise. Clyde's projects in Emery County are coming to an end so they will be looking for some dirt work. The Price Bypass is on schedule with two shifts and about 45 operators working.

J. B. Construction Company has started on the sewage treatment plant for the town of Castledale. They expect to have most of the dirt moved in about three months.

(Continued on Page 6, Col. 2)



Engineers News Photo

THE HUNTINGTON POWER PLANT southeast of Price, Utah is in its final stages of construction. Owned by Utah Power and Light, the massive project has been under construction for several years.

Several Oakland Shops Expand Workforce

Asst. District Rep. Ron Butler reports that work in the Oakland shops is booming. Peterson Tractor 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-negotiation meetings with employees of King-Knight Company in Emeryville, 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

Burford Barks 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 workload 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 become 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 DeSilva is spread out all over Eastern County.

Piombo has a great job in Walnut Creek that has moved along very good. Dick Fanfa is the superintendent on the job with 189 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.

Out in Antioch Peter-Kiewit is moving right along on the bridge. It should be open by this fall if everything continues like it has been. "I understand that the bridge is going to be named after Senator John Nejedly who has

that district and who has done so much for Contra Costa County as well as labor," Ivie said.

Madonna Construction should be finished with the section of Hwy. 4 in August sometime. This is a very fine looking job. A job like Hwy. 4 is one that every Business Representative would like to see come into his area with a con-

tractor like Madonna Construction and a superintendent like Milton Garcia.

A lot of thanks goes to Job Steward Bill Hodges who 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 required 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 layed 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 various small jobs around 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 Copenhagen went back on tracks and will be doing dragline work in Richmond. The Jenne is in San

(Continued on Page 13, Col. 1)

Salt Lake Industrial Area Expanding

(Continued from Page 5)

Wayne Lassiter reports that Gibbons and Reed Company has completed the detour on 5600 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 Valley. Wheeler Machinery (Caterpillar dealer) has selected the 2100 South industrial area for their 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.

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 membership 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 M.S.H.A. 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 Committeemen 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 Provo 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 Parrotts Ferry Bridge and the regional sewer project near Jamestown are two of the larger construction jobs currently 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 mans one of the two tower cranes on the job (lower left).

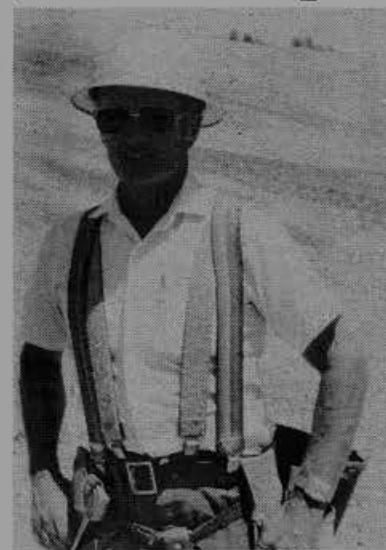
R. D. Watson is going full bore on its \$2 million holding pond (lower right), part of the \$3.5 million regional sewer project for the Sonora area. When completed, the reservoir will be used for the containment of treated waste water. There are about 15 Local 3 members working on

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.



Blade Operator Gilbert McGregor



Grade Checker Jack Moyle



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., for 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

01.02.02 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 01.05.00, 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 dams, bridges, roads, etc., including barrow pits which may be located in Area 1.

01.02.04 If any job or project is located completely 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

(2)

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 jobsite, except to subcontractors whose total economic cost per unit of labor equals 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 or Service Engineer or an Employee who operates or maintains the following equipment—generators or welding machines or uses in the performance of his work fixed drills, lathes, pickup trucks, grease trucks, lube trucks and trailers or any or all of them—will be subcontracted 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 at the site of the construction, alteration, painting or repair of a building, structure or other work:

05.05.01 This Section 05.00.00 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.

05.05.03 If an Individual Employer shall subcontract on-site work as herein defined which is covered by this Agreement, provisions shall be made in such subcontract for the observance by said subcontractor of the economic cost per unit of labor as to such work.

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 by the subcontractor of any such subcontract 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 05.03.00 hereof with respect to the jobsite work 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.

(3)

05.06.01 In the event the Union questions compliance by a subcontractor with the provisions of this Section, the Union shall so notify the Employer, the Individual Employer and subcontractor in writing, and the subcontractor shall furnish to the Union within fifteen (15) days a written itemized record of all pertinent information. Additionally, where itemized payroll records are required for submission to public contractor agencies on behalf of subcontractors, the subcontractors shall furnish copies of such submission to the Union upon written request. If the subcontractor refuses, the Individual Employer shall cause the subcontractor to supply the information.

05.06.02 If any subcontractor shall become delinquent in the payment or meeting of the obligations set forth above, the Union shall promptly give written notice thereof to the Individual Employer and subcontractor specifying the nature and amount of such delinquency. If such notice is given, the Individual Employer shall withhold the amount claimed to be delinquent out of any sums due and owing by the Individual Employer to such subcontractor and shall pay and satisfy therefrom the amount of such delinquency by such subcontractor as follows:

05.06.03 If such subcontractor does not dispute the existence or amount of such delinquency, the Individual Employer shall forthwith pay into the Operating Engineers' Pension Trust Fund the difference between the economic cost per unit of labor that should have been paid by the subcontractor and the amount actually paid by the subcontractor, plus 25% of said difference by way of liquidated damages for the added expense of investigating, prosecuting and administering violations for the damages suffered by the Union and the Employees. Any dispute as to the existence or amount of such delinquency shall be settled as provided in Section 18.00.00 hereof and if the subcontractor is found in violation, the Individual Employer shall be obligated to pay the amount determined to be due, including liquidated damages as described above, out of the money so withheld from the subcontractor, into the Operating Engineers' Pension Trust Fund, and costs incurred.

05.06.04 The Individual Employer shall not be liable for any such delinquency occurring more than sixty (60) days prior to the receipt of such written notice from the Union.

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

(4)

Repairmen 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 repair work and field 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), Twenty-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. (See Sections 01.03.01 and 13.00.00 for applicable manning.)

07.08.06 When a Rodman or Chainman 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:

1st Period	60% of Chainman-Rodman
2nd Period	70% of Chainman-Rodman
3rd Period	80% of Chainman-Rodman
4th Period	90% of Chainman-Rodman

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

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%

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.

1st Period	60%
2nd Period	65%
3rd Period	70%
4th Period	75%
5th Period	80%
6th Period	85%
7th Period	90%
8th Period	95%

(5)

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.

07.09.03 All Apprentice applicants will be selected in accordance with the Apprenticeship Standards and selection procedures outlined therein. All Apprentices entering the program shall be evaluated by the Joint Apprenticeship Committee to determine whether they shall be a 1st Period Apprentice through an 8th Period Apprentice for Operating Engineers, and a 1st Period through 8th 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 being operated to service other crafts shall be paid the wage rate set forth in Section 01.03.01.

13.04.00 CREWS. Employees working four (4) hours or more in conjunction with a crew or crews consisting of four (4) men or more of the crafts listed below shall be covered by and under this Section 13.00.00:

- (1) International Association of Bridge, Structural and Ornamental Iron Workers Union,
- (2) International Brotherhood of Boilermakers, Iron Shipbuilders, Blacksmiths, and Helpers,
- (3) United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada,
- (4) International Brotherhood of Electrical Workers,
- (5) International Brotherhood of Bricklayers.

13.08.12 When Employees covered by this Section are employed to service another craft or crafts that work a shorter day or shorter week, such Employees shall be afforded the opportunity to earn an amount equal to a full shift, full day or full week, as the case may be, at the applicable straight-time wage rate.

13.08.13 When Employees perform work covered by this Section in conjunction with another craft that receives overtime for any period of time between 8:00 a.m. and 4:30 p.m., Monday through Friday, they shall be compensated on the same basis.

PILEDIVING

14.08.04 For raising steam on any equipment before a shift begins, except as otherwise provided, effective:

6-16-78	11-1-78
\$ 9.68	\$ 9.68

14.09.00 When Employees covered by this Section are employed to service another craft or crafts that work a shorter day or shorter week,

(6)

such Employees shall be afforded the opportunity to earn an amount equal to a full shift, full day or full week, as the case may be, at the applicable straight-time wage rate.

14.10.00 When Employees perform work covered by this Section in conjunction with another craft that receives overtime for any period of time between 8:00 a.m. and 4:30 p.m., Monday through Friday, they shall be compensated on the same basis.

SPECIAL WORKING RULES AND CONDITIONS FOR WORKING UNDERGROUND

15.02.00 Underground Rate. Employees working underground shall be compensated for all time underground and shall receive thirty cents (\$.30) per hour in addition to their straight-time hourly wage rate set out in Section 01.00.00, and it shall be the Employee's underground straight-time hourly wage rate; provided, however, Employees working within shafts, stopes, and raises shall receive fifty cents (\$.50) per hour in addition to their straight-time hourly wage rate set out in Section 01.00.00 hereof and it shall be the Employee's underground straight-time hourly wage rate.

NOTE: On all jobs or projects bid prior to July 1, 1978, the underground rate contained in the 1975-1978 Master Agreement shall apply.

15.02.01 When two (2) shifts are employed for five (5) or more consecutive days, eight (8) consecutive hours of work (exclusive of meal period) shall constitute a day's work for the first (1st) shift; and seven and one-half (7-1/2) consecutive hours (exclusive of meal period), shall constitute a day's work for the second (2nd) shift, for which eight (8) hours' straight time shall be paid, provided that if the first shift regularly starts work before 7:00 a.m., then seven and one-half (7-1/2) consecutive hours of work (exclusive of meal period) shall also constitute a day's work for the first (1st) shift, for which eight (8) hours' straight time shall be paid. The applicable overtime rate shall be paid for all time worked in excess of said seven and one-half (7-1/2) consecutive hours of shift work. Shifts shall run consecutively with not more than one (1) hour break between shifts. On two-shift operations, the first shift shall have a regular starting time not earlier than 5:00 a.m. and not later than 8:00 a.m. Once such two-shift operations and starting times have been established, they shall not be terminated other than on a Friday (except upon completion of the job) or unless shut down by order of the Contracting Authority, provided that the starting times may be changed by mutual consent.

15.02.02 When three (3) shifts are employed for five (5) or more consecutive days, the first shift of the day shall work eight (8) consecutive hours exclusive of lunch period, and the other shifts shall work seven (7) consecutive hours exclusive of lunch period, for which working time workmen on each shift shall receive the equivalent of eight (8) hours' pay at straight-time rates (Monday through Friday). On three-shift operations, the first shift of the day and of the work week shall start at 8:00 a.m., Monday, and such work week shall end with the closing of the third or graveyard

(7)

shift at 8:00 a.m. Saturday. All work performed between the hours of 8:00 a.m. Saturday and 8:00 a.m. Monday shall be compensated for at the applicable overtime rate.

15.02.03 Once established, the three-shift operations as defined in Section 06.07.00 shall apply on all work thereafter, including Saturdays, Sundays and holidays. Once such three-shift operations have been established, they shall not terminate other than on a Friday, except upon completion of shift operations.

15.02.04 It is agreed that the Individual Employer and the Union may mutually agree in writing upon different starting or quitting times for any of the above-mentioned shift arrangements.

15.09.00 Any physical examination required by the Individual Employer shall be paid for solely by the Individual Employer, and shall be accomplished on the Individual Employer's time.

ADDITIONAL WORK OR CLASSIFICATIONS

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 jobsite, 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 jobsite, 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 photograph 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 within fifteen (15) days from the date of notice, unless the parties mutually agree to extend the time, which rate and classification and working rule shall 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 jobsite.

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

(8)

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 delinquent 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 time (as set forth above) and in the manner provided for by the applicable Employer-Union Trust Agreement creating a Trust or, if not a Trust, at the time and in the manner provided for in this Agreement. Each Individual Employer is bound by all the terms and conditions of each Trust Agreement and any amendment or amendments thereto.

12.02.00 Health and Welfare and Sick Benefits.

\$.90 per hour — Effective 7/1/77

\$1.15 per hour — Effective 7/1/78 (\$.25 cent increase)

12.03.00 Pensioned Health and Welfare.

\$.155 per hour — Effective 11/1/77

\$.20 per hour — Effective 7/1/78 (\$.045 cent increase)

12.04.00 Pensions.

\$1.55 per hour — Effective 7/1/78

\$1.65 per hour — Effective 11/1/78 (\$.10 cent increase)

12.05.00 Affirmative Action.

\$.14 per hour — Effective 7/1/78 (No increase)

12.06.00 Vacation and Holiday Pay Plan.

\$.95 per hour — Effective 7/1/78

\$1.00 per hour — Effective 11/1/78 (\$.05 cent increase)

12.07.00 DELINQUENCIES. It is agreed that 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 Individual 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 twelve percent (12%) of the amount due and unpaid to each such Fund, whichever is the greater, which amount shall become due and payable to each such Fund in Salt Lake City, Utah, at such place as each 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 said 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, 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, the sum

(9)

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 is the greater, which amount shall become due and payable to each such Fund in Salt Lake City, Utah, at the place and time agreed upon, and shall be added to and become a part of said 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

Straight-Time Hourly Wage Rates
Effective Dates

GROUP 1 (Old Rate)		GROUP 2 (Old Rate)		GROUP 3 (Old Rate)		GROUP 4 (Old Rate)		GROUP 5 (Old Rate)		GROUP 6 (Old Rate)		GROUP 7 (Old Rate)		GROUP 8 (Old Rate)		GROUP 9 (Old Rate)		GROUP 10 (Old Rate)		GROUP 11 (Old Rate)		GROUP 12 (Old Rate)	
10/1/77	7/3/78	10/1/77	7/3/78	10/1/77	7/3/78	10/1/77	7/3/78	10/1/77	7/3/78	10/1/77	7/3/78	10/1/77	7/3/78	10/1/77	7/3/78	10/1/77	7/3/78	10/1/77	7/3/78	10/1/77	7/3/78	10/1/77	7/3/78
Area 1	\$ 8.21	\$ 8.96	Area 1	\$ 8.49	\$ 9.24	Area 1	\$ 8.84	\$ 9.59	Area 1	\$ 9.13	\$ 9.88	Area 1	\$ 9.74	\$ 10.49	Area 1	\$ 10.15	\$ 10.90	Area 1	\$ 10.21	\$ 10.96	Area 1	\$ 10.43	\$ 11.18
Area 2	\$ 9.21	\$ 10.46	Area 2	\$ 9.49	\$ 10.74	Area 2	\$ 9.84	\$ 11.09	Area 2	\$ 10.13	\$ 11.38	Area 2	\$ 10.74	\$ 11.99	Area 2	\$ 11.15	\$ 12.40	Area 2	\$ 11.21	\$ 12.46	Area 2	\$ 11.43	\$ 12.68
1. Partsman—Permanent Shop		1. Assistant to Engineer		1. Boxman, asphalt plant		1. Side Boom Operator		1. Heavy Duty Repairman or Welder		1. Batch Operator (Asphalt Plant)		1. McGinnis Internal Full Slab Vibrator (on airports, highways, canals and warehouses)		1. Automatic Concrete Slip Form Paver (Grade Setter, Screedman and Assistant to Engineer required)		1. Asphalt Plant Engineer		1. Concrete Mixer Operator (Skip Type)		1. Concrete Pump or Pumpcrete Gun Operator		1. Concrete Mixer Operator (concrete or asphalt plant continuous mix)	
2. Repairman—Helper — Permanent Shop		2. Brakeman—Locomotive		2. Air Compressor Operator		2. Chicago Boom (including Stiff Leg and Shear Pole)		2. Lube and Service Engineer (Mobile and Grease Rack)		2. Air Compressor Operator (two (2) or more compressors)		2. Chip Box Spreader (Flaherty type and similar) (Assistant to Engineer required)		2. Foreman		2. Concrete Batch Plant (multiple units)		2. Generator Operator (100 KW or over)		2. Engineer, Dinky Operator		2. Pump Operator	
		3. Elevator Operator		3. Self-propelled Pipeline, Wrapping Machine (Perault, CRC, or similar types)		3. Combination Backhoe and Loader (3/4 cu. yds. or over m.r.c.) (Assistant to Engineer required)		3. Motorman		3. Concrete Conveyor, building site (any Assistant shall be an Employee covered by this Agreement)		3. Concrete conveyor or concrete pump, truck or equipment mounted (any Assistant shall be an Employee covered by this Agreement) boom length to apply		3. Koehring Skooper (or similar) (up to five (5) cu. yds. 'struck' m.r.c.) (Assistant to Engineer required)		3. Do-Mor Loader and Adams Elevator		3. Mixer Box Operator or similar (concrete or asphalt plant continuous mix)		3. Truck Crane Oiler (Assistant to Engineer)		3. Screedman	
		4. Fireman		4. Self-propelled Compactor (with multiple-propulsion power units)		4. Euclid Loader and similar types		4. Pavement Breaker Operator (Emsco and similar type)		4. Small Rubber-tired Tractor		4. Drilling Machine Operator (well or diamond)		4. Mechanical Trench Shield		4. Engineer, Crushing Plant (Assistant to Engineer required)		4. Self-propelled, automatically applied Concrete Curing Machine (on streets, highways, airports and canals)		4. Slurry Seal Machine or Similar		4. Mucking Machine Operator	
		5. Asphalt Plant Fireman		5. Self-propelled Pipeline, Wrapping Machine (Perault, CRC, or similar types)		5. Saurman type Dragline (under five (5) cu. yds. 'struck' m.r.c.) (Assistant to Engineer required)		5. Shuttlecar		5. Small Self-propelled pneumatic rollers		5. Drilling and Boring Machinery, horizontal and vertical (not to apply to waterliners, wagon drills or jack hammers) (Assistant to Engineer required)		5. Line Master		5. Tower Crane (Linden type or similar designs and capacity) (In the erection, dismantling and moving of equipment, there shall be an additional Operating Engineer)		5. Towermobile Operator		5. Welding Machine (two (2) or more)		5. Heavy Duty Repairman and Welder Permanent Shop	
		6. Hydraulic Monitor		6. Self-propelled Pipeline, Wrapping Machine (Perault, CRC, or similar types)		6. Tower Crane (Linden type or similar designs and capacity) (In the erection, dismantling and moving of equipment, there shall be an additional Operating Engineer)		6. Signalman		6. Heavy Duty Repairman and Welder Permanent Shop		6. Bridge Crane						6. Welding Machine (two (2) or more)		6. Slurry Seal Machine or Similar			
		7. Material Loader or Conveyor Operator		7. Self-propelled Pipeline, Wrapping Machine (Perault, CRC, or similar types)				7. Small Rubber-tired Tractor										7. Heavy Duty Repairman and Welder Permanent Shop					
		8. Partsman—Field		8. Self-propelled Pipeline, Wrapping Machine (Perault, CRC, or similar types)				8. Small Self-propelled pneumatic rollers										8. Slurry Seal Machine or Similar					
		9. Repairman Helper—Field		9. Self-propelled Pipeline, Wrapping Machine (Perault, CRC, or similar types)				9. Towermobile Operator															
		10. Chainman		10. Self-propelled Pipeline, Wrapping Machine (Perault, CRC, or similar types)				10. Welding Machine (two (2) or more)															
		11. Rodman		11. Self-propelled Pipeline, Wrapping Machine (Perault, CRC, or similar types)				11. Heavy Duty Repairman and Welder Permanent Shop															

(11)

GROUP 7A (Old Rate)		GROUP 8 (Old Rate)		GROUP 9 (Old Rate)		GROUP 10 (Old Rate)		GROUP 11 (Old Rate)		GROUP 12 (Old Rate)	
10/1/77	7/3/78	10/1/77	7/3/78	10/1/77	7/3/78	10/1/77	7/3/78	10/1/77	7/3/78	10/1/77	7/3/78
Area 1	\$ 9.85	\$ 10.60	Area 1	\$ 10.15	\$ 10.90	Area 1	\$ 10.27	\$ 11.02	Area 1	\$ 10.87	\$ 11.62
Area 2	\$ 10.85	\$ 12.10	Area 2	\$ 11.15	\$ 12.40	Area 2	\$ 11.27	\$ 12.52	Area 2	\$ 11.87	\$ 13.12
1. Dual Drum Mixers (Assistant to Engineer required)		1. Side Boom Operator		1. Combination Mixer and Compressor (Gunite)		1. Certified Chief of Party		1. Automatic Concrete Slip Form Paver (Grade Setter, Screedman and Assistant to Engineer required)		1. Automatic Concrete Slip Form Paver (Grade Setter, Screedman and Assistant to Engineer required)	
2. Elevating Grader Operator		2. Tractor Operator (bulldozer or tractor-drawn scraper or drag type shovel or boom attach, up to and including D-7 or similar)		2. Highline Cableway Signalman				2. Foreman		2. Foreman	
3. Fuller Kenyon Pump and similar types		3. Chief of Party		3. Motor Patrol				3. Koehring Skooper (or similar) (five (5) cu. yds. and over		3. Koehring Skooper (or similar) (five (5) cu. yds. and over	
4. Heavy Duty Rotary Drill Rigs (such as Quarry Master, Joy Drills or equal) (Assistant to Engineer required)		4. Combination Backhoe and Loader (3/4 cu. yds. or over m.r.c.) (Assistant to Engineer required)		4. Tower Crane (Linden type or similar designs and capacity) (In the erection, dismantling and moving of equipment, there shall be an additional Operating Engineer)							
5. Hoist Operator—two (2) drums		5. Combination Slusher and Motor Operator									
6. Lull High-lift (forty (40) feet or similar)		6. Concrete Batch Plant (multiple units)									
7. Mechanical Burm, curb and/or curb and gutter machine, concrete or asphalt		7. Do-Mor Loader and Adams Elevator									
8. Mechanical Finisher Operator (asphalt or concrete)		8. Engineer, Crushing Plant (Assistant to Engineer required)									
9. Mine or Shaft Hoist		9. Euclid Loader and similar types									
10. No-Joint Pipe Laying Machine		10. Loader Operator (over two (2) cu. yds. up to and including five (5) cu. yds. 'struck' m.r.c.)									
11. Pavement Breaker, Pavement Breaker with compressor combination		11. Koehring Skooper (or similar) (up to five (5) cu. yds. 'struck' m.r.c.) (Assistant to Engineer required)									
12. Pavement Breaker, truck mounted, compressor combination (Assistant to Engineer required)		12. Mechanical Trench Shield									
13. Refrigeration Plant		13. Mucking Machine Operator									
14. Roller Operator or self-propelled Compactor		14. Rubber-tired Scrapers (under thirty-five (35) cu. yds. 'struck' m.r.c.)									
15. Self-propelled Compactor (with multiple-propulsion power units)		15. Saurman type Dragline (under five (5) cu. yds. 'struck' m.r.c.) (Assistant to Engineer required)									
16. Self-propelled Pipeline, Wrapping Machine (Perault, CRC, or similar types)											
17. Self-propelled Compactor with or without Dozer											
18. Slusher Operator											
19. Tractor Operator (Sheep's Foot and Compacting Equipment)											
20. Tractor Compressor Drill Combination (Assistant to Engineer required)											
21. Trenching Machine (Assistant to Engineer required)											

(12)

16. Self-propelled boom type lifting device (center mount) (10-ton capacity or less m.r.c.)	2. DW-10, 20, etc. (tandem scrapers)
17. Self-propelled Elevating Grade Plane	3. Loader Operator (over five (5) cu. yds. up to and including twelve (12) cu. yds. 'struck' m.r.c.)
18. Soil Stabilizer (P & H or equal)	4. Highline Cableway Operator (Signalman required)
18. Sub-grader (automatic sub-grader—fine grader, CMI or similar (Assistant to Engineer required) (Move to Group 11 effective 7/1/78)	5. Lift Slab Machine (Vagtborg and similar types)
19. Tri-batch Paver (Assistant to Engineer required)	6. Locomotive (over one hundred (100) tons) (single or multiple units) (Assistant to Engineer required)
20. Tunnel Mole (or similar) (Assistant to Engineer required)	7. Pre-stress Wire Wrapping Machine
GROUP 8A	
(Old Rate)	
10/1/77	7/3/78
Area 1	\$10.21 \$10.96
Area 2	\$11.21 \$12.46
1. Heavy Duty Repairman or Welder	9. Self-propelled boom type lifting device (center mount) (over 10 tons) (Assistant to Engineer required when over 18 tons m.r.c.)
2. Tractor Operator (bulldozer or tractor-drawn scraper or drag-type shovel or boom attach, larger than D-7 or similar)	10. Tractor (tandem scrapers)
GROUP 9	
(Old Rate)	
10/1/77	7/3/78
Area 1	\$10.27 \$11.02
Area 2	\$11.27 \$12.52
1. Combination Mixer and Compressor (Gunite)	11. Universal Equipment Operator (Shovel, backhoe, dragline, derrick, derrick barge, clamshell, crane, grade-all, etc.) (up to and including five (5) cu. yds. 'struck' m.r.c.) (Assistant to Engineer required) (2nd Operator may be employed in lieu of an Oiler)
2. Highline Cableway Signalman	
3. Motor Patrol	
4. Tower Crane (Linden type or similar designs and capacity) (In the erection, dismantling and moving of equipment, there shall be an additional Operating Engineer)	
GROUP 10	
(Old Rate)	
10/1/77	7/3/78
Area 1	\$10.43 \$11.18
Area 2	\$11.43 \$12.68
1. Certified Chief of Party	
GROUP 11	
(Old Rate)	
10/1/77	7/3/78
Area 1	\$10.87 \$11.62
Area 2	\$11.87 \$13.12
1. Automatic Concrete Slip Form Paver (Grade Setter, Screedman and Assistant to Engineer required)	
2. Foreman	
3. Koehring Skooper (or similar) (five (5) cu. yds. and over	

(13)

<p>'struck' m.r.c.) (Assistant to Engineer required)</p> <p>4. Multiple-propulsion Power Unit Earthmovers (up to and including seventy-five (75) cu. 'struck' m.r.c.)</p> <p>5. Power equipment with shovel-type controls (over five (5) cu. yds. up to and including seven (7) cu. yds. 'struck' m.r.c.) (Assistant to Engineer required; an additional Assistant to Engineer is required if shovel or dragline is electrically powered)</p> <p>6. Remote-controlled Cranes and Derricks (Assistant to Engineer required)</p> <p>7. Rubber-tired Scrapers (thirty-five (35) cu. yds. and over 'struck' m.r.c.)</p> <p>8. Slip Form Paver (concrete or asphalt) (one (1) Operator and two (2) Screedmen when required)</p> <p>9. Sub-grader (automatic sub-grader—fine grader, CMI or similar) (Assistant to Engineer required) (Effective 7/1/78)</p> <p>10. Tandem Tractors</p> <p>11. Tower Cranes Mobile (Assistant to Engineer required)</p>		
<p>GROUP 11A (Old Rate) 10/1/77 7/3/78</p>		
Area 1	\$11.83	\$12.58
Area 2	\$12.83	\$14.08
<p>1. Loader Operator (over twelve (12) cu. yds. 'struck' m.r.c. up to 18 cu. yds. m.r.c.)</p> <p>2. Multi-purpose Earthmoving machines (two (2) or more scrapers) (over seventy-five (75) cu. yds. 'struck' m.r.c.)</p> <p>3. Power Shovels and Draglines over (7) cu. yds. 'struck' m.r.c.) (two (2) Assistants to Engineer required)</p>		
<p>GROUP 11B (Old Rate) 10/1/77 7/3/78</p>		
Area 1	\$12.28	\$13.03
Area 2	\$13.28	\$14.53
<p>1. Operator of Helicopter (when used in erection work)</p> <p>2. Loader (18 cu. yds. and over)</p> <p>3. Licensed Land Surveyor</p>		
<p>GROUP 12 (Old Rate) 10/1/77 7/3/78</p>		
Area 1	\$12.44	\$13.19
Area 2	\$13.44	\$14.69
<p>1. Cranes over 125 tons (Assistant to Engineer required)</p> <p>Wage rates increases for Steel Fabricators and Erectors are the same as California and Nevada (\$.50 cents per hour across the board plus C-O-L where applicable).</p> <p>01.03.01 Classifications and Rates for Steel Fabricators and Erectors</p> <p>NOTE**: Wages effective June 16, 1979, November 1, 1979, and thereafter for the duration of this Agreement shall be the same as those agreed upon between the Union and the Employers in Northern California.</p>		
<p>GROUP 1 (Old Rate) 6/16/77 6/16/78 11/1/78</p>		
	\$9.69	\$10.19
<p>1. Assistant to Engineer (Oiler)</p>		
<p>GROUP 2 (Old Rate) 6/16/77 6/16/78 11/1/78</p>		
	\$10.10	\$10.60
<p>1. Compressor Operator</p> <p>2. Generator, gasoline or diesel driven (100 KW or over) (structural steel or tank erection only)</p> <p>3. Rodman, Chainman</p> <p>4. Assistant to Engineer (Truck Crane Oiler)</p>		

(14)

<p>GROUP 3 (Old Rate) 6/16/77 6/16/78 11/1/78</p>		
	\$11.19	\$11.69
<p>1. Compressors, Generators and/or Welding Machines or Combination (2 to 6) (over six (6) additional Engineers required) (structural steel or tank erection only)</p> <p>2. Deck Engineer</p> <p>3. Forklift</p> <p>4. Instrumentman</p> <p>5. Signalman (using mechanical equipment)</p>		
<p>GROUP 4 (Old Rate) 6/16/77 6/16/78 11/1/78</p>		
	\$11.34	\$11.84
<p>1. Heavy Duty Repairman</p> <p>2. Tractor Operator</p>		
<p>GROUP 4A (Old Rate) 6/16/77 6/16/78 11/1/78</p>		
	\$11.65	\$12.15
<p>1. Combination Heavy Duty Repairman—Welder</p>		
<p>GROUP 5 (Old Rate) 6/16/77 6/16/78 11/1/78</p>		
	\$12.17	\$12.67
<p>1. Dual Purpose A-Frame or Boom Truck</p> <p>2. Boom Cat</p> <p>3. Chicago Boom</p> <p>4. Chief of Party</p> <p>5. Crawler Cranes and Truck Cranes (15 tons m.r.c. or less) (Assistant to Engineer required)</p> <p>6. Single Drum Hoist</p> <p>7. Self-propelled boom-type Lifting Device (center mount) (10-ton capacity or less m.r.c.)</p> <p>8. Tugger Hoist</p> <p>9. Overhead Cranes (15 tons m.r.c. or less)</p>		
<p>GROUP 6 (Old Rate) 6/16/77 6/16/78 11/1/78</p>		
	\$12.61	\$13.11
<p>1. Certified Chief of Party</p> <p>2. Crawler Cranes and Truck Cranes (over 15 tons m.r.c.) (Assistant to Engineer required)</p> <p>3. Derricks (two (2) operators required when swing engine remote from hoist)</p> <p>4. Gantry Rider (or similar equipment)</p> <p>5. Highline Cableway (Signalman required)</p> <p>6. Two or more Drum Hoist</p> <p>7. Self-propelled boom-type Lifting Device (center mount) (over 10 tons) (Assistant to Engineer required when over 18 tons m.r.c.)</p> <p>8. Tower Cranes Mobile (including rail mounted) (Assistant to Engineer required)</p> <p>9. Universal Liebherr and Tower Cranes (and similar types) (in the erection, dismantling and moving of equipment, there shall be an additional Operating Engineer)</p> <p>10. Overhead Cranes (over 15 tons m.r.c.)</p>		
<p>GROUP 6A (Old Rate) 6/16/77 6/16/78 11/1/78</p>		
	\$13.22	\$13.72
<p>1. Cranes (over 125 tons) (Assistant to Engineer required)</p>		
<p>GROUP 7 (Old Rate) 6/16/77 6/16/78 11/1/78</p>		
	\$14.31	\$14.81
<p>1. Operator of Helicopter</p> <p>Same increase as California and Nevada (\$.50 across the board plus C-O-L where applicable).</p>		

(15)

<p>01.03.02 Classifications and Rates for Piledrivers.</p> <p>NOTE**: Wages effective June 16, 1979, November 1, 1979, and thereafter for the duration of this Agreement shall be the same as those agreed upon by the Union and the Employers in Northern California.</p>		
<p>GROUP 1 (Old Rate) 6/16/77 6/16/78 11/1/78</p>		
	\$9.18	\$9.68
<p>1. Deckhand</p> <p>2. Fireman</p> <p>3. Oiler</p> <p>All of the above are Assistant to Engineer</p>		
<p>GROUP 1A (Old Rate) 6/16/77 6/16/78 11/1/78</p>		
	\$9.55	\$10.05
<p>1. Compressor Operator</p>		
<p>GROUP 1B (Old Rate) 6/16/77 6/16/78 11/1/78</p>		
	\$9.78	\$10.28
<p>1. Truck Crane Oiler (Assistant to Engineer)</p>		
<p>GROUP 2A (Old Rate) 6/16/77 6/16/78 11/1/78</p>		
	\$9.78	\$10.28
<p>1. Operator of Tugger Hoist (Hoisting material only)</p>		
<p>GROUP 2B (Old Rate) 6/16/77 6/16/78 11/1/78</p>		
	\$10.60	\$11.10
<p>1. Compressor Operator (over 2)</p> <p>2. Generators</p> <p>3. Pumps</p> <p>4. Welding Machines (powered other than by electricity)</p>		
<p>GROUP 3 (Old Rate) 6/16/77 6/16/78 11/1/78</p>		
	\$10.92	\$11.42
<p>1. A-Frames</p> <p>2. Deck Engineer (Deck Engineer Operator required when deck engine is used)*</p> <p>3. Forklift Operator</p> <p>4. Self-propelled boom-type Lifting Device (center mount) (10-ton capacity or less m.r.c.)</p> <p>*Additional nomenclature is subject to jurisdictional determination, and is not operative until a confirming letter is received from International Presidents of the Unions.</p>		
<p>GROUP 3A (Old Rate) 6/16/77 6/16/78 11/1/78</p>		
	\$11.36	\$11.86
<p>1. Heavy Duty Repairman and/or Welder</p>		
<p>GROUP 4 (Old Rate) 6/16/77 6/16/78 11/1/78</p>		
	\$11.93	\$12.43
<p>1. Operator of Piledriving rigs, skid or floating and derrick barges (Assistant to Engineer required)</p> <p>2. Operator of diesel or gasoline powered Crane Piledriver (without boiler) up to and including one (1) cu. yd. rating (Assistant to Engineer required)</p> <p>3. Truck Crane Operator (up to and including twenty-five (25) tons) (Hoisting material only) (Assistant to Engineer required)</p> <p>4. Operating Engineer in lieu of Assistant to Engineer tending boiler or compressor attached to crane piledriver</p> <p>5. Self-propelled boom-type Lifting Device (center mount) (over 10 tons) (Assistant to Engineer required when over 18 tons m.r.c.)</p>		

(16)

<p>GROUP 5 (Old Rate) 6/16/77 6/16/78 11/1/78</p>		
	\$12.11	\$12.61
<p>1. Operator of diesel or gasoline powered Crane Piledriver (without boiler) over one (1) cu. yd. rating (Assistant to Engineer required)</p> <p>2. Operator of Crane (with steam, flash boiler, pump or compressor attached) (Group 4 Operating Engineer required)</p> <p>3. Operator of steam powered crawler, or Universal type driver (Raymond or similar type) (Assistant to Engineer required)</p> <p>4. Truck Crane Operator (over twenty-five (25) tons) (Hoisting material or performing pile-</p>		
<p>driving work) (Assistant to Engineer required)</p>		
<p>GROUP 6 (Old Rate) 6/16/77 6/16/78 11/1/78</p>		
	\$13.27	\$13.77
<p>1. Cranes (over 125 tons) (Assistant to Engineer required)</p>		
<p>01.03.03 WAGES — FOREMEN.</p> <p>Foremen, other than General Foremen, Shifters, Heavy Duty Repairman Foreman and Master Mechanics (Heavy Duty) shall receive:</p>		
<p>(Old Rate) 11/1/77 6/16/78</p>		
Area 1	\$10.87	\$11.62
Area 2	\$11.87	\$13.12
<p>Foremen/Master Mechanic rate for Steel Erection and Piledriving, when applicable, shall be as follows:</p>		
<p>11/1/77 6/1/78 11/1/78</p>		
Area 1	\$13.21	\$13.71
	\$13.86	

01.04.03 *Additional Increase. It is agreed an increase of one dollar and twenty cents (\$1.20) per hour shall become effective on July 1, 1979, and an additional one dollar and twenty cents (\$1.20) per hour increase shall become effective on July 1, 1980. The Union may elect, at its option, upon at least thirty (30) days' written notice to the Employer prior to July 1, 1979, and July 1, 1980, to allocate each one dollar and twenty cents (\$1.20) increase to wages and/or fringes; however, any allocation which is made to wages in the years 1979 and 1980 shall be effective on July 2, 1979, and June 30, 1980. Allocations made to fringe benefits in the years 1979 and 1980 shall be effective on July 1, 1979, and July 1, 1980.

TERM OF AGREEMENT

26.03.00 Effective and Termination Date. This Agreement shall be effective July 1, 1978, and shall remain in effect through 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, it shall continue indefinitely; provided however, this Agreement may be terminated at any time after June 30, 1981, by either the Union or the Employer giving to the other the written 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 after receipt of such notice. Regardless of when terminated, the Union and Employer will negotiate exclusively with each other during the last sixty (60) days of the Agreement.

Avoid Weekend Hospital Stays?

(Editor's Note: The following is the first in a two part article dealing with a study on hospital admissions.)

The Fringe Benefit Service Center has just reviewed a hospital admissions study published by Blue Cross and Blue Shield of Michigan which focuses on the fact that surgical patients admitted to hospitals on weekends (Friday and Saturday) are far more likely to wait extra days before receiving treatment and being released. This finding, originally uncovered in a year-old study by Blue Cross and Blue Shield of Michigan, was further examined in this separate report because of its "great importance . . . regarding health care costs."

Patient Mix

Based on about half a million hospital admissions during 1975, the report found no significant differences in terms of age, sex,

and diagnostic category between "weekday" and "weekend" patients. For persons 65 years and older, the percentage of both male and female patients remained extremely close for both weekday and weekend.

Using 17 international categories, the researchers found that the hospital admissions by category tend to be the same percentage-wise for both weekday and weekend patients in both surgical and non-surgical cases. In non-surgical cases a difference of less than one percent was noted in an increased number of accident and violence cases during the weekend admissions, and in surgical cases only 3 percent out of 17 categories showed a difference of more than five percentage points, not considered a significant number.

Variation Among Hospitals

According to the report "There

is considerable variation among hospitals in the extent to which length of stay for patients admitted on weekends differs from that of those admitted on weekdays. For more than half of the 217 hospitals, the length of stay difference was between 0 and 2 days. But for 35 hospitals, it is between 2 and 3 days, and for 18 hospitals it exceeds 3 days. In 32 other hospitals, weekend admissions actually led to shorter lengths of stay than weekday admissions.

A comparison of 229,936 surgical admissions with 275,125 non-surgical admission shows that surgical patients in every diagnostic category stay about 4 days longer in the hospital if admitted on weekends whereas non surgical patients in every category except one spend only an extra half-day in the hospital if admitted on the weekend.

July, 1978

Vol. 5 — No. 7

Outlook

Operating Engineers Trust Funds

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, 40-60% 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 insure 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 this is because not enough medication has been prescribed or the patient has not complied," he said.

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 a member of the patient's family be recruited to help the patient remember to take his medication, 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 pressures on charts is helpful, as is convenient scheduling of visits to the doctor'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 further compliance. "Reduction in the frequency of office visits is a built-in reward," according to Dr. Haynes.

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

Fringe Benefits Forum

By MIKE KRAYNICK,
Director of Fringe Benefits



In the unfortunate event of a member's death, a widow or other beneficiary is often under great strain. Many arrangements must be made and a "sorting out" of the deceased's affairs then must begin. Often the "Consent of Transfer" procedure seems a puzzling matter to the beneficiary.

This needn't be so. Actually the reason behind this procedure is quite evident. On the event of death, a letter is sent to the beneficiary from our Trust Fund office. The letter states the amount of monthly pension benefits a person will be receiving.

Due to state inheritance laws any amounts of money over a certain amount must be reported to the state, depending upon the size of the deceased member's pension benefits. The state requires this information in compiling information on the size of the total estate in the case other taxes or assessments may be owed the state from the deceased's other personal accounts.

This does not mean that a beneficiary's pension benefits will be attached or taken away by the state. A "Consent of Transfer" means that by sending in your request, the state "consents" after it is notified for monitoring purposes to allow the Pension Trust Fund to "transfer" the money to the beneficiary. The procedure, coming at a time of grief, may seem confusing to some people at first glance, but it is a necessary legal formality.

All that is needed for you to do is to send a copy of the letter and a request for a Transfer Form to the State Controller's Office, Division of Inheritance and Gift Tax at the address provided to a person in the letter. To repeat, this is simply a legal reporting requirement of the state and not a Local Union No. 3 or Pension Trust Fund rule. In the vast majority of cases, by simply signing the Consent Form and mailing it back to the state the money due the beneficiary will begin to be sent out with no delay.

The State Controller's Office, the Pension Trust Fund, or the Fringe Benefit Service Center will be happy to advise any beneficiary on this simple "Consent of Transfer" procedure if any more information is necessary.

We have just one pre-retirement meeting left—that is the one for Salt Lake City at the Operating Engineers building at 7:30 p.m. on Thursday, August 3. To become more informed and up to date on your pension plan, call District Representative Tom Eills or any of the Utah business agents and let them know that you and your wife will be there! For those of you who missed the meeting in your area, contact your District Representative.

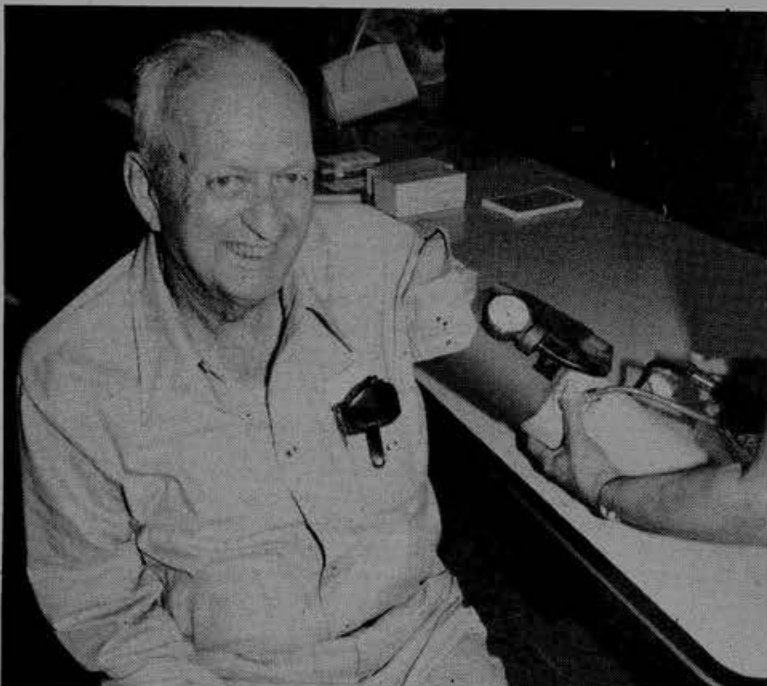
I'm very pleased by the response of our engineers and their wives in coming out to Local Union No. 3's first-ever round of "pre-retirement meetings." By the time this paper reaches your homes we should just about have completed the schedule set out in the May issue of Engineers News. These meetings have been held for the members who are nearing retirement age and are thinking about applying for pension.

Why do we have pre-retirement meetings? Well, for one reason Local Union No. 3 members and their wives have much to look forward to in retirement as our union has, without a doubt, the Cadillac of pension and pensioned health & welfare benefit plans in the United States for our people. There is quite a lot of information to acquaint them with.

Why do we ask the members to bring along their wives? Retirement can be one of the most rewarding and fulfilling times of both your lives and adequate preparation for it is essential. Both you and your wife in applying for pension will have to decide the type of pension you want and will have to sign and date your choice. This is just one of the areas you both will want to be informed on. It's really a good chance for us to meet the ladies; as a former dispatcher, business rep, and district representative I know it's the wives who get our men up and out the door all those mornings and who help keep track of all that paperwork.

Our meeting format is usually very simple. We start off by outlining the requirements for pension, the types of pension, and how an individual's pension benefit is calculated. Later we examine the pension benefits guarantee and the pensioned engineers' health & welfare program. We try to go through each idea separately and encourage questions on a particular subject so it is clear in everyone's mind before we move on to the next topic. Assisting me is a representative of our Trust Fund office who we can call on to give us more background and answer more specific questions.

Your questions are a vital part of your understanding of the retirement plan. This round of meetings has really been useful to your officers and to the Trust Fund because we have had this two-way communication with you and your wife. At each meeting we always have become more aware of the variety of situations our members face and when we ask for questions it's a chance for all of us to listen and learn from each other.



JAMES TATTLER, a gold card member, gets a free hypertension screening from a heart association volunteer at the recent Santa Rosa Retiree Association meeting.

More from Marysville

(Continued from Page 3)

subject of the Tehama-Colusa Canal, Ball, Ball and Brosamer working on their reach of the canal, has given notice of putting the canal trimmer in place. Granite Construction has the adjoining reach of the canal to the South of Ball's Job down to Arbuckle. Henderson Construction Company of Redding has the contract for the Gridley Wastewater 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 in the lead at 10 to 14 hours per day for concrete pipe manufacturing. Peterson Tractor in Chico is also very busy at the present time.

Blood Bank

We would like to thank all of the people who donated blood recently. We sincerely appreciate all of these donations and, as usual, we would like to remind everyone that we are badly in need of these donations.



Teaching Techs

By ART PENNEBAKER
Administrator,
Surveyors' JAC

July 10, 1978 is the date for the beginning of the first Surveyor Job Corps training anywhere in the United States.

The Operating Engineers Union has conducted Job Corps training for operators and H. D. repairmen for several years, and are currently utilizing 10 Job Corps centers across America. The Surveyors program will be the 11th and will be in San Jose, California.

Following six weeks of Basic Job Corps training the students will be assigned to a special Surveyor Instructor for 18 weeks of specialized training.

Upon successfully completing the 18-week special training, the record of each individual will be reviewed by the Sub-Committee and the Corps person entered into the Apprenticeship system at the appropriate 2nd or 3rd period of training.

Rather than flood the market with one large group all graduating at once, three small groups spread over the year seems a more practical approach.

The Santa Clara County Park Department has offered its thousands of acres of park land as a training site. This should give the Instructors access to virtually all types of terrain and surveying techniques.

Most of the time will be spent in the field in a "pull that chain," "drive that hub" atmosphere. Only one hour a day is scheduled for classroom instruction.

We anticipate 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 should provide some excellent extra benefits.

Because of day to 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. adapted criteria for advancement from period to period of training: Red Cross First Aid Card, appropriate number of work training hours and completion of appropriate Related Training topics.

At a round of Sub-Committee meetings each Apprentice reviewed his status and was furnished a copy of the criteria including the Related Training Schedule. New Apprentices are furnished the same information.

Some Apprentices are still not making suitable progress with the related training when matched against work training hours. There have been several months to catch up and to get into the swing of things.

At the onset, the J.A.C. members instructed the Administrator to take positive action against Apprentices who would not or could not accomplish the criteria. Such action to include removal from job opportunities until all the criteria is met. Taking away the pay check is drastic and that is why catch-up time has been allowed.

The record of each Apprentice is currently being reviewed. If there is some doubt in your mind about your Related Training Program, check with your instructor. He can show you the minimum standards for your period of training.

The three-hour once a week classroom session is a minimum to provide for testing and special instruction. The workbooks are designed for individual study. 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 Valmy Power Station, Morrison-Knudsen is currently working on the temporary housing which, if finished on schedule, will be in November. Even though all the necessary permits haven't been issued yet such as the B.L.M.'s, this project looks like a 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 Construction churning dirt on the Loop Road at Stateline and also the Park Tahoe Project.

Contri 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 going at Zephyr Cove which is presently in Phase one for this season and will move to Phase two next season. Mid-Mountain, Inc. is all over the Lake area with three crews busy on a number of underground jobs.

Going over the hill to Gardnerville, Helms Construction is moving ahead on their Highway 395 project and will have their hot plant in operation possibly 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. Hocd Construction is still going

strong in the Carson, Lake Tahoe, and Reno areas under the guidance of Hank Cosia.

Reno Area

West downtown is still busy with Del Webb, Inc. working on the Reno Sahara, McKenzie on (Continued on Page 14, Col. 3)

Heavy Work Load For Eureka

District Representative Gene Lake reports that the Eureka district is off and running in what is turning out to be an excellent work season. The out-of-work list at the present time is lower than it has been in several years. With the exception of the dredging project the work will be primarily underground.

C. F. Bean Corp. is still the largest single employer in the area with 45 brothers on their Humboldt Bay dredging project. Completion date is still vague—probably a couple more months. This firm is based in New Orleans, La. and this is their first venture on the West Coast.

This has been a good job. Company management has been a pleasure to deal with and the brothers have worked a considerable amount of overtime, Lake said. "We hope they will pick up more work in Local 3's jurisdiction. At any rate they will be more than welcome in Humboldt Bay."

With the help of Vice Pres. Bob Mayfield the subcontract to supply the base rock was awarded to Mercer Fraser Co. rather than a non-union firm that had been considered earlier, Lake commented.

Bridge Project

At the southern end of the district MCM Construction Co. & Solano Concrete Co., Inc. J.V. are getting started on their \$5.6 million dollar bridge project. Wagner (Continued on Page 13, Col. 3)



Twelve Percent Solution



DALE HANAN
General Manager

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

You can be sure of two things if you always borrow at the lowest possible interest rate:

1. You'll save money.
2. Most of your borrowing will be done with your Credit Union.

It's easy to save money when you borrow: just finance at the lowest possible ANNUAL PERCENTAGE RATE (APR). APR is the standard to use when you shop for credit. The lower the APR, the less you'll pay in interest. Federal law requires all credit contracts to be written in APR terms. This law was passed to standardize interest rates and help eliminate some of the confusion consumers face when financing a purchase.

We want you to compare APRs before you finance. Your Credit Union's maximum APR is 12 per cent—traditionally one of the lowest APRs you'll find available. Sometimes our competitors, however, will offer a better rate. If all other things are equal, we will advise you to take that rate.

If you compare APRs every time you borrow, however, you will be doing most of your borrowing from your Credit Union.

Sears, Penneys, Wards, MasterCard, BankAmericard and Visa all charge 18 per cent APR. If you make major purchases on these cards, call your Credit Union and apply for some 12 per cent-APR money to pay them off.

When you buy a car, truck, van, pickup, motor home or boat, be as careful in selecting your APR as you are in selecting the unit you buy. You can sacrifice hundreds of dollars of future income by having a dealer arrange financing for you. When you've selected your car and the salesman brings up the subject of financing, just ask him: "What APR do you charge?" If his answer is more than 12 per cent APR, tell him you will arrange your own financing and have him mark on your purchase order "subject to customer obtaining own financing." Then call us and apply for your loan.

Another item to consider when financing a car is the cost of life insurance protection on the loan. If insurable, you will receive up to a maximum of \$5,000 Loan Protection insurance at no additional cost when you finance through your Credit Union. All other types of financial institutions charge you directly if you want this type of coverage.

ONE-DAY SERVICE

Besides providing you with a source of low-cost credit, your Credit Union also offers fast and convenient loan service. Most of your loan requests receive one-day service, and you can apply by telephone once you've opened your Phone-A-Loan account.

If you have applied for a consumer (non-real estate) loan since August 1976 you have already opened a Phone-A-Loan account and you do not have to fill out another application to apply for a loan. If you haven't applied for a Phone-A-Loan account, pick up an application from your District Office or the Credit Union. You can even return the application before you need credit; it will be filed for your possible future use.

If you have any questions on borrowing or saving with your Credit Union, just give us a call.

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, "Well, I now know what it is like to appear before a Dean Martin Roasting."

It was most interesting in listening to a speaker representing Southern California Edison talking about the reasons their company finally abandoned plans to build the huge Kaparowits Project in Southern Utah. According to him, the requirements of mine permits, E.P.A. permits, construction permits and others had numbers of over 300 permits to clear before construction could even begin. This number is unheard of and impossible. In 1965, when originally scheduled, the costs for construction on this project for a 5,000 megawatt coal fired plant was to have a total cost of \$500 million. In 1976, when abandoned, due to more and more permits, this company had cut plans to bring this power plant down to 3,000 megawatts, but now the cost for this plant, just slightly over half of the original size, had a price tag of over \$3.5 billion.

In closing this month, I'm still most pleased to hear now from virtually every district that work is still going on at a pace that has nearly 100 per cent employment for those who are willing to go to it. I sincerely hope also that everyone doesn't forget our Semi-annual Meeting on Saturday, July 8th at 1:00 P.M. in San Francisco.



WITH SAFETY IN MIND

By JERRY MARTIN, Director of Safety

Members Paying Heavy Toll For Carelessness on the Job

Think Safety Work And Play Safely

Job Stewards Activated

Week Ending June 14, 1978

Dist. Member	Agent
10 Stephen Thomas	C. Smith
10 Louis Russell Baker	P. O'Connell
10 James L. Mora	C. Smith
12 David Smith	R. Daugherty
12 Brian Braegger	D. Wright
12 Brian Dravage	V. Abbott
20 Charles Franklin	R. Butler
20 Bill Porter	H. Munroe
30 William J. Parker	R. Morgan
30 Glenn Thorns	R. Morgan
60 Marty Baston	W. Reed
80 Charlie Villemin	B. Marshall

Safety Committeemen Activated

10 Vic Egbert	C. Smith
80 Josef Stilling	B. Marshall

A front-end loader ran over and fatally injured an operator when the machine rolled back on an eight-degree grade. The loader ran out of fuel and apparently stalled while ascending the grade. The operator left the machine without first setting the parking brake or turning the wheels into the bank, and apparently got behind a front wheel to look at the engine.



The loader rolled backward 16 ft. dragging the operator underneath. The victim was found the following day, 15 ft. away from the point at which the loader came to rest. He had crawled to this location before he died.

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

Man Crushed While Unloading Tire

While performing the normal operation of unloading a heavy duty tire (2400x49 and approximately 2100 lbs.), three employees were guiding the A-2 tire from a closed van to the warehouse storage area. One worker was positioned on the left front side of the tire, another employee was located at the rear, and the third placed himself directly across from the first man on the right front side. The area of travel was clear and unobstructed.

The tire was moving smoothly in an upright position when, about 25 ft. from the van, it began to wobble and lean toward the worker on the left.

The employee positioned at the rear of the tire advised this man, on two separate occasions to vacate the immediate area since he felt that the crew was unable to

control the tire. The worker failed to respond to both warnings and the tire fell pinning him to the floor.

A squeeze truck was used to remove the tire from the deceased while medical help was called. The victim was transported to a nearby hospital where he was pronounced dead. The cause of death was multiple head injuries.

To prevent this accident from recurring the company began using trucks to unload tires of this size.

No. 1 Killer Is Homes: Falls

More people die from falls in the home than from fires, poisoning, suffocation or firearms. Although the number of fatal falls has dropped steadily since 1968, 18,000 people died from falls last year, and more than 12.5 million people were injured by a fall.

Nobody ever expects to take a tumble, but two things you can expect:

1. the older you are, the more dangerous the fall can be, and
2. you don't have to fall far to be seriously injured.

Two out of three falls happen at floor level, so the odds are you'll slip, trip or tumble over something "right under your nose". One out of three falls is from a ladder, through a window or off a roof. Time and time again humans prove they cannot fly.

Each year, home falls account for thousands of disabling, lost-time injuries. Remind your people that safety is as important to them at home as it is at work. Home falls can be prevented. In your contacts with employees, pass along the following tips:

Be alert for tripping and slipping hazards: tops, slippers, shoes, handbags, pencils, papers, house plants, extension cords, open drawers, and so on. Keep your home free of such booby traps.

Keep stairways and halls well-lighted. Don't walk around in the dark, especially in

a child's room, where toys and clothing are often scattered on the floor.

Make sure all stairways have sturdy handrails, and always use handrails when going up or down. Keep stairs clear of boxes, bags, clothing, and so on.

Throw rugs are dangerous. Non-skid backings and tacked-down corners can help reduce fall hazards. Loose carpeting and frayed rugs are deadly, especially on stairs. Fasten loose carpets securely to the floor. Repair or replace frayed sections.

Never block your vision while you walk! Carry only small loads up and down steps. Make an extra trip if necessary.

Your own clothing can trip you up. Shorten pants that catch your heels when you walk. Wear non-skid shoes in good repair. Don't walk around in stocking feet.

Spilled foods and liquids pose an immediate fall hazard, so clean them up properly.

Wet, soapy tubs and showers are extremely dangerous. Install adhesive skid-proof strips (about \$2.00/package) to prevent falls when stepping into or out of tub.

A grab-bar within reach of the tub or shower and a non-skid mat on the bathroom floor can help too.

Use a sturdy ladder or step-stool to hang, adjust or repair anything. Don't stand on boxes or chairs. Use the right size ladder for every job. Always face the ladder when climbing or working. Don't overreach on a ladder—move it!

Keep workshop, basement and garage floors free of grease, oil, scraps and sawdust. Store tools, household equipment and other materials neatly.

Walk with extra care during winter months. Watch out for icy entrance areas. Remove snow and slush from the bottom of your shoes.

If you do fall, try to remember not to tense your muscles, to let the fleshy parts of your body absorb the impact, and to roll or move with the direction of the fall.

More from Oakland

(Continued from Page 6)

Francisco driving piles, and the Thelma is digging in Richmond and will be joined soon by the Y. D. to drive piles. C. F. Bean is winding up their Eureka job. This has been a good job for the brothers.

There is not too much dredging work in the near future, Anderson added, but every contractor seems to be optimistic about the future. At the present time Local 3 is out of dredge hands.

Central Contra Costa

Dewitt Markham reports that Central Contra Costa County has lots of work, lots of happy Engineers, and it's going into next year.

Joe Foster is well into his Twin Creeks job. Frank Prindible is pushing this one. Joe is moving his hands around to cover the up to here work he has, so we won't name the hands. Foster is doing real well again and has three beautiful new dozers to prove it. This is one happy bunch of operators.

Buzz Haskins has started his Black Hawk operation. They have about a million yards here. Art Haskins is the honcho with most of the hands coming off their Hayward job. This bunch did a hell of a good job on the Crow Canyon Country Club.

Independent has started their El Cero job. Jim Logston's crew is in here. This crew has knocked out six or seven tracts in the last year. It's hard to keep enough dirt in front of them to feed them. Guys like Cory Simpson (dozer) won't get to go after those salmon this year at this rate, Markham commented.

Sam Levy is coming along. Sam picked up three or four pieces of equipment this year and is working some of the larger tracts. Again, this crew has more work than they can handle.

Bud Saunders is growing with some new iron, and Doyle Cole and the boys are putting it to good use. Saunders is doing most of the work at Round Hill.

All of the contractors, Underground, etc. are doing very well with no end in sight.

"Well, it finally happened! Warm Springs Dam is going to be built," reports District Representative Bob Wagon. The successful bidders were Auburn Constructors, which is a joint venture comprised of Gordon H. Ball, Inc., Guy F. Atkinson Co. and Arundel Corp. The bid was \$118 million to build the main dam, the concrete spillway stilling basin and the diversion tunnel. It will take about three years to complete this project with the peak of employment being about 125 engineers. In 1978 the work will consist mostly of moving about three million yards of material, which is the preliminary work, with 1979 and 1980 seeing a lot more work. Pat O'Connell will be the Business Representative taking care of the dam project.

The dam is just a part of the new work being let in the area. The Guerneville sewer job went to bid June 9th, with Piombo Corp. coming in with a low bid of just over \$20 million. However, the bid was over the engineer's estimate and may possibly go back to rebid.

Peter Kiewit's Sons' Co., Vido Artukovich and Lloyd Rodoni & Son are all working on Llano Road in Santa Rosa on separate jobs, with a combined work total of \$10 million. Peter Kiewit Sons' Co. also was the low bidder for the Russell Avenue job which went for approximately \$4.5 million. Another project going to bid

in July is the Sonoma Valley Water Pollution work, a \$20 million job.

"So, all in all our work this year is better than it has been in the last ten years," Wagon said.

Over in Lake County Lange Bros. are finishing up the Soda Bay Rd. job, plus doing a lot of other small jobs, thereby keeping quite a few Brothers busy, reports 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, plus more underground work at Clearlake Highlands this year.

A \$1.6 million highway job was just let on Hwy 20, with W. Jaxon Baker the low bidder.

Business Representative Pat O'Connell reports that Basalt Rock at Healdsburg is very busy. Also Stroco Paving has numer-

ous jobs all around the County. Up in Mendocino County Parnum Paving is just finishing the paving as Branscomb but still has a lot of other work to pull onto. Eastco Co. is coming along fine on the road job out of Covelo.

Healy Tibbets is getting ready to pull in with the spider leg to put the out-fall line in at Fort Bragg. Up on Hwy 101 at Laytonville, Tonkin Construction is going great guns on the widening work.

Members Break Dirt on Warm Springs

Best Work in Years for Eureka

(Continued from Page 12)

Construction from San Francisco is subbing the pier footings. Mercer Fraser Co. will do the approaches.

Coming north bids have been opened on the Rio Dell sewer project. The job is in three phases totaling about \$3 million. S & Q Corporation from San Francisco has the largest portion—just over \$2 million. No activity yet but expected any day.

W. Jaxon Baker has started to move dirt on the Scotia-Stafford freeway project. Nice to see Gale Easley and his crew back in the area again after a three year absence. The cost of this one is about \$3.5 million.

The Fortuna sewer project is also ready to go. This one also is in three schedules. Schedule 3

was considerably over engineers estimate so it will be re-bid next week. The price on this one is estimated at \$3.5 million. We have been advised that the project will go after bids have been opened.

In Crescent City, Monterey Mechanical Co. has broken ground on the new sewer plant expansion project. This is a part of the general upgrading of the Crescent City sewer system. The price is \$3.5 million. Also, the bid for the Crescent City sewage collection system will be re-bid next week. Original bid was \$5,178,322, somewhat over the engineers' estimate. Also, in Del Norte County C. K. Moseman Construction Co. is starting their bridge project on the South Fork of the Smith River. Eastco Construction Co. Inc. of Redding will do the earth work.

The cost of this project is \$3.3 million.

At Stone Lagoon, near Orick, Earl Nally and crew are realigning a dangerous section of Hwy 101. This project will create quite a challenge when the tourist season peaks as there is no possibility of a detour.

Many smaller jobs are also underway, such as David R. Wilkins spread out from Carlotto to Crescent City, Jim Johnson on the Hoopa water system, Easley Construction road job at Hoopa, Redwood Empire Aggregates picking up paving work from Arcata to Crescent City, A. V. DeBrito doing underground here in Eureka and Arcata. "We are still short of highway construction however, maybe that will change before too long," Lake said.

Hydroelectric Project Eyed For Fresno

(Editor's Note: This article was specially prepared for *Engineers News* by Claude Odom, Bob Merriott, Harold Smith and Jerry Bennett.)

Engineering studies show a proposed \$147.7 million hydroelectric project on Dinkey Creek in the Sierra 60 miles east of Fresno would be "economically justified and financially feasible."

The findings of 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.

KRCD Manager Jeff L. Taylor said the plan is to file a license application with Federal Power Commission about November 1, although all of the environmental studies will not yet be completed.

The proposed dam would flood 800 acres, creating a reservoir of 90,000 acre-feet of water. By comparison, the storage capacity of Wishon and Courtright reservoirs east of Dinkey Creek are 128,000 acre-feet, respectively.

The water stored behind the dam on Dinkey Creek would flow through tunnels to two power plants.

The dam site would be two miles downstream from the McKinley Grove Road that now crosses Dinkey Creek. That is the main road between Shaver Lake and Wiston.

One power plant would be located downstream from Ross Crossing. The other would be near Balch Camp at the confluence of Dinkey Creek and the north fork of the Kings River.

The project would generate 356,490,000 kilowatts of electricity, almost as much as the Pine Flat project, Taylor said. Voters in November authorized the district to sell revenue bonds to finance a hydroelectric project at Pine Flat.

The plan is to eventually ask voters to authorize another series of revenue bonds for the Dinkey Creek project.

Pleasant Valley Inc. of Coalinga bid \$279,909.00 for resurfacing portions of 50 miles of Highway 41 between the Fresno County line and Yosemite National Park.

The Kasler Corporation of San Bernardino was awarded a contract in excess of \$5 million to construct four lanes of Highway 99 at Delhi including three bridges.

A pre-job was held with the Continental-Heller Corporation on the City of Merced Wastewater Treatment Facility. Their low bid was \$9,800,000.

Westlands Water District will

open bids on one of the largest projects to date in the Mendota area. The contract calls for 34 miles of 18' through 60' main trunk lines, and 165 miles of 10' through 24' collector lines. The project has over one million cubic yards of trench excavation plus several hundred thousand cubic yards of structural excavation.

Westlands says the project will be completed in 1,100 working days at an estimated cost of up to \$25 million.

Granite Construction Company has started work on their Westlands Water District job in the Huron area. This contract calls for 65 miles of various size pipeline for irrigation of several thousand acres of prime farmland. This job went for \$10 million and should be completed in about 18 months.

The State is calling for bids for overlays on 198 from 6th Avenue east of Hanford, to Highway 41 west of Lemoore, about 13 miles, at a cost of \$650,000.

The State is also calling for bids on paving Highway 37 from Tulare to Lindsay at an estimated cost of \$300,000.00.

Granite Construction Company of Watsonville is also low to the State for widening and resurfacing 3.5 miles of Highway 198 between Lake and Siskiyou Avenues at a cost of \$491,563.00.

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

nals main runway of the installation of five electronic security gates and lighting.

The Company's base bid was \$509,466.35 with bids of \$56,990 for additional work on one alternate and \$113,285.00 on another.

Stabilization of the runway's shoulders will prevent erosion from jet blasts and also alleviate the hazard of the possible ingestion of stones or other material into the engines of wide bodied jet transports. Work on this project will get underway immediately, and should be a good job for several Engineers.

A pre-job conference was held May 9th with 3-D Construction Company on Improvement District 169, located in northeast Fresno. This \$2.6 million sewer job will employ 20 Operating Engineers for the better part of one year.

Claude Woods and Crooks Brothers have started work on their \$1.6 million Blue Canyon Timber Sales job for the United States Forestry Service. This job includes 42 mile of reconstruction and new logging roads in the area of Peterson Road, located east of Pineridge.

Utah

(Continued from Page 6)

A crew of members has worked year around for American Bridge waiting for the big turn-around with U. S. Steel. Ray Lewis is Job Steward.

Heckett Engineering has seventy members working two shifts, six days a week. Everett Middleden and Jim Pino are the Stewards.

Geneva Rock Product's Point-of-the-Mountain plant has four crushers working six days a week, 24 hours a day. The demand for concrete is tremendous and Geneva Rock has been successful in buying cement out of state. Geneva Asphalt has grown to an all-time high with four asphalt crews working steady.

"We were successful in our attempt to organize Plateau Resources Ltd., a uranium mining operation," Wright said. "Plateau is planning a \$40 million mill and expects to start construction in five to six months. We hope we are successful in negotiating a project agreement on construction."

Union Family Corner

By Mary Kelly

AN OPEN LETTER TO MRS. OPERATING ENGINEER:

You, the readers of *Engineers News*, brother engineers and your wives, may have seen my name in these pages at various times during the past six or seven years, in connection with special assignments given me now and then. I've been a union member for more than a decade, and an employee of Operating Engineers Local 3 for more than ten years. My father was a union member. (I remember as a child, when he died, even though he hadn't been a member for very long, the union people helped us out, as they had done just months before, when my younger brother was seriously ill, and how thankful my mother felt for their help.) My older brother has been a union member all of his working life. I work as an executive secretary for Local 3, but am given special projects, as are experienced secretaries everywhere. Most of these special assignments have to do with communicating with Local 3 members and their wives, so I've talked with many of you and feel I know you, and would like to know you better.

(No, Brothers, I'm not "running" for anything.)

This time, in writing this open letter, I've been asked to address myself to the members' wives especially, as a lot of wives have been communicating lately with various union officers and staff. Some retired members' wives told Business Manager Dale Marr and General President J. C. Turner recently that they enjoy reading *Engineers News* regularly. Others write notes to Local 3's office staff along with taking

care of their husband's union business. Other women, widows, write in to thank the union people for help at this difficult time in their lives.

We should have more information about you, about your needs as a construction union wife, who you are, what you're interested in, how we can help you and your family. Do you need more of a voice? Are you the "new silent majority"? Do you want to be recognized as an Operating Engineer's wife, in Local 3's newspapers? Do you want and need more information on any topic that would be of real use to you? What can we do differently to be of use to you? This has nothing to do with official union business or about the every day administration of the union that you normally contact our offices about; but we know many homemakers these days do have a desire to be seen and heard—perhaps some of your ideas would be valuable to your sister Operating Engineer wives? Would you like to correspond with me about some of these things?

Being a member of the newspaper staff, I see some letters from Brother Engineers' widows that give me the idea that maybe they could use some different kinds of information than has always been available. What do these widows do when they are no longer connected to the union through their husband's membership? Do they stay in touch with other Local 3 families?

These are the questions we have. Do you have any? Write to me c/o Operating Engineers Local Union No. 3, 474 Valencia Street, San Francisco, CA 94103.

More from Nevada

(Continued from Page 12)

the Circus-Circus, and Corrao on the Sands and final stages on the Money Tree and Gold Dust West. Schultz Construction has started the Eagle Nest project which will be a condominium subdivision and if everything goes well, it should last from two to five years. This job is being run by Bob Marvell, and for Brunzell Construction Earl Emil will be the superintendent. Helms Construction was the low bidder on the Ring Road project in excess of \$6 million.

Nevada Paving is all over town with their paving crews and picking up more work all the time. Barlow and Peek aren't having any problems with their Kings Row job. Earl Games Company is having one of their busiest years since they started back in the late 1920's.

Robert L. Helms Construction has approximately ten operators working at Vista on the Railroad's warehouse facilities. This work involves equipment rental and has provided work for our Brothers for approximately three years which has helped in winter seasons due to it being a rock job.

The Donner Springs home site has been a terrific producer for the Brothers and will continue for some time to come. J. C. Compton just got the overlay job on I-80 near Wadsworth for approximately \$2.5 million. Seaberry-Depauli has enough work orders for their employees to keep working all summer on various home sites throughout Washoe Valley.

R. E. Feretto has had a very successful spring on home site and hotel site prep and demolition jobs.

DEPARTED BROTHERS

Angel, Jose (Rosa, Wife)	4/24/78
2552 U Street, Rio Linda, CA	
Christensen, Omer (Marie, Wife)	5/20/78
11303 N Hwy. N 99, Lodi, CA	
Cross, Warren (Frances, Wife)	5/24/78
1181 Judy Lane, Concord, CA	
DeMarco, Caesar (Wendy, Wife)	4/30/78
2345 Bonifacio No. 8, Concord, CA	
Doyle, Thomas (Lorraine, Wife)	5/17/78
P. O. Box 545, Talihina, Oklahoma	
Hansen, Ebbe (Gerald, Son)	5/4/78
326 Mission Avenue, San Rafael, CA	
Hayes, Eugene (Alice, Wife)	5/7/78
527 Pomona Way, Albany, CA	
Hodge, John (Nellie, Wife)	5/22/78
Rt. 4, Atoka, Oklahoma	
Jones, James (Josephine)	3/1/78
900 Old Stockton No. 108, Oakdale, CA	
Keener, Harold (Mildred, Wife)	4/22/78
P. O. Box 95, Chicago Park, CA	
Kramer, Karl (Edna Day, Sister)	4/25/78
31 Walnut Avenue, Oroville, CA	
Lane, Perry (Lola, Wife)	5/8/78
P. O. Box 726, Lakeport, CA	
McCann, Victor (Betty Lou, Wife)	5/10/78
Box 189, Beaver, Utah	
Mohrmann, Philip (Barbara, Wife)	5/21/78
P. O. Box 159, Clements, CA	
Never, Otto (Louise Inderkum, Daughter)	4/27/78
1326 Oakland Ter. Ct. No. 2, Sacramento, CA	
Phillips, John (Marie, Wife)	5/4/78
536 Bartlett Street, San Francisco, CA	
Quaini, Alvin (Clorinda, Wife)	5/20/78
2589 Pacific Street, Napa, CA	
Rainey, Everett (Margaret, Wife)	5/21/78
3765 Castro Valley, Castro Valley, CA	
Salisbury, Robert (Florence)	5/18/78
General Delivery, Stonyford, CA	
Seavers, Don (Ruby, Wife)	5/13/78
1319 Harwood Street, Santa Rosa, CA	
Scherringa, Sam (Doris, Wife)	4/22/78
10251 9 1/2 Avenue, Hanford, CA	
Thompson, Willard (Celia, Wife)	5/11/78
P. O. Box 7, Sutter, CA	
Wofford, Loyal (Geraldine, Wife)	5/19/78
22688 Yolo Street, Hayward, CA	
Wood, Donald (Thelma, Wife)	5/3/78
114 A Buena Vista, Freedom, CA	
Wighman, Richard (Linda)	5/10/78
22466 So. Airport, Sonora, CA	

DECEASED DEPENDENTS

MAY 1978

Bland, Marc—Deceased April 29, 1978
Son of Larry Bland
Dollar, Bonnie—Deceased April 22, 1978
Wife of Sam Dollar
Hoffman, Josephine—Deceased May 17, 1978
Wife of William Hoffman
Jones, Freddie—Deceased May 12, 1978
Son of Homer Jones
Rhodes, Beverlee—Deceased April 30, 1978
Wife of Howard Rhodes

Swap Shop: Free Want Ads for Engineers

FOR SALE: 3 bdrms House at Highland Harbor, all elect. just 2 doors from Cache Creek, for \$49,500. O. E. Mitchell, 7418 Lake Land Dr., Clear Lake Highlands, CA. 95422. 707/994-5663. 5-78

FOR SALE: COMPLETE TRENCHING BUSINESS—2 OC4 wheel trenchers, 420 John Deere driller, 1967 International Diesel flatbed, 1965 Chevrolet Flatbed, 10 ton & 5 ton Miller Trailers, Spare parts, work-19 yrs service—all or part. N. A. Menconi, 5799 Portsmouth Ave., Newark, CA. 94560. 415/792-3824. Reg. No. 1058457. 5-78

FOR SALE: COMM LOT-C4-40'x80' between N&O on 20th St. Sacto, Ca.—\$14,950.00 good location. Jessy S. Blincent, 4601 Sprucewood Crt., Sacto, Ca. 95823. 914/422-9297. Reg. No. 0702412. 5-78

FOR SALE: TWO Reg. P. O.A'S. 4 yr old 52 1/2" snowflake mare, elec. conformation Halter Winner, also 11 yrs 51" gelding Bay w/blanket and spots over hips He's a baby sitter, Clyde German, 9903 Pioneer Rd., Oakdale, Ca. 95361. 209/847-2580. Reg. No. 745279. 5-78

FOR SALE: POLLOCK PINES 1/4 ml, Jenkinson Lake, 4 br. 2 ba. 2300 sq. ft., 7 rm. 2 car garage home. \$52,000. 1. Proto, 4866 Golden St., Pollock Pines, Ca. 95726. 644-2403. Reg. No. 0643156. 5-78

FOR SALE: 100 ac. farm land suitable for mobile park or development—\$7,000 per ac., easy terms, will carry loan. Mrs. William Ridell, 1562 Willow Oaks Dr., San Jose, Ca. 95125. 408/266-1522. 5-78

FOR SALE: 8 rms, 2 story brick home, main street corner lot in Ephraim, Utah. New school, college, convenient shopping, within 100 mi of power plants under construction. \$34,000. Low taxes. N. Clemens, Box 637, Ephraim, Utah 84627. 801/283-4754. Reg. No. 17116909. 5-78

FOR SALE: LORRAINE TRUCK CRANE 50' boom, tag line, fair lead, 2 wy drum, aluminum out rigger stands, good condition, sacrifice \$6,500.00. James Basham, 223 MacArthur, Pittsburg, Ca. 94555. 415/234-7916. Reg. No. 0413422. 5-78

WANTED: 27 yr member would like equip. watch fobs for own collection—large or small quantity—please must be reasonable. Harry Binder, P.O. Box 611, Alta, Ca. 95701. 916/389-2631. Reg. No. 0678286. 5-78

FOR SALE: BOOM TRUCK, 1955 Ford w/elect, 4 tone wench also Hydraulic wench, has 250' 9/16 cable w/hydraulic pump, motor & control. Don Steely, P.O. Box 6, Clements, Ca. 95227. (209) 759-3444. Reg. No. 0892732. 5-78

FOR SALE: INTL. Red Diamond 450 Motor, blocks, pistons, rods and Cam Shaft \$175.00. 8:25x20 & 9:00x20, used truck tires, compressor and tank w/1 h.p. elect. motor \$50.00. L. Mulhair, 97 Southridge Wy., Daly City, Ca. 94014. 415/333-9006. Reg. No. 154371. 5-78

FOR SALE: 1 ACRE, 1976 Mobile home 60'x12' w/pop out fence in, 2 wells, fruit, nut trees, chicken house, So. Crows Landing Rd. \$35,000.00; Big old Magnavox radio w/new record player 3 sp. \$30.00; Air cond. for cars \$50.00; Divan w/6 cushions, need recovering \$25.00. Clair Fair, 5319 Ave. B, Modesto, Ca. 95351. 209/537-7020. Reg. No. 0649249. 5-78

FOR SALE: SEMI-TANK, apx. 7,000 gal., good cond., suitable for 2 water

trucks or fuel storage \$1,750. George Riebl, 5519 Old Redwood Hwy. Santa Rosa, Ca. 95401. 707/527-8750. Reg. No. 1094406. 5-78

FOR SALE: 5 ACRES, fenced, cross, fenced, live stream, press, irrig., fruit trees, garden, 2 bdrm, wide mobile home 25 mi. NE of Marysville, \$30,000 down, owner carry. C. G. Lemmons, P.O. Box 574, Oregon House, Ca. 95962. 916/692-1881. Reg. No. 0994083. 5-78

FOR SALE: WISCONSIN motor, 7.5-12 A-1 condition, best offer. George Kerr, 4800 Auburn Folsom, Loomis, Ca. 95650. 916/652-6114. Reg. No. 0586484. 5-78

FOR SALE: BEAUTY SHOP EQUIP. 1 shampoo chair, 1 shampoo bowl, 1 roller tray, 1 tint bar, 2 dryer chairs w/dryers, 1 hydrolic chair \$450.00 for all. Ronald D. Phillips, P.O. Box 393, Jamestown, Ca. 95327. Reg. No. 1157835. 5-78

FOR SALE: MF60 telescoping Williams Auger (6' Dia.) mounted on 1964 White Diesel, 3 axle legal road travel, Good cond. & financing. K. M. McRae, 238 Ester Ct., Hayward, Ca. 94544. 415/537-6539. Reg. No. 55500. 5-78

FOR SALE: 1 COPY Machine (SC Coronate 88) \$350., 1 mobile unit telephone (GE) \$850., 1 1956 International 5 yd. dump truck \$2500., 1 1950 Chevrolet 5 yd. dump truck \$1250., 1 1960 Ford 5 yd. dump truck \$2500. Bonnie Everson, 408/292-3617. Reg. No. 1101960. 5-78

FOR SALE: MOBILE home 24x64 2 bdrm, 2 baths, patio, car port, skirting, shed, wet bar, refrig, dishwasher, garbage disposal, washer & dryer \$37,500. Richard Cox, 300 East H St., sp/120, Benicia, Ca. 94510. 707/745-6992. Reg. No. 1011135. 5-78

WILL TRADE—Building lot, services at property line, paved streets, at Lake Tahoe, Ca. for property in Hawaii. Mike Kraynick, Reg. No. 595211. 408/266-7502 or write c/o Engineers News. 5-78

FOR SALE: SPECIAL INTEREST, 1968 Calif. Special Mustang, auto, A/C, radio, heater, one owner. Jerry H. Reynolds, 2318 South Chestnut Ave., Fresno, Ca. 93725. 209/251-6538. Reg. No. 0376490. 6-78

FOR SALE OR RENT: 4 YARD Michigan Loader, Model 175, rubber, diesel, rops. D. W. Barnard, P.O. Box 1447, Mt. View, Ca. 94041. 415/961-2909 or 268-6931. Reg. No. 557446. 6-78

FOR SALE: HOUSE Healdsburg, near Warm Springs Dam project, 2 bdm w/fire place on 1/4 acre. Good location in town. Manuel Lopez, 131 Lincoln St., Healdsburg, Ca. 95448. 707/433-5644. Reg. No. 1528542. 6-78

FOR SALE: 2 COMP sets of 1941 Dodge Gel, running gear tran & transfer cases also front & rear diff plus wheels & 1 flame \$175.00. Burk Howard, 3083 Caldwell Dr., Cameno, Ca. 916/644-1366. Reg. No. 0895926. 6-78

FOR SALE: 1964 TERRY trailer—18' self. Cont. all wood interior stove, refrig. wall heater, excel cond. \$1500. D. Kruger, 3444 Highway 49, Placerville, Ca. 95667. call after 5:30, 916/622-7883. Reg. No. 0563105. 6-78

FOR SALE: CAT 10-gasoline rig, pre WWII, running but needs work, good track, for antique buffs, \$850. D. Kruger, 3444 Highway 49, Placerville, Ca. 95667. 916/622-7883. Reg. No. 0163105. 6-78

FOR SALE: 65 BUICK Riviera Orig. owner, 73,000 miles, excel. cond.,

elect. Windows, power steering & brakes, no air, \$2195. Don Kruger, 3444 Highway 49, Placerville, Ca. 916/622-7883. Reg. No. 0563105. 6-78

FOR SALE: 1968 MACK Truck, 2 axle, 129" wheel base, 270 cat engine, 10 speed road ranger trans. R170 rear end, 1124.5 rear tires, Holland 5th wheel. Ron Wake, 185 E. Oak Ave., Willits, Ca. 95490. 707/459-5634. Reg. No. 1545343. 6-78

FOR SALE: 1971 Freight Liner, 3 axle, 4.11 rear ends, 270 cummings, just rebuilt, 15 speed RR trans. Holland 5th wheel 1124.5 tires. Ron Wake, 185 E. Oak Ave., Willits, Ca. 95490. 707/459-5634. Reg. No. 1145343. 6-78

FOR SALE: 2 LARGE boxes heavy duty mechanics tools; 1 large ice chest; steam & diesel book; several pieces luggage like new. John A. Jensen, Box 1035, Redwood City, Ca. 94064. Phone: 415/369-9643. Reg. No. 0619558. 6-78

FOR SALE: 12x60 MOBILE home, 2 bdrms, 1-1/2 baths, 2 awnings, skirting, porch, utility shed \$8,000. Rancho Murietta Mobile Home Village, Vern Brugger, 20 Cardoza Ct., Sloughhouse, Ca. 95683. Reg. No. 0429202. 6-78

FOR SALE: 1974 260Z DATSUN, sil./blue, AM/FM, air, Mags, 50,000 mi., \$4,500/best offer. call day 414/431-1568, eve. 415/728-3186. 6-78

FOR SALE: 25-1/2' FULLY contained excel. travel trailer w/easy lift hitch. Used 8 weeks. sale Price \$5,500. Caluin Jones, 13840 Chamy Dr. Reno, Nev. 89511. 702/826-1310. Reg. No. 1558149. 6-78

FOR SALE: CATERPILLAR 977H Loader, New tracks, sprockets, rollers, idlers, new brakes, motor comp. rebuilt—sleeves, piston etc., less than 200 hrs Canopy, DC-3 logging winch & forks, standard bucket, three-way valve, ready to work. \$15,500. Harold Tower, P.O. Box 388, Sonora, Ca. 95370. 209/532-2281. Reg. No. 0295015. 6-78

FOR SALE: 4,000 gallon dual drive older Peterbilt water truck. Cummins power, new barnes 4" pump/40" 4" suction hose for self loading. \$6,000. 300 AM portable gas driven Hobart arc welder, real good shape. \$1,250. Harold Tower, P.O. Box 388, Sonora, Ca. 95370. 209/532-2281. Reg. No.

0294015. 6-78
FOR SALE: M-2460 GRADALL, Diesel up & down, 10 attach., good cond., good rubber, \$7,000. Ted Simmons, 19671 Drake Dr., Cupertino, Ca. 95014. 408/446-2775. Reg. No. 1011254. 6-78

FOR SALE: 1969 CHEV. with 8' Camper in top shape. \$3,200. or best offer. Johnnie G. Coell, Rt. 1 Box 510, Willitor, Ca. 95693. 687-6337. Reg. No. 0982917. 6-78

FOR SALE: 1 ARCTIC circle water cooler for trailer house. Down Draught 2 speed in very good cond. M. J. Bobby, 2540 Grass Valley Hwy., Auburn, Ca. 95603. 885-0581. 6-78

FOR TRADE: INCOME PROPERTY, Huntington, Utah-3 bdrms home plus 5 trailer park spaces, underground wire & blacktopped. Will trade for Duplex or income property in Provo or Orem, Utah area. Norman Clemens, P.O. Box 188, Spring City, Utah, 462-2541. Reg. No. 1236702. 6-78

FOR SALE: CEDAR RAPID PAVEMENT NO. BSF-2, Serial No. 21406, good cond./folding. Hopper & exten. to 14' \$8,000. Pete Thornton, 5016 Laguna Vista Dr., Novato, Ca. 94947. Call eve. 415/897-1025, day 415/453-2324. Reg. No. 1027871. 6-78

FOR SALE: KEUFFEL & ESSIE CO. hand level, 6" No. N5702, a so belt loop leather case. Both for \$22.50. Casy O'Brien, 5585 Marquette Dr., San Jose, Ca. 95118. Tel 264-4027. Reg. No. 1020174. 6-78

FOR SALE: 1969 ELDORADO, all elec. w/air \$1475.00; TD18 Crawler \$2975.00, portable welder \$1250.00, tilt bed trailer \$1975.00. William Maddox, 17311 S. Mercy Springs, Los Banos, Ca. 93635. 209/826-0684. Reg. No. 1043556. 6-78

FOR SALE: EXCAVATING, sewer, and crane equipment, take over 18 yrs est. business, illness reason for sale. Lee A. Designori, 4201 Crows Landing Rd., Modesto, Ca. 95351. 209/237-6719. Reg. No. 0689121. 6-78

FOR SALE: LARGE old 4 burner Wedgewood stove, natural gas or propane w/wood trash burner, ideal for mountain or summer home \$175.00. C. W. Sharp, 2313 Foothill, Oroville, Ca. 95965. 533-6949. Reg. No. 0509859. 6-78

FOR SALE: 2 1/2 ACRES, lovely Calif.

valley, 40 mi. east of San Luis Obispo, \$3,000. w/low taxes. Harry Pearson, 601 So. Grant, San Mateo, Ca. 415/348-1295. Reg. No. 0707346. 6-78

FOR SALE: 2 FURNISHED mobile homes plus over 200 walnut trees in production including all equip., such as storage bldg., dryer, cultivators, tractor etc. all this and more on beautiful 5 acres, near Redding, Ca. \$94,500. Ed Siroshon, 4344 Riverland Dr., Anderson, Ca. 96007 916/365-2904. Reg. No. 0904458. 6-78

RULES FOR SUBMITTING ADS

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

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

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

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

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

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

Numerous Sewer Projects in Redding

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

There are currently several secondary road projects under construction and more coming up for bid. The largest Hwy. project to Bid will probably be the Wildwood (Hwy. 36) job which will be around \$4.5 million.

Another project to be let is the Hwy. 36 realignment job near the Fish Hatchery, East of Red Bluff, going for around \$1.5 million.

The Grass Lake job on Hwy. 97 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 leak repairs at this time. This has been a tough job for the contractor because of the sixty-plus inches of rain this past winter.

Three "D" Construction Co. is progressing according to schedule on their Sewer Trunk Line from North Redding to Clear Creek.

Cal-Ore Constructors was successful low bidder on the Redding Airport job, the I-5 overlay between Cottonwood and Red Bluff and the approach construction for the new Sacramento River south crossing. When the latter is completed, it should give considerable relief to the traffic congestion experienced every week-day morning and afternoon on Cypress Street.

Bob Havenhill reports that Eastco Construction is working on the Hwy. 3 job (Yreka) and the Montague Sewer job (Siskiyou Co.). Easley Construction Co. has all but completed the sewer line and septic system for the Forks

of the Salmon, a small mountain community in western Siskiyou County. They were also the successful low bidder—\$950,000—on the Yellowjacket Ridge job for the U.S. Forest Service. This particular job is one of several that the Forest Service has let and will let to facilitate the salvage of several hundred board feet of timber killed in the massive Hog Ridge and Scarface fires of last summer.

Robert R. Hill Construction Co. is currently working for Cal-Trans on a large slide on Hwy. 33 near Forest Glen. This tremendous cut is just west of Rattlesnake Creek in Trinity County. C. L. Fogle 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 job 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 Tionesta Road job and to man the Crusher and Hot Plant near Lookout in Modoc County.

Tyler-Engelke Construction Co., out of Healdsburg, is working on the Adin sewer job and expects to wind-up by the end of September.

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

Things in general are going good in the Redding area. Green urges those on the Out-of-Work-List to let the dispatch office know if they are not going to be near their phones because the orders are coming in.

The Voice of the Engineers Beef Bar-B-Que will be held July 22 at the Anderson River Park. For more details, or reservations, call the Redding Office, (916) 341-0158 and ask for John or Jeanne.

Personal Notes

Marysville

Our deepest sympathy to the family and friends of deceased retired Brothers Robert Salisbury and James Vencent and Willard Thompson and Helen M. Ashby, wife of Richard Ashby.

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.

Redding

We in the Redding District were grieved by the untimely death of Brother Walt "Huffy" Hurlbut, who was accidentally killed June 4, 1978 while working his mining claim in Northern Shasta County. Brother Hurlbut was a Master Mason, a well qualified Operating Engineer, and a true "Union Man" in every sense of the word. He was a member of the Redding District Grievance Committee and was always willing to do more than his share. We were proud to call him a friend, and we mourn his passing.

Eureka

It is with great happiness we announce the birth of a new son to Brother John Wilkinson and his wife on June 1, 1978.

It is with great sorrow we report the passing of two retired Brother Engineers; Brother Wm. Grother who passed away in January 1978 and Brother Dan "Ike" Tremblay who passed away on May 31, 1978. Our deepest sympathies to their families and friends.

We also extend our condolences to the family and friends of Brother Eugene Nicholas who passed away on June 6th due to an industrial accident. Also, we extend our condolences to the family and friends of Brother Wm. Richardson who passed away on June 12th.

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	Reg. No.	Initiated by	Local No.
Elmer Jackson Aydelott	423458	6/43	3B
Solomon B. Cox	385959	10/42	3
Alfred DeFerrari	241945	2/37	59
Jose O. Domingues	408396	2/43	3A
Jack Greenwood	329129	11/41	3
Daniel J. Harney	329544	11/41	3A
Fay Llewellyn	422696	6/43	3
Wm. Madsen	422698	6/43	3
Ben C. Marrs	381724	9/42	3
Enos Olson	342752	2/42	3B
Royal Winfred	423253	6/43	3A

1978 SCHEDULE OF SEMI-ANNUAL MEETINGS

Location: Masonic Auditorium, 1111 California St., San Francisco, Ca.
Dates: Saturday, July 8th (1:00 p.m.)

DISTRICT AND SUB-DISTRICT MEETINGS

JULY

11 Eureka, Tues., 8 p.m.
12 Redding, Wed., 8 p.m.
13 Oroville, Thurs., 8 p.m.
19 Fairfield, Wed., 8 p.m.
26 Honolulu, Wed., 7 p.m.
27 Hilo, Thurs., 7:30 p.m.

AUGUST

3 Oakland, Thur. 8 p.m.
8 Stockton, Tue., 8 p.m.
15 Fresno, Tue., 8 p.m.
22 Sacramento, Tue., 8 p.m.

DISTRICT AND SUB-DISTRICT MEETING PLACES

San Francisco, Engineers Bldg., 474 Valencia St.

Fairfield, Fairfield Community Center, 1000 Kentucky St.

Ignacio, Nave Lanes.

Eureka, Engineers Bldg., 2806 Broadway.

Redding, Engineers Bldg., 100 Lake Blvd.

Oroville, Prospectors Village, Oroville Dam Blvd.

Honolulu, Washington School (Cafetorium), 1633 S. King St.

Hilo, Kapiolani School, 966 Kilauea Ave.

San Jose, Labor Temple, 2102 Almaden Rd.

Stockton, Engineers Bldg., 2626 N, California.

Oakland, Labor Temple, 23rd & Valdez.

Sacramento, CEL&T Bldg., 2525 Stockton Blvd.

Fresno, Engineers Bldg., 3121 E. Olive St.

Ukiah, Grange Hall (opposite 101 Motel), State Street, Ukiah.

Salt Lake City, 1958 W. No. Temple.

Yuba City — Yuba-Sutter Fairgrnds, Arts/Crafts Bldg., Franklin Ave.

Reno, Musicians Hall, 124 West Taylor.

Watsonville, Veterans Memorial Bldg., 215 Third.

Provo, Provo City Power Building, 251 West 800 North, Provo, Utah.

Ogden, Ramada Inn, 2433 Adams Ave.

For More Information:

CREDIT UNION

OPERATING ENGINEERS LOCAL NO. 3

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

Please send me information as indicated below.

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

Have You Checked Your Dues?

Dues Schedule for Period 10-1-77 through 9-30-78

Local 3	\$81.	(Per Qtr.)
Local 3A	\$78.	(Per Qtr.)
Local 3B	\$78.	(Per Qtr.)
Local 3C	\$78.	(Per Qtr.)
Local 3E	\$78.	(Per Qtr.)
Local 3R	\$78.	(Per Qtr.)
Local 3D	*Variable by Unit	

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

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

NAME _____

ADDRESS _____

CITY/STATE _____

ZIP _____

SOC. SECURITY NO. _____

TELEPHONE _____

IMPORTANT

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

REG. NO. _____

LOCAL UNION NO. _____

SOC. SECURITY NO. _____

NAME _____

NEW ADDRESS _____

CITY _____

STATE _____

ZIP _____

Clip and mail to Engineers News, 474 Valencia St., S. F., Calif. 94103
Incomplete forms will not be processed.



Racial Quotas Are Deterrent To True Equality In Employment

(Editor's Note: In light of the recent "non-decision" by the U.S. Supreme Court in the Bakke reverse discrimination case, the following column written by Bayard Rustin, President of the A. Phillip Randolph Institute, cuts through a lot of the emotional rhetoric and provides a rational approach to the non-productive "quota system," now seemingly displaced by the justices.)

THE MEANING OF THE RAND REPORT

By Bayard Rustin

In more than a few respects, the current discussion 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 America? 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 have been "a relatively minor contributor" in raising black income relative to white income. "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 being driven by 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 producing higher wages." Specifically, blacks have made significant gains in the area of education, in proving their competitive position in the labor market. In 1930 the average black worker had nearly four fewer years of formal education compared to white workers. By 1970, the gap had dropped to a little over one year.

Another major factor, the report points out, has been the steady industrialization of the South. The transformation of the South from a backward, tradition-bound province into a modern industrial region has produced steadily increasing wage rates for blacks who were once confined to the fringes of the Southern economy. "There is no question," the researchers said, "that blacks are at least equal participants with whites in the recent economic resurgence in the South."

While the report contains some good news for blacks, it also describes some persistent

A POLITICAL ANALYSIS

Art Of The Possible

BY KEN ERWIN



problems, especially economic inequality. Even with steady economic gains, the incomes of black males are still only three-fourths of those earned by white males. And, even worse, the report predicts that white-black income will not approach full equality during the current century.

Like all statistical reports, the RAND study should be treated with a fair amount of skepticism. But, the report—even with all its flaws—deserves thoughtful consideration within the black community. It should not be dismissed automatically as another "establishment" attempt to ignore the problems of black Americans.

As I see it, the RAND study offers the black community an opportunity to re-examine old strategies and preconceptions. Most importantly, the report strongly suggests that a civil rights movement concerned exclusively with racial issues will soon become obsolete. While few will deny that racial discrimination stubbornly persists in certain industries and regions, it is no longer the major determinant of black economic well-being.

Rather than concentrating on issues like the Bakke case, and the further advancement of quota-oriented affirmative action plans, the RAND study suggests another, more promising strategy for the civil rights movement—that strategy, simply stated, the formation of a racially-integrated political coalition around the issues of full employment, improved education, and expanded social services.

As we all know, there are dangerous political forces in America that thrive on racial conflict. For many of the more doctrinaire conservatives, racial issues serve as a convenient cover for their disastrous economic policies. Unable to win on a platform promising high unemployment, unfair tax policies, and cutbacks in social services, conservatives can frequently win votes by appealing to widespread opposition against quotas and other devices perceived as instruments of "preferential treatment."

For years I have argued that black people cannot even hope for economic liberation without solid allies. In the recent past, especially during the period from 1968 until quite recently, racial animosity nearly destroyed the political coalitions which united blacks, white workers, and liberals.

Now, with the needless re-emergence of racial issues in the form of a bitter and highly divisive debate on quotas, the progressive political coalition is once again endangered. Some of us, I fear, seem all too eager to sacrifice programs and approaches ensuring real economic gains in defense of highly questionable social mythology, namely the dubious utility of racial quotas.

Roundup

(Continued from Page 2)

His Air Resources Board chief, Tom Quinn, has been accused of exercising almost total dictatorial power over various development projects.

The director of CALTRANS, Adrianna Gianturco, has been sharply criticized since her appointment in March, 1976. When gas tax revenue was low and highway projects were delayed or cancelled because of a lack of funds, Gianturco was proposing bicycle paths, highway landscaping and noise barriers.

California's proposed six-year highway plan, engineered largely by Gianturco in late 1976, was

strongly condemned by Local 3 Business Manager Dale Marr.

In opposing the plan, Marr said that it had been "conceived by Brown and a select group of so-called 'task force' members, who are nothing more than university, ivory towered academicians. They are attempting to make the people of California their guinea pigs in an untried experiment to impose socialist textbook theories on real live people."

In light of the strong opposition to his highway plan, Brown had it rewritten so that it more closely resembled a working document rather than a planners dream.

Brown will be opposed by 59-year-old Republican Evette Younger. Although he has been

endorsed by the State AFL-CIO in both races for Attorney General, few in the labor movement consider him to be in tune with their philosophy. Many building tradesmen blame Younger and the environmental unit of the Attorney General's office for blocking or delaying countless construction projects. Also as a California Republican, Younger will be under intense pressure to follow the party line of anti-labor, right-to-work conservatism.

The election though, is still months away and anything could happen. The State Labor Federation will meet in San Francisco during July to formulate labor's position on the governor's race and the many other statewide offices and positions which will be decided in November.