

Surveyors Get Prevailing Wages For First Time On Public Projects

Following a long judicial battle, prevailing wage rates for field surveyors working on public works projects have been established for the first time in California on an area-wide basis.

Director Don Vial of the State Industrial Relations Dept. has notified 2,000 agencies who award

public works contracts that the prevailing wage rates for field surveyors employed on public works projects are to be the same as those established under the collective bargaining agreement now in effect. His ruling covers the 46 northern counties of California.

Vial's ruling came after Sonoma County Superior Court Judge Rex. H. Sater denied a petition by an engineering firm in the county for a permanent injunction that would have suspended the state prevailing wage rate laws as applied to surveyors.

Judge Sater ruled that the stay

of enforcement requested by Hogan-Schoch and Associates, Inc., Sonoma County engineering firm, could not be granted until the plaintiff had exhausted all administrative remedies, including a petition of review by the Director of Industrial Relations.

The decision in effect, lifted a temporary restraining order against enforcement of Director Donald Vial's order that surveyors be paid prevailing wage rates on public works contracted for by the city of Sebastopol and the city of Cotati in Sonoma County.

The engineering firm had contended that it was not covered by the prevailing wage law and should not be required to pay surveyors prevailing wage rate, for performance of work under contract with an awarding public body. A complaint against the firm for not paying prevailing wage rates to surveyors had been filed with the State Labor Commissioner by Operating Engineers Union Local 3. Director Donald Vial had scheduled an administrative hearing on the complaint before the firm went into court seeking injunctive relief.

Business Manager Dale Marr applauded the judge's ruling against the engineering firm.

"We are pleased with Judge Sater's decision on two counts," said Marr. "First, it proves that justice for the union workers is available through our judicial

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Important Notice

Local 3 Business Manager Dale Marr urges the members to be aware of the ballots they will receive in the mail from the international office the first week in September, proposing an amendment to the IUOE Constitution.

An explanation of the proposed amendment by a Referendum Committee and a letter over the signature of General Secretary-Treasurer Russell T. Conlon will accompany the ballot forms.

Marr encouraged the members to read the information carefully, mark and mail the ballots promptly, since there is only a period of three weeks between the time the ballots arrive in the mail and the deadline by which the marked ballots must be returned.

Marr also encouraged the membership to vote "yes" on this important amendment, which would reappportion the number of delegates eligible to attend international conventions, thereby equalizing representation among the local unions and reducing costs to the individual locals.



OPERATING ENGINEERS
UNION LOCAL 3, AFL-CIO

ENGINEERS NEWS

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CalTrans Utilizes 'Lost' Funds

The Department of Transportation has unveiled an updated and revised transportation plan for California. The new plan announced in August provides a 41 percent increase in new construction work over last year's plan. The Highway Commission (right) met Aug. 18 to hear the presentation of the plan from CalTrans.



New CalTrans Budget Boasts \$6.4 Billion

The State Transportation program received a \$700 million boost in August with the Department of Transportation's new and revised Six-Year Program.

In response to criticism from Local 3 and citizens throughout the state that the program as presented last year did not utilize all available funds for new construction, CalTrans Director Adriana Gianturco emphasized that the new program "will use every available dollar" towards an extended construction program.

Gianturco also pointed out that the updated six-year plan will be accomplished "without any increase in gasoline or other taxes." The new program covers the period 1978-79 through 1983-84, updating by one year last year's six-year program.

Business Manager Dale Marr called the new program a "definite improvement" over last year's.

"I couldn't even attempt to count the number of hours that our officers, district agents and membership have spent in public hearings and demonstrations for more construction work," Marr commented. "It represents a lot of dollars if you were to count it as working time, and the additional \$700 million onto the program goes a long way towards paying those hours off."

Marr pointed out that he still doesn't "see eye to eye with Gov-

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Outlines Carter Proposal

Labor Secretary Assails Illegal Aliens

U.S. Secretary of Labor Ray Marshall has charged that "employers have no right under United States Law for an illegal workforce."

Speaking before the Fresno Central Labor Council last week, Marshall predicted that the "millions of undocumented aliens who are outside the effective protection of U.S. law," commonly referred to as "happy laborers" who work "hard and scared" for low wages will be a thing of the past once President Carter's comprehensive illegal alien plan goes into effect.

Although Congress has not finalized the illegal alien program, the intent is that aliens in the U.S. for the past 5 to 7 years will be granted amnesty while those with U.S. residence for shorter periods will be given alien status as an initial step toward citizenship.

Aliens with briefer residence periods would be subject to deportation as illegals and aliens currently crossing U.S. borders as illegals would also be subject to deportation. The key to the alien plan, Ray Marshall said, "is not at the border but at the source—the place of employment and we plan to make employment of illegal aliens a civil penalty that will be strictly enforced."

The attraction of U.S. employment is incredibly strong since a job in the United States generally pays 5 times the wage of a similar job in Mexico. Consequently, it is not surprising that desperate, unemployed Mexican

nationals would brave a 300-500 mile walk north, take their lives in their hands crossing the border and then work in an unfamiliar country with a different language. Despite these obstacles, hundreds of thousands of aliens cross the border each year in order to better their lives.

Ironically, the best, most motivated people are the ones leaving Mexico for greener pastures in the U.S.

"We really do not know the exact magnitude of the illegal problem, but 900,000 illegals are deported yearly," Ray Marshall continued. "We cannot police the border tight enough to have a

significant effect without a Berlin Wall with barbed wire, that is totally unacceptable." Police sweeps of urban areas are also unacceptable and smack of a police state scenario where everyone has to have a national identity card and all minorities are suspected of being illegals.

The real problem, Ray Marshall believes, "is not the presence of illegals, but the fact they are outside U.S. law, have no rights and are subject to deportation at a moment's notice."

Minimum wage enforcement and OSHA enforcement fail when workers are not free to file complaints about abuses. In the case

of illegals, the employers exploit them with long hours, low or non-existent pay and hazardous working conditions. They also stay non-union almost without exception.

But the illegal presence can be a two-edged sword. The other side, according to Marshall, is "that 25 to 50 percent of the net growth in the U.S. workforce is composed of illegal aliens." This then means that domestic workers are denied these jobs and there is marginal labor law enforcement on these jobs, these are non-union jobs and the employer has a major competitive advantage over le-

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Right To Work Rears Ugly Head

As 1977 glides into an election year, hardcore right wingers and anti-unionists are working hard to gather enough signatures to put a little-known right to work initiative on California's June Primary ballot. The campaign is headed by a group called the Committee for Citizens' Rights, which is receiving aid from the California Chamber of Commerce, Americans Against Union Control of Government and a host of other right wing activists. The initiative zeroes in on public employees, seeking to deprive them of the tools needed for effective collective bargaining, including the right to strike. Though the proponents of the initiative deny it, the proposition would negatively affect organized labor in the private sector as well. To find out why, turn to the special report beginning on page 9.



By DALE MARR, Business Manager

Looking At Labor

Right Wing Activists Still Telling The 'Big Lie'

Nazi propagandist Joseph Goebbels has been quoted as saying "if you tell a big lie often enough, people will begin to believe it." Since the "big lie" technique has been operative for totalitarian societies throughout all of history, it would seem unlikely that the Nazi Minister of Propaganda did indeed originate its use. However, one can't deny the ultimate "success" of its use in confusing and destroying people and nations.

In recent years, this same technique has been adopted, sophisticated and put to frightening use by such anti-Labor forces as the National Right-to-Work Legal Defense and Education Foundation and the Americans Against Union Control of Government (AAUCG) with a disguised gestapo under the misnomer of the Public Service Research Council (PSRC). These are only the visible tentacles of an octopus with the avowed purpose of destroying the free trade union movement at home and abroad.

Acceleration of a "hate-unions campaign" in recent months has been brought to our attention by our members who have received anti-union mailings in growing numbers. Most are puzzled, not about the violent lies and anti-union propaganda, since a majority have suffered through such blatant attacks on the union movement for years, but how such garbage gets into their mail. Many members have forwarded this "junk mail" and ask that we do something about answering the "big lies" it contained.

We have put our research people to work and the results of their efforts to date can be found in a special four-page supplement to this edition of *Engineers News*. We hope you will read it carefully and keep it and future research and exposure of these

anti-American forces close at hand, so you and your families and friends can tell others the truth.

As union members and union families, you must unite and fight vigorously against the evil intent of this group to divide and destroy the very heart and soul of the American Purpose—free men, united, to seek in the equality of union brotherhood, life, liberty and the pursuit of happiness. We share the responsibility not only to protect these rights for ourselves, but to see that they are won for working people everywhere.

So, wherever you find the snake of injustice and repression, step on its head. Only *you* can make this world a better place for your brothers and sisters.

Be vigilant! Be alert! If you donate money to groups and/or organizations, demand to know where your contribution will ultimately wind up. Write your elected leadership. Talk to your community groups and, above all, when you see or hear anti-union propaganda in your local media, seek equal time to dispute the lies that are being told. Only *you* can make the difference, through your personal involvement.

We are happy to report to you that the California State Democratic Party, largest in the nation, has voted unanimously not only to support the Carter labor law reform package, but has gone on record against a right-to-work sponsored anti-labor petition being circulated throughout the state.

The Democratic Party Executive meeting in Oakland during August also unanimously endorsed the repeal of Section 14(b) of the Taft-Hartley amendment to the Wagner Act and endorsed labor sponsored resolutions in favor of the proposed minimum wage. Also, a new Labor Caucus has

been formed to protect and support Labor interests within the Democratic Party.

We are especially pleased with these accomplishments, because several years ago, when we made an investment of time and money to Party activities there were some who felt it would be a wasted effort. That we should stick with individual candidate support and keep our politics outside the Party structure. We disagreed, and encouraged union employees and leaders in our various districts to participate actively.

Thanks to Speaker McCarthy and our elected friends in congress and the state legislature, we have for the first time in many years put union members on the various control committees and in positions of Party leadership. This has brought about a dramatic change in the understanding and support of Labor causes. Ken Erwin, our Director of Public Relations, has been Co-Chair of the Sixth Senate District (San Francisco-San Mateo) and Co-Chair of the Party Resolutions Committee, and a member of the Executive Committee for the past three years. In these capacities he has been able to present Labor's case in a constructive manner and with the formation of a Labor Caucus will have even a stronger voice in Democratic councils. We think it has been an excellent investment.

One final word on the referendum vote on the amendment to the Constitution of the International Union of Operating Engineers. You will be receiving your voting package early this month. Please don't lay it aside and forget all about it. We need your "yes" vote in support of this important by-laws amendment. Mark your ballot and send it in right away!

ENGINEERS NEWS

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For Working People

Democrats Form Labor Caucus

The Executive Committee of the California State Democratic Party has approved the formation of a Labor Caucus to operate within the framework of the Party. The Caucus will act as a legitimate division of the Democratic Party to promote and protect the interest of the working people in the Party.

The inaugural meeting of the Caucus was held in Oakland during the weekend conference of the Democratic Party Executive Committee. At its first meeting the interested labor representatives discussed the background of the need for formal recognition by the Party. They also voiced support of labor related issues to be considered by the full conference.

Elected as temporary Chairmen of the Labor Caucus were Mike McDermott of the Service Em-

ployees International Union from Los Angeles and John McMahon of the Public Relations Department of Operating Engineers Local 3.

In discussing the purpose of the Labor Caucus, McDermott said that "the Democratic Party has always been the Party of the common working people. We are formed as a reminder to the Party leadership that organized labor and its members have real and legitimate concerns in the policies formulated by this Party."

Echoing that assessment, McMahon said that "all too often, labor involvement in Democratic Party actions comes only at election time. We are formed to see that organized labor has a voice in Party positions and policies before they have to be defended at the polls. We think that labor has a real claim in this regard

and we intend to make our voice heard."

Bert Coffey, Chairman of the State Democratic Party welcomed the Labor Caucus. "Labor unions and their members deserve a voice in this Party. They deserve an active role in the formulation of Party positions. They deserve to help guide this Party and I welcome them as a regular division of California Democrats. This should have been done years ago."

The first task performed by the Labor Caucus was the unanimous approval of resolutions favoring the repeal of Section 14b of the Taft-Hartley Act and reform of laws governing the National Labor Relations Board.

In calling for the repeal of Section 14b, the California Democrats reaffirmed a position taken by (Continued on Page 19, Col. 1)

UNION LABEL WEEK

Labor Day Week has traditionally been Union Label Week for the men and women of organized labor. It's our way of reminding ourselves that supporting our union brothers and sisters by using the services they provide and buying the products they make is one way we can keep each other working.

And, as more of us enjoy good jobs, more of us are able to participate in the growth of our communities. We wonder sometimes when we hear people complain about the "high" wages enjoyed by "the unions" why the critics can't seem to make the connection between a healthy economy, where many people have sufficient money to spend, and keeping their own jobs. The purchasing power of the American worker is directly related to the profits others make. If we can't afford to buy their goods, they can kiss their profits goodbye. Our ability to enjoy a high standard of living has helped create that standard of living for others, and we expect to continue to share it.

We want to make sure our union brothers and sisters share it too. One way to do it is to buy the products they make and the services they provide, to look for that union label so they can afford to keep looking for ours.

CalTrans Six-Year Plan

(Continued from Page 1)

ernor Brown's obsession with keeping the gas tax at its present level. The gas taxes we now have are based on a highway economy a decade old," Marr explained. "I think sooner or later the Governor will realize that it is going to take more money than the state is getting to support and maintain the largest state highway system in the country."

However, the Business Manager did commend the Governor for "making the best use of the funds at hand."

Marr pointed out that under the new program, long contested projects such as San Jose's "Blood Alley," Fresno's Highway 41 expansion and the uncompleted 101/380 interchange in San Mateo County are in the plan.

"The work towards getting these projects underway is not over," Marr warned. "Some of the environmental research has yet to be done, which means that we have to show a unified defense against environmentalists on these vitally needed projects."

The largest single expenditure over the six-year period will be for maintenance of the existing highway system. This represents

a total of nearly \$2 billion, or 35 per cent of the budget.

In defending this allotment, CalTrans Director Gianturco said, "The taxpayers of California have a tremendous investment in the existing highway system, and our first priority must be to adequately protect that investment. What cost us \$15 billion to construct initially would cost us \$50 billion to replace today."

New highway construction represents the second largest expenditure, totaling \$1.3 billion or 20 per cent of the budget. Gianturco emphasized that the new plan showed a 42 per cent increase for new construction over last year's plan.

The increase in construction activity, she said, is due to the fact that the department has more funds on hand than it originally estimated, as well as a favorable adjustment in the estimated cost of the projects.

"Our records over the past several years have shown that construction costs, which have suffered marked fluctuations due to world and national economics, have stabilized to where we feel relatively assured in reducing construction cost estimates," she explained.



Nearing completion in Santa Clara is a \$3 million, fossil fuel-saving complex designed by Habitec Architecture and Planning.

Reported to be the nation's first industrial complex, the buildings are viewed as forerunners of what industry may call "home" in years ahead.

General contractor for the complex is Johnson and Mapes, Palo Alto. Western Energy, Inc. from Palo Alto designed the solar energy system.

Planned as a three-phase construction project, the four-building complex is owned by Renault and Handley, Palo

Alto. The buildings are part of the Oakmead Industrial Park, a \$120 million industrial business community being developed in Sequoia Pacific and Southern Pacific in the cities of Sunnyvale and Santa Clara.

The "active" segment of the solar system consists of 6,000 square feet of 3 ft. by 8 ft. aluminum-framed glass absorber plates, three miles of copper tubing and insulation. The tubing carries water that is constantly circulated in a closed system through the collectors on the roof, to 12,000-gallon storage tanks.



By HAROLD HUSTON, President

A Personal Note From The President's Pen

On Saturday, July 30, 1977, I attended the Special-Called Ratification Meeting with the brothers employed with Bay Counties Civil Engineers and Land Surveyors Association Inc., and Northern Counties Civil Engineers and Land Surveyors Association, Inc. This meeting was held at our San Francisco Office and the brothers voted unanimously to approve their new three year agreement.

We appreciate all the brothers who attended this meeting to hear a detailed report from your negotiating committee.

May I express my appreciation for having the opportunity of attending the 23rd Annual Educational Conference International Foundation of Employee Benefit Plans held in San Francisco in August.

As your President, I serve as a Trustee Member on all Trust Funds involving members of Operating Engineers Local Union No. 3, throughout our jurisdiction. It is my duty and responsibility to have as much information as possible in regards to state and federal laws which govern our plans in order to make the best decision possible for the majority of the members.

The Foundation was organized in 1954 and has grown and developed steadily over the years to become the largest educational organization in the Employee Benefit field. Its purpose is to serve as an educational forum for trustees and others who serve joint labor-management employee benefit trust funds.

Joint labor-management employee benefit trust funds grew out of the Taft-Hartley Act of 1947 and exist to provide employees with pensions, hospital, medical and other types of benefits. They are operated by boards of Trustees on which labor and management are equally represented. The boards of trustees must make decisions in accordance with provisions of collective bargaining and trust agreements, and the law. As such, the operation of employee benefit trust funds is an area of legal complexities.

On Sunday, August 7, 1977, Assistant Secretary of Labor, Francis X. Burkhardt, delivered the keynote address at the Conference opening session. He said his department does not intend to administer ERISA's prudent man standard in such a way that it would deter diversification in investments by pension plans.

Burkhardt, who is assistant secretary for labor-management relations and is responsible for administration of ERISA, stated at the San Francisco Hilton

that the prudent man rule "should not restrict the investment of pension assets to 'blue chip' stocks nor exclude investment in a small corporation."

He noted the concerns expressed in recent months by trustees and others that the standard has made them over cautious.

"We do not intend to administer the law in a way which would make pension funds an instrument of economic concentration, nor, in my view, does the law require any such result."

In a wide ranging talk about problems and issues surrounding ERISA, Burkhardt said the Carter Administration intends to reduce the administrative burden the law has imposed on benefit plans.

Also he said, a major goal is to clear up the uncertainties which have existed about interpretation and implementation of ERISA's complex provisions.

Another goal, he said, is to provide the frame work and the legal guidance to assure that "you fulfill a proper and extremely important role in our national retirement system."

On Monday, August 8, 1977, the business of the 23rd Annual Educational Conference started with a total of 42 morning sessions (14 regular sessions presented three times each); 14 afternoon rap sessions in which written questions from morning sessions were answered, and three sets each of roundtable discussions on welfare and pension topics, as well as professional sessions for accountants and consultants.

"Gateway to Learning" was the program theme for the 1977 conference and sessions spanned a 12 hour period from 8:00 a.m. to 8:00 p.m., offering more than 140 educational sessions covering 49 different topics as listed below:

Reciprocity—Principles and Alternatives, Understanding Plan and Trust Documents, Recent Decisions—Developments in Employee Benefit Plan Law, The Employee Benefits Universe Today—As Reflected in, Reports to the Department of Labor, Impact of the Tax Reform Act, Legislative Update, Whither the Medical Marketplace, Understanding Claims Processing and Control, Managing the Elements of Administrator Responsibility, Communicating to Participants—What Are the Requirements?, Plan Termination Insurance, Investment Responsibilities of Trustees, the Spectrum of Investments.

Investment Performance Measurement—Use and Abuse, Accountants Professional Session, Consultants Professional Session, Unstructured Roundtable Dis-

cussions on Welfare Topics, Unstructured Roundtable Discussions on Pension Topics, Reciprocity—the Problems, Trust Fund Management—a Case Study, Mechanics of Settling Disputes—Arbitration or Litigation?, Health Care Delivery Systems—a Comparison, Insured vs. Self-Funded Welfare Plans, Health Care Cost Control, Efficient Claims Processing—How It is Accomplished?, Dol Compliance, Enforcement and Litigation, Dol and IRS Exemptions and Variances, Administration Cost, Administrative Management, Computation and Communication to Participants—the Hazards, Prepared Legal Plans.

Minimum Standards—Maximum Problems?, Do Your Advisors Speak to Each Other?, Real Estate and Mortgage Investments, Fixed Income Investments, Equities, Attorneys Professional Session, Ask the Advisors—Pension, Ask the Advisors—Welfare, Attorneys Professional Session, the Contributing Employer vs. ERISA, Administrators Professional Session, Are You Heading Toward Merger or Termination?, Problems of Smaller Pension Plans, Update on ERISA—Regulations and Reporting Requirements, Federal Preemption vs. State Regulation, Functions of the Health Systems Agency, Joint and Survivor Option, Vacation and S.U.B. Funds, Potential Personal Liability of Fiduciaries.

Prudent Delegation of Trustees' Responsibility, Trustees and the Funds' Financial Records, Prudent Fund Management, Legal Odds and Ends, New Investment Ideas, the International Foundation.

Dr. Beryl Wayne Sprinkel, Executive Vice President and Economist with the Harris Trust and Savings Bank of Chicago was the principal speaker at the Sunrise 6:45 a.m. meeting held on Tuesday, August 9, 1977.

Over 1,000 attended the Sunrise Breakfast sessions at the Hilton. Dr. Sprinkel gave an economic survey and forecast stating his opinions.

There were over 5,000 registrants who attended this conference in addition to the speakers and guests from throughout the United States and Canada. Although the members are far greater than that first meeting on April 2, 1954 in which representatives of 11 construction industry health and welfare trust funds attended a meeting in Akron, Ohio, the intent of the conference remain the same—an opportunity to learn and exchange ideas.



By BOB MAYFIELD
Vice-President

Rigging Lines

Strikes are a subject which seem to get a lot of attention in all of the sources of news media that all of us in this day and age are continually exposed to. The larger-named companies and agencies get the most attention, such as the United Auto Workers, the coal industry, or BART because it immediately affects thousands or hundreds of thousands of jobs directly, and many more thousands indirectly, which is eye-catching and sells newspapers and keeps people's attention on the tube. In most instances these strikes are slanted to point a finger of blame on the Union and workers for wanting something which management is saying it can't afford, and is out of line in some manner so as to seem totally unjustified.

The real gist of what I'm about to talk about is to take off my hat in respect for a relatively small group of employees in a very small town that made few headlines anywhere in America, unless that newspaper happened to be printed in Panguitch, Utah. The employees of Kaibab Industries suffered through four very long and difficult weeks in a cause that most everybody believed in strongly enough to hit the street and man the pickets (only as a last resort as management's reply was flatly "no") in a fashion that not a single body wavered and all work from the top of the mountain, which included choppers, catskinners, truck drivers, right down to the mill hands where the finished product is turned out, would budge and falter and go back to work. Their specific cause was a very realistic one and one that each family must have in this day and age, but one that in any such small town in America is very limited and expensive. The only subject for bargaining which was open for negotiation was that of a dental program that was either comparable to the Union plan or the one the Union could offer in construction. The end to this story is that four weeks of no paycheck and the hardship which resulted had the reward of the company finally agreeing to a plan that was acceptable to the Union and the employees at Kaibab Industries in Panguitch, Utah. This same company in locations in other states, and management personnel as well, will sometime in the not-too-distant future also get a dental plan of some sort. To these 1000 or so known people, I do hope they take off their hats and thank these fine people in Panguitch who have fought this battle not only for themselves, but for all people in that entire company. This true story was meant for any of the many thousands of construction workers and others in any other units that already have extensive dental benefits for themselves and their families and probably simply take this benefit for granted nowadays. The truth of the whole situation is that there are many times more people who don't have the excellent benefits that we in Local No. 3 enjoy on an ongoing basis every day.

In the same week the above episode was still in progress, the negotiations committees for ourselves, the Laborers' union and the Teamsters were in the final week and up against the deadline for reaching terms for a new agreement with officials of Utah International Company. This company, prior to being bought out this year by the General Electric Corporation, was a large and profitable Bay Area-headquartered company with mining operations of various kinds located over much of this country, Canada and other parts of the world, including large holdings in Australia. Three years ago, after an impasse was reached at the bargaining table over key issues such as insertion of cost-of-living clauses as existed in other major organized industries in the state of Utah, a bitter 47-day strike ensued at that time and finally the parties got back together and resolved the remaining outstanding issues and the cost-of-living clause to the Union's satisfaction and the strike was ended. Both sides of the table this time were anxious to avoid a repeat of this situation if possible, and as a credit to everyone, I'm happy to report, a peaceful conclusion was reached and ratified by the memberships involved. This total contract agreement was finally concluded on the last scheduled day of bargaining after an all-day and all-night session. Much credit belongs to the stewards of all crafts involved and the Business Agents who daily work in servicing this large iron mine with over 200 people in the bargaining unit. Also, in fairness to the attitude of the company, it has been one of constructive criticism and one of working more with all Unions over a 2-year period prior to the contract expiration which let all the parties negotiate in a better spirit than might have existed in some prior years.

Very recently I attended the annual Redding Barbecue put on by a group of rank & file members who really put on a grand picnic for the members and families who live in that area—or really for any other member and their families from anywhere who would like to attend. A whole beef was barbecued right on the spot on a specially made spit and virtually cut up right before your eyes and served at once. It's quite a sight to behold. The Anderson Park and beautiful oak and other shade trees bordered by the Sacramento River and real live grass is a lovely setting for such a gathering of distinguished operators and their families.

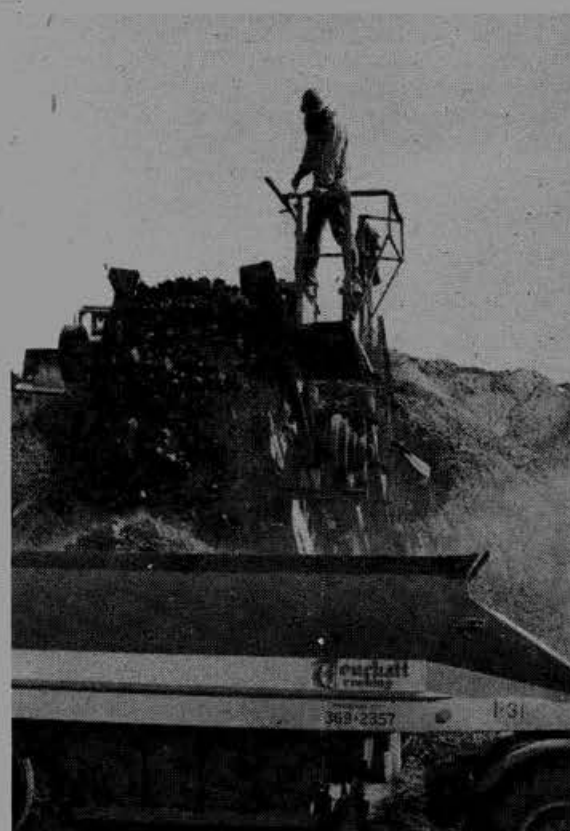
Good Dirt Job In Marin County

Assistant District Rep. Lucky Sprinkle reports that work in Marin is moving along at a good pace. Ghilotti Brothers have jobs scattered all over the county—and keeping quite a few of the Brothers busy.

Underground Construction Company has a job at Lucas Valley Road with a few of the Operating Engineers. Bresnan-Dalecio keeping busy at various locations in Marin County, putting in tennis courts, etc.

Valentine Corporation is still working on the Richmond-San Rafael Bridge replacing bridge columns—from 1.5 miles W. to 1.7 miles W. of the Contra Costa County line. Branaugh Excavating working on street and road work from Miller Creek Road overcrossing to 0.2 miles N. of Ignacio Blvd. overcrossing.

The Rock and Sand, Gravel Plants are doing well with Basalt Rock at McNear's Point keeping quite a few Engineers busy, as well as Quarry Products in Petaluma.



THIS IS ABOUT the only dirt job going in Marin County right now. Sil Rossi Bulldozing out of Sonoma County has about five Local 3 members and an apprentice leveling off a couple of hills for a church and office complex. Engineers on the job are dozer operators Gordon Walker, Bob Stretzell and Norm Peterson, along with scraper operator Keith McPherson and feeder belt operator (top) Dave Hans.



Stockton Work Very Active

District Representative Al McNamara reports that the work in the Stockton area is still holding up. "For about two weeks we were having a hard time filling the orders, but it has slackened off now," he said.

The upper Stanislaus River Water and Power Project has been approved by the Northern California Power Agency. The NCPA whose membership includes cities from Palo Alto to Lodi and Roseville, has agreed to purchase the hydroelectric power produced by the project, and to ultimately provide as much as \$1.5 million for advance work and planning.

Most important at this time, is the modification of the Federal Power Commission License Application to fit the revised project, which has been reduced from an estimated \$400 million to \$175 million through elimination of what are now felt to be unneeded reservoirs.

Elimination of plans for a reservoir at Board's Crossing on the North Fork of the Stanislaus has eliminated much of the opposition from the property owners and environmentalists. The Calaveras County Water District hopes to pass a bond issue to finance the project no later than June 1978.

On August 11th, Hogan Dam

had to shut water off to the new Stockton East Side Water Plant. Once the water behind the dam got down to 12,000 acre feet, they could not release any more for the water plant, McNamara explained. "The Water District is pumping out of two deep wells, but how long they can pump, no one knows."

Amador County received a \$145,000 Federal Loan to finance the initial stages of a sewer expansion project for the Martell area. The funds will allow the county to begin work on the project

which ultimately will involve construction of a pumping plant and installation of about 33,000 feet of sewer line.

The towns in the Mother Lode area are just about out of water. Each small town is doing all they can to save water. Amador County has just let a bid for \$200,000 to Valley Engineers, Inc. for a twelve-inch water line from Tiger Creek Afterbay to Pioneer, a distance of two miles.

Business Rep. S. W. "Sharkey" Winnett reports that all the rock

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Bad Roads Cost You

Bad roads are not only uncomfortable to ride on, they cost the average motorist about \$91 a year in extra fuel and wear and tear on his car. The national bill for the impact of bad roads on motoring probably is around \$12 billion a year.

The cost of operating a car on a smooth paved road averages 6.4 cents a mile (for highway driving) but that cost can go up quickly by two-thirds to around 10.5 cents a mile on bad roads.

About one-third of 1.8 million miles of paved road in the U.S.

presently are in insufficiently bad repair to need resurfacing if not complete rebuilding. Most roads are good for 16 to 20 years between resurfacing.

If traffic is extremely heavy the underlying steel reinforced concrete foundation will break down as well. But if the road is not too heavily traveled, timely resurfacing will prevent a costly rebuilding job.

The difference is staggering—an average of about \$53,000 a mile for surfacing against \$250,000 or more a mile for rebuilding.



Twelve Percent Solution

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If you have questions on Life Savings Insurance or Credit Union shares, please give us a call.

Glenn Reservoir Opposed

District Representative Alex Cellini reports that the Glenn County Board of Supervisors, at the urging of a delegation of Elk Creek residents, has voted 3-1 to oppose construction of Glenn Reservoir as outlined in a Senate-approved measure due to be considered by the Assembly this month.

As proposed, the two compartment reservoir would store 8.5 million acre-feet of surplus water diverted from Stony Creek and Thomas Creek and pumped from Sacramento River. Requiring a maximum of 90,000 acres of foothill land, the reservoir would inundate the western Glenn County town of Elk Creek, including a Louisiana-Pacific Corp. sawmill and the Grindstone Indian Rancheria north of Elk Creek.

Board Chairman George Edwards of Orland, the lone defend-

er, questioned the timing of a decision on the project when all detriments and benefits are not yet known. As one example, he asked if the saw mill could not be relocated with payments the firm would receive for displacement.

Cellini said officers of the Glenn County Chamber of Commerce have expressed concern that a board position was taken with limited information and without greater input from county citizens. The chamber last week hosted a presentation by Department of Water Resources Northern District Chief Albert J. Dolcini.

Dolcini called Glenn Reservoir the most economical site remaining in the north for storage of surplus water. The reservoir would be capable of furnishing water through a seven year drought cycle and would also gen-

erate hydroelectric power in excess of that used to pump surplus Sacramento River water. Pumping water from the river would serve as a flood control measure for property lying south of the proposed pumping station at Red Bluff.

Business Rep. George Halsted reports that work on the West Side on Reach 6 of the Canal finally got underway and Ball, Ball and Brosamer has eighty (80) Operating Engineers on the job. This should help the Operators that are fortunate enough to make it. Ball plans on having the dirt moved by June 1978 and then start the lining.

Teichert is finishing its job in Arbuckle. Baldwin has been working on the underground and building pads for Hunt Construction in Yuba City, who was awarded the

(Continued on Page 16, Col. 3)

Peter Kiewit Low Bidder On I-80 Relocation Job

Business Representative Rex Daugherty reports that Peter Kiewit Sons' Company was low bidder at \$5,195,173 on the I-80 project located 60 miles east of Ogden in Echo Canyon. The project includes the excavation of 1.6 million yards of material for the relocation of the railroad and the construction of four miles of Interstate.

Construction on Gibbons and Reed Company's project between Farmington and Layton is in high gear. The contractor must complete the west lane of I-15 by this fall so traffic can be switched and construction begun on the east lane. Acme Vickrey Compa-

ny is expected to begin laying concrete by September 1st.

According to Daugherty, Gibbons and Reed Company employees are working 10 and 11 hour days on the overlay project located between Coalville and Echo Junction. The Company must move their hot plant to Daniels Canyon on James Reed's project. The deadline for completion of Reed's first project will be the end of September. "James Reed Company and Gibbons and Reed Company will have to work a lot of hours and have lots of luck to meet this deadline," said Daugherty.

J. F. Shea Company has worked

the mole just over two miles on the 7.8 mile Vat Tunnel. They are presently working six days around the clock. By next spring they expect to have crusher and batch plant in operation for material for the concrete liner.

Osberg Construction Company is rushing construction at the Flaming Gorge Dam to take advantage of the good weather.

According to a report prepared by W. A. Wahler & Associates, Palo Alto, California, the Soldier Creek Dam in Utah may be just as unsafe, for some of the same reasons, as the Idaho Teton Dam which collapsed during initial res-

(Continued on Page 19, Col. 4)

Hwg 198-99 Interchange Progresses

Assistant District Rep. Bob Merriott reports that in the Fresno district, Lloyd Rodoni & Sons has opened both north and south bound lanes on the Highway 198 & 99 Interchange project, west of Visalia which allows enough room to complete the work on the east side of the Freeway. This job has had several delays due to detouring traffic at different times and not enough room to work. The project consists of a complete new freeway interchange, including Highway 99 crossing over the Southern Pacific Railroad and Highway 198 going under the railroad and both highways bordering Visalia Municipal Airport on the northwest end.

Congress has appropriated \$22.7 million for work on the Westlands Water District distribution system for 1977-78 and \$7.5 million for the San Luis Drain. The San Felipe Project will receive \$20.5 million. Congress also made money available for a number of studies, including \$60,000 to look at the possibility of constructing hydroelectric facilities at Friant Dam on the San Joaquin River.

Lots of Concrete

According to Merriott, August 2nd may have been a record-setter in concrete pouring for one day in the San Joaquin Valley. It took 35 trucks and seemingly countless trips from the Sequoia Rock Co. plants in Fresno, Reedley and Visalia to deliver the 3,500

cubic yards of wet concrete mix needed to make a 100 by 110-foot slab six-feet thick on which the main furnace of Guardian Industries' \$30 million flat glass manufacturing plant will rest. The plant is under construction at Mountain View and Indianola Avenues near Kingsburg. Gene Ross, Vice president and general manager for Sequoia Rock, estimated the slab will contain about the same amount of concrete as would normally be poured for the driveways and foundations of 75 houses. All that concrete will take as long as 28 days to cure. The estimated cost of the concrete pour is \$185,000. Steel reinforcing rods for the walls stand around the perimeter of the concrete slab which sits 46 feet below ground level.

Business Rep. Jerry Bennett reports that Fresno County and City

will get \$6 million for Public Works projects under President Carter's economic stimulus program with Fresno City at the top of the list at \$3.1 million and Fresno County second at \$2.8 million.

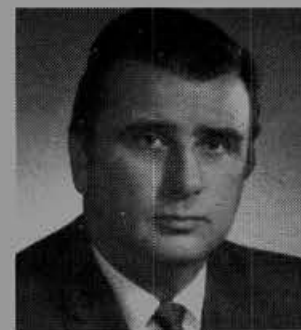
Priorities have been established by the City and County for several projects.

Hwy 41 Job Looks Up

Governor Brown informed the state Highway Commission and his Department of Transportation (Caltrans) he has decided to recommend the immediate construction of Freeway 41 through Fresno from where it now ends at Divisadero to the projected terminus at Bullard Avenue.

Brown said he would tell the Commission he wants the con-

(Continued on Page 15, Col. 1)



Negotiator's Notebook

By DON KINCHLOE,
Treasurer

Dredge negotiations have been negotiated and ratified by the members. Subject to the sub-contracting clause which is presently in the agreement but is not legal, a new sub-contracting clause must be approved by the officers of Local 3.

Scrap negotiations will be under way by the middle of August and we will be having a pre-negotiation meeting with the members working in the scrap yards soon. Hoping by the time September rolls around, we'll have these contracts negotiated and approved by the membership. During the past four months the A.G.C., California, A.G.C., Nevada, Dredging Association, Underground Associates and the Crane Owners Association were ratified and I am very pleased by what all of the officers have accomplished, that is, reaching agreements that have been much more than the other trades received. On to something else, and that subject is Social Security.

Social Security is not in very good condition, to the point the members and employers are paying more money into Social Security. Many companies have a policy that when a person reaches age 65, the person has to retire. Now the government says it's discriminating against a person to keep them from working past 65 years. Now add two and two together. Age and Social Security. In my opinion, I think they will merge both together and Social Security will go from 65 years of age to 70 years of age. Great. How many years does one have left when they reach 70? I would suggest reading the papers, listening to the radio and watching your TV, then draw your own conclusions and write your senators, and congressmen and ask them about this. When you write, tell them don't raise the age but lower the age. After all these years paying into Social Security you would like to draw benefits from Social Security.

When you write, it would be very interesting to see the answers you get and see what is done at a later date. Don't just sit there and think someone else is going to do this, **you do it.**

Thanks. More next month. Don.

A Few Redding Members Travelling To Get Work

While most of the Brothers in the Redding District are working on the numerous contracts in the area—a large percentage of the brothers have had to travel to other areas to obtain work, according to District Representative Ken Green.

All of the contractors in the area are fairly busy working on small to medium sized jobs—with the exception of O'Hair Construction and J. F. Shea Company who have the largest contracts in the area at the present time.

Business Rep. Bob Havenhill reports that Shea's job on Hiway 139 (north of Canby) in Modoc County was threatened for several days by the massive Scarface forest fire. They were forced to move all the equipment—office trailer, shop trailer, storage tanks, etc., to hastily cleared areas when approaching flames threatened to engulf them.

The U.S. Forest Service and the California Division of Forestry

rented every available dozer and water truck they could find. Local No. 3 operators from this area and as far south as San Jose worked an average twelve hours per day cutting fire breaks, trying to contain not only the Scarface, but also the Pondosa and Bieber fires.

Those fires have been contained and controlled, Havenhill said, but thunder storms pose a constant threat for more forest fires in the area.

The operator of a dozer utilized in fighting forest fires receives \$27.00 per hour for every hour he is in the seat, said Havenhill, "but, let me tell you Brother, it's hot, dirty and dangerous work and he earns every penny he makes."

A large forest fire creates its own wind which is capable of lifting and carrying pieces of flaming debris weighing several pounds—such as tree limbs for as much as a mile ahead of the fire



IT'S BEEN A LONG TIME since very many Local 3 members have seen a spread of cats and cans like this up in the Eureka district. This one is the Tyler-Engelke job in Samoa.

before dropping them to start more fires.

At one time the Scarface blaze became what is known as a crown fire and had it not been for the air tankers flown by some of the guttiest pilots in the world—many an Operating Engineer and other people working on the ground would have been trapped by the flames.

"As far as I could tell," said Havenhill, every individual working on the fires, from the very

capable and experienced fire bosses, the pilots of the spotter planes and air tankers, the construction operators, the logging operators, the water truck drivers, young men and women with axes, hoes and back-pak tanks, to the people working in the camps, gave all they had to give—all the time they were there and each of us should give them a vote of thanks for a tremendously tough job well done."

Dredge Pond A Good Job

Business Rep. Bill Parker reports that Tyler-Engelke Corp. was the low bidder on the dredge spoils pond at Samoa, and they have the job near completion at this time. Dick Engelke, foreman, has the job of keeping his watchful eye on this unusual spread.

The pond is approx. 2,800 feet long and 600 feet wide and about 24 feet deep. At the controls of the cat and cans are Lloyd Steeves, Dick Thompson, Bill Stafford and Lee Engelke, on the TS-14 is Gene Houx and the push cats are being operated by Roy Topper and Larry Abercrombie.

Parker recently attended a meeting of the Regional Water Quality Control Board in Crescent City. It was a hearing on a permit for a job on the South Fork Road out of Crescent City, the vote was 100 per cent in favor of the job. The job will be approx. \$4.2 million and will be in three spots on the road. The first being a realignment of the road at one bad curve, this will be about 75,000 yards of rock to move. The second being a long stretch of rip-rap and bank reinforcement. The third being the relocation of the road and the building of two bridges which will by-pass a very bad slide area.

Hwy. 101 Relocation

Park Expansion Has Hidden Benefit

District Representative Gene Lake reports that a part of the Carter administration proposal to expand Redwood National Park would also expedite a long-sought relocation of Highway 101 on the North Coast.

Rep. Phillip Burton, D-San Francisco, chairman of the House Parks subcommittee, brought this out during questioning of David Hales, Deputy Assistant Secretary of Interior for National Parks, at a hearing on the park expansion plan.

A section of the 48,000 acres the Carter administration wants to buy to expand the park includes the proposed new right-of-way for Highway 101, according to Hales.

Hales said the Carter administration supports a highway relocation plan and has already conferred with the State of California on the matter.

He put the cost of the project at between \$115 million and \$155 million, depending on the type of road and the number of lanes it would contain.

Burton said Congressional approval of the park expansion plan would greatly accelerate development of the highway project because it would involve the taking of the land for the right-of-way. The road project, he pointed out during the hearing, would provide jobs on the North Coast, which is currently plagued with a 13 per cent unemployment rate.

In answer to a question, Hales estimated the Highway 101 relocation project would create 1,100 man years of employment.

Disclosure that speed-up in the Highway 101 project was tied to the park expansion plan was the major new item brought out during the day's hearing.

26 Sewage Projects

The State Water Resources Control Board has adopted a priority list for 481 sewage projects, including 26 in the North Coast totaling about \$27.5 million.

The projects range in scope from \$2.8 million for a sewage system for the Rohnerville-Campton Heights area in Fortuna to \$17,000 for a chlorine monitor-

ing device for Arcata.

Other projects on the priority list are: Hoopa Valley Tribal Council, \$1 million for a sewage collection system and \$985,000 for sewage lines and treatment equipment; Crescent City, \$1.2 million for additions to the city treatment plant; Rio Dell, \$1.5 million for replacing old lines that are infiltrated with runoff during the winter; Blue Lake, \$38,000 for minor repairs; and Trinidad, \$1.5 million for a collection system and \$1.48 million for lines and treatment.

Others on the list to receive \$2 million, with \$1 million each for

collection and treatment systems, are the community services districts of Fieldbrook, Miranda and Orick.

\$1 Million Collection System Slated

Lake also reports that Jacoby Creek County Water District is scheduled to get \$1 million for a collection system and \$1 million for lines and treatment; Minilla Community Services District, \$500,000 for lines and \$1.87 million for treatment; and Hydesville County Water District, \$936,000 for collection and \$1 million for lines and treatment.

The Humboldt Bay Municipal Water District (HBMWD) is slated for \$500,000 for lines and treatment for Samoa with Humboldt County to get an equal amount for the collection system there.

The county also is on the priority list for \$2 million for a complete system to handle sewage in the Arcata Road Service area and \$1 million for treatment and lines for Moonstone.

Most of these projects will be scheduled for next season due to time needed for engineering, property acquisition, planning, etc.

District 7 Grievance Committee Election

At the regular quarterly District 7 membership meeting on Wednesday, October 12, 1977, special order of business will be to elect one Grievance Committeeman to fill the balance of an unexpired term left vacant by resignation, election pursuant to Local Union By-Laws, Article X.

Jetty Job Requires Tons Of Rock



Business Rep. Bill Parker reports that the Eureka South Jetty job is underway by the Mercer Fraser Company. The contract bid was approx.

\$350,000. They have about 3,100 tons of class "A" stone, average 20 tons each and 5,400 tons of class "B" stone, average 11 tons each and 190 tons of class "C" stone, average 8 tons each and about 6,000 tons of class "D" stone average 1 ton each plus some concrete work to be done.

They leased Bigge Crane & Rigging Co.'s 140 ton P&H Truck Crane to place the stone. At the controls of the crane is Don Alkinson with L. C. Kent as his assistant.

They have two Model 7271 Terex Loaders to carry the rock out the more than 1/2 mile of jetty to the crane. Operating the loader with the logging tongs to carry the "A" rock is Brother "Ben" Benzonelli and on the other loader with the bucket is Sam Hitchings.

State Commission Calls For Soaring Health Cost Controls

State government control of health care costs won the official endorsement of the California Health Facilities Commission.

At a recent meeting, the independent body adopted a series of "missions," the first of which declared "a comprehensive system of regulation is necessary, which may have the general characteristics of public utility regulation."

The 14-member body took under submission a series of recommendations by health consultant Dr. Paul O'Rourke that, if adopted, would transform it into an active lobbying force for vast changes in the health delivery system in California.

With at least another year of life seemingly assured because Governor Jerry Brown's hospital cost control bill is stalled in the Assembly Ways and Means Committee, the commission's list of missions also includes a statement that if a system of cost con-

trol is begun, it would require "an independent state commission in a central coordinating role."

And instead of being merely a collector of hospital and nursing home cost statistics as it has been for five years, the commission now wants "to focus public and governmental interest," on the idea of building up a body of facts to support a whole program of state regulation.

Another mission calls for the commission to become the arm of state government that would review and approve budgets and rates of health facilities.

The action of the commission, clearly, was meant as a signal to the Brown administration, the legislature and elements of the health care industry that the battle to put a government handle on soaring costs is going to intensify as far as the commission is concerned.

"In this context, the California Health Facilities Commission should become the motivating force in state government to encourage a rational and effective regulatory system which serves the broad public interest and, at the same time, is fair to institutional providers," said one of the key statements adopted by the body.

An Assembly Ways and Means subcommittee plans hearings this fall on AB 1156, the Brown-backed measure that has met disapproval from a number of legislators who say its cost control provisions are filled with loopholes and inequities.

That measure, if amended to tighten some of the loopholes, is expected to gain support from a majority of the Health Facilities Commission members. If passed in its present form, the commission would be replaced by a new regulatory body.

Fringe Benefits Forum

By MIKE KRAYNICK,
Director of Fringe Benefits



August proved to be a very busy month for Local No. 3 and especially so for us here in the Fringe Benefits Service Center. Not only were there a number of ratification and district meetings held throughout the jurisdiction, but the Retiree Association held many of their chapter meetings.

In addition to all this activity, I was fortunate, along with the other trustees of the Operating Engineers Health and Welfare Trust Funds, and Pension Trust Fund, to attend the 23rd Annual Convention of the International Foundation of Employee Benefit Plans in San Francisco, August 6-10.

The convention sessions were extremely informative, and gave us a chance to find out what other labor organizations are doing in the negotiated benefits field. We heard many excellent speakers from across the country on topics ranging from federal reporting requirements to investment policies. One thing is for sure, and I am even more convinced now than I ever was before, that members of Local No. 3 can certainly be proud of their health and welfare and pension plans.

Here are a few more questions that we received last month:

Q: Once a retiree becomes eligible for benefits under the Pensioned Operating Engineers Health and Welfare Plan, will coverage ever be terminated?

A: Coverage under the Pensioned Operating Engineers Health and Welfare Plan for the retiree and his spouse will be terminated on the last day of the month preceding the month for which no monthly benefit is payable from the Operating Engineers Pension Trust Fund to a retiree, provided, however, that at least 60 monthly pension payments have been made.

If a retiree dies before receiving 60 monthly pension payments, eligibility for his spouse will cease 60 months after the effective date of his pension award. Note that this is applicable to all types of pension awards and all elections of the type of pension payments, including the Husband-and-Wife Pension.

Q: Under the vision care benefits of the Operating Engineers Health and Welfare Trust Fund for Northern California, how often are we eligible for an eye examination?

A: Participating members and their dependents will be provided the following vision care benefits through the Operating Engineers Health and Welfare Trust Fund for Northern California:

- VISION EXAMINATION: Every 12 months.
- LENSES: Every 12 months only if needed.
- FRAMES: Every 24 months only if needed.

• CONTACT LENSES: Can only be replaced with prior authorization by Vision Service Plan and in no event more frequently than every 24 months.

To obtain vision care, you must fill out and mail a request for benefit card to Vision Service Plan. The request cards are available at all district offices, Trust Fund Administration Office, and the Fringe Benefits Service Center.

Q: I purchased a hearing aid five years ago, and at that time it was covered by the Operating Engineers Health and Welfare Plan. My doctor has told me that I am going to need a replacement. Am I covered for this under the plan?

A: The board of trustees of the Operating Engineers Health and Welfare Trust Fund have historically recognized that proper hearing is not only vital to the enjoyment of a normal life, but that it also increases productivity and plays an important role in preventing accidents. Hearing aids, therefore, are considered a covered expense under the comprehensive medical plan. As an active member, the plan will pay 85 per cent of the covered charges up to a maximum of \$400 per hearing device.



"But I Can't Be!"

Computer Fires Pregnant Worker

Since the onset of the industrial revolution, man has been engaged in a constant struggle to maintain his supremacy over the machines that he has created. Though it frequently appears that we may be fighting a losing battle, a very solid victory was recently won by a Dallas construction worker who simply refused to believe that he was pregnant and after much consternation proved he was correct.

It seems that Gene Durham was set to leave for Chicago, Illinois where he had been offered a job with a large construction company. But two days before his departure he received a letter from the company saying his job contract had been cancelled because he failed to pass his physical examination.

The letter stated in very concise terms that the cancellation was prompted by the R-3 clause of his contract, Durham, of course, was concerned that something was seriously wrong with his health, but upon checking his copy of the contract found to his absolute amazement that he was supposed to be pregnant. "The R-3 clause is for maternity," he said, "I was being turned down because of pregnancy!"

Durham telephoned the company's personnel office to resolve the matter, and naturally expected a big laugh. Well, no one laughed, least of all Durham. The clerk in the personnel office agreed to check his file for him. When she returned to the phone, she explained very matter-of-factly that according to their records he was pregnant. The print-out that the company received from the medical clinic that performed the physical indicated that

he was pregnant. She had no choice but to go by what had been sent her.

Durham immediately called the clinic. They told him that he very definitely had an R-3 rating. "Our computer has yet to make a mistake," they said.

Durham said that no one wanted to listen to reason. "They kept saying they had checked the computer," he said. "All anyone would talk about was that stupid R-3 rating. No one seemed to want to translate it to mean that a 24-year-old male was pregnant."

Luckily, a doctor at the clinic finally came to Durham's rescue. The doctor found that a woman named Jean Durham had received a physical at the clinic. She was pregnant. It was her records that had been sent to the construction company.

Durham's job offer was reinstated, and eventually he left for the job in Chicago. "You know the scary thing about this whole mess was that after awhile they almost had me believing it," he said with a half-smile on his face.



UTAH DISTRICT REPRESENTATIVE TOM BILLS meets with pensioners to help solve problems with their fringe benefits and to explain the plans. Fringe Benefits Director Mike Krainick encourages the members to see their district representatives first when confronted with questions on Local 3 fringe benefit plans.

Kaiser Option Open

Active Operating Engineers in Northern California who live within a 30-mile radius of a Kaiser/Permanente medical facility will once again be provided with the option of electing medical and hospital coverage under a Kaiser program for Local 3 members and their families. The Trust Fund Administration Office has announced that enrollment will be allowed until October 15, 1977 for November eligibility. Enrollment cards can be obtained at the Fringe Benefits Service Center, Trust Fund Administration Office, or any Local 3 district office.

The Kaiser option is in lieu of the comprehensive hospital, medical, surgical and maternity benefits available through the Operating Engineers Health and Welfare Plan/Northern California.

New Projects Keep San Francisco Busy

District Representative Hugh Bodam reports that in San Francisco, the anticipated sewer work has finally started with a few engineers on the job.

Dan Caputo Co. has started its \$9 million Berry Street project with a couple of engineers. Peter Kiewit is a sub on the pile work and has driven some piling.

Homer J. Olsen-Francis Const. Inc., J.V., has started its \$4.9 million project on King St. and at present has five engineers on the job. Chet Smith Trucking also has a few engineers. Completion is expected in June of 1978.

Granite-Yananishi J.V. are starting their \$11.7 million North Shore out-fall project with a couple of engineers. Completion date is expected in January 1979, according to Bodam.

Ralph Larsen and Son Inc., has started its \$4.9 million Victoria Mews project on Potrero Hill. This will be an 87 unit housing complex. Chet Smith Trucking has several dirt rigs on the job at the present time. Completion expected in June 1978.

Business Rep. Charlie Snyder reports that Dinwiddie Const. has been under way on its \$7 million

Golden Gate University project on Mission St., a 6 story plus 2 basement building. Completion is expected in August 1978.

Dinwiddie Const. has started excavation on its \$20 million, 31 story office building at 595 Market St. Aron Bldg. Wrecking did the demolition with Chet Smith Trucking doing the excavation. Completion is expected in June 1979.

Perini Corp. is well under way on their \$2.9 million Golden Gate Transit Terminal located behind the present Ferry Bldg. Santa Fe Pomeroy is winding up its pile portion of the project. Completion is expected in April 1978.

Cahill Const. is well underway on their \$3 million St. Francis Hospital addition. Completion is expected in July 1978.

Business Rep. Phil Pruett re-

ports that work at Bethlehem and Triple A Shipyards has taken a turn for the worse. Triple A is troubled by a lawsuit filed preventing it from bidding any long term jobs. Bethlehem Shipyard lost a big conversion job of converting standards cargo ships to container cargo ships when the ship line they had the contract with was sold.

The new owners decided to

keep the ships "as is," therefore several of the Brothers are now out of work. Pruett explained.

The India Basin area is moving along now. Rosas Const. has just finished moving the over burden and Bay Cities Excavators doing the site preparation work, drainage, curb and gutter and street work.

Test drilling is now under way (Continued on Page 16, Col. 1)

Nevada Maintains Active Projects

Business Representative Mickey Yarbrow reports that, in addition to the seven major hotel projects in the Reno-Sparks area as well as all of the other highway jobs previously reported, the following jobs are due to start shortly: Second phase of site development of J. C. Penneys at Stead has been awarded to Robert L. Helms for \$518,064.88.

The 1977 Heater Remix program for the City of Reno has also been awarded to Helms at a cost of \$606,937.70, as well as the contract for resurfacing the runway at the Reno-Stead airport for

\$316,678.80.

Improvement of the campus of the University of Nevada at Reno went to Gerhardt & Berry. Nevada Paving has been awarded shade structures and tennis court resurfacing at the University for \$48,479.00.

Ferretto Construction was awarded jobs on salvage and demolition of the Webb building. Las Vegas Paving has started crushing and paving at Denio on Hwy. 140, and other news of some importance is that Interstate Tractor has been sold to Lake

Shore, Inc. of Iron Mountain, Michigan.

According to Yarbrow, Victoria Mine is scheduled to shut down indefinitely on September 1 at which time there will be about 40 operating engineers unemployed. Duval Corporation at Battle Mountain has laid off over two hundred members for a six week period and plans to go back on a reduced work week when it reopens, leaving over 70 people without jobs.

"We have been very busy getting the new contracts signed," said Yarbrow "and are encourag-

ing the employers to get out the retroactive checks."

GRIEVANCE COMMITTEE ELECTION

At its regular quarterly district meeting on the 23rd the District 8 membership elected Charlie Brashears District 8 Executive Board Member and Billy Burns to serve on the District 8 Grievance Committee. Both brothers are filling the balance of unexpired terms left vacant by resignations.

San Mateo Sees Best Work Picture In Years

Business Rep. Nate Davidson reports that plans for completing the vast expansion program at San Francisco International Airport with the sale of \$170 million in revenue bonds are in the making.

The \$170 million request is about \$75 million below what was anticipated two years ago because some plans have been scaled down and others were redrawn with greater energy conservation in mind.

Here are some of the highlights for the final stage of expansion:

\$42 million to renovate the 16-year-old South Terminal, including the expansion and modernization of boarding areas, gates and aprons.

\$35 million to upgrade the Central Terminal, built in 1958, to conform with the overall design plan.

\$19 million for expansion of the customs and immigration services area to double its present capacity for accommodating arriving international passengers.

\$9 million for construction of a people-mover system of side-

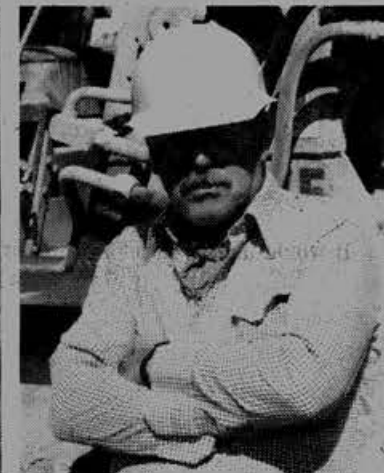
walks connecting the top of the parking garage with all terminals.

\$7 million for a new boarding area in the Central Terminal.

\$3 million to build an industrial waste collection system and treatment plant adjacent to the sewage treatment plant at the northwest end of the airport. This plant would treat oils, chemicals and other industrial waste from the aircraft shops and hangar areas.

If the bond is approved by the voters on November 1, the expansion would be finished by mid 1981, three years sooner than originally expected, increasing the airport's annual passenger capacity from 19 million to 31 million.

District Representative Dick Bell reports that very little road work is going on at this time in the county but hopefully State Highway monies will be released soon to complete some of the unfinished on and off ramps and overpasses that have been left in a so-called (in the words of our also so-called politicians) "temporary" stage of construction.



A PHOTOGRAPHER DOESN'T often get the chance to shoot a from-the-shoulder-shot of a tower crane operator at the controls. Operator and job steward Bob Shephard mans the controls, while other Local 3 members—Rex Dylus and Gene Gurney (extreme lower left), Ellis Left (lower left), and foreman Eddie Pratt work below.



Right To Work Again Makes An Attempt To Fragment California Organized Labor

By James Earp and Mark Stechbart

June, 1978 may be a very decisive month for organized labor in California if a new public employee initiative now being circulated for petitions makes the ballot. It will have followed by exactly 20 years the last right-to-work campaign that ravaged the state and sank a lot of politicians. That initiative lost by a million votes. But this time, with the public hungry to get at public employees, labor faces a very grim battle.

Off-election years are traditionally slow for politics, but not for Southern California-based conservative groups that are working hard to drum up the necessary signatures to put a right-to-work initiative on the 1978 Primary ballot.

Few people have forgotten the 1958 attempt by anti-union employer forces to impose an across the board right-to-work law on California workers. That attempt, which failed by a million votes and resulted in a political blood bath destroying a lot of careers, has apparently not been forgotten by the proponents of this new initiative proposal.

Spearheaded by the Committee for Individual Rights with a boost from Republican Women's clubs, the petition now in circulation is taking aim only at the state's 1.4 million public employees. It would subject any public employee who engages in a strike against a public employer to mandatory dismissal and loss of all tenure and seniority.

In addition, it places absolute authority to determine public workers' wages, hours and working conditions solely in the hands of the bureaucrats heading the public agency.

It would also prohibit binding arbitration and prevent unions from assessing dues to

employees working within their jurisdictions. The net effect of these measures would be to outlaw unions in the entire field of public employment.

The Time is Ripe

For conservatives, this is a golden year for getting such an initiative eligible for the ballot. The messy public strikes in San Francisco of a year ago, televised and reported across the nation did nothing to enhance the image of public employee unions of labor as a whole.

Furthermore, government employees are continually faced with charges of being "un-American" for choosing to put their bargaining powers with a union rather than letting the government decide what they get paid.

Add to this the anti-public employee referendums that were passed overwhelmingly in the traditionally pro-labor city, and the climate suddenly seems ripe to give labor a devastating blow.

Southern California has always been a bastion for the right wing on the west coast, and with the San Francisco Bay Area leaning in the same direction on the issue of public employees' right to arbitrate and strike, the conservatives have everything in their favor.

Local 3 Business Manager Dale Marr is convinced the initiative will rival the battle of 1958 in intensity, if it becomes eligible for the ballot.

"We're looking at an issue the average, non-political citizen is bound to get involved in," Marr says. "Like gun control, the death penalty and the ERA, a public employee's right to join a union, bargain for wages and strike is an issue that the general public has definite views on."

An Uphill Battle

"Even within labor, public employee unions tend to lack support from other traditional trade unions," he explains. "A union member in the private sector looks at the public employee—and rightfully so—as a government worker whose job it is to service the public. He looks at the public servant as a person who has more job security, paid holidays and benefits than he could ever hope to get through his own union."

"It's no wonder the average citizen, including the union member gets offended at public employees when they strike for raises that are frequently greater than he gets through the private sector," Marr points out. "Complicate this with the fact that public employee strikes generally

hamper people's day to day activities in the urban areas, and I think labor is looking at one hell of an uphill battle."

Public Greatest Threat

Ironically, it is the public who will undoubtedly be the greatest opponent to public employees. In view of incidents like the recurrent BART strikes in San Francisco, defying court orders and the wildcat walk-out in Dayton, Ohio, where striking firemen watched houses burn down, the public no doubt takes a dim view of government employee rights.

A recent letter to the editor in the San Francisco Chronicle sums up the attitude held by the public at large: "Citizens of the Bay Area should strike against BART," the citizen writes. "Set up picket lines and defy anyone to dishonor them by patronizing the idle whims of a few overpaid employees..."

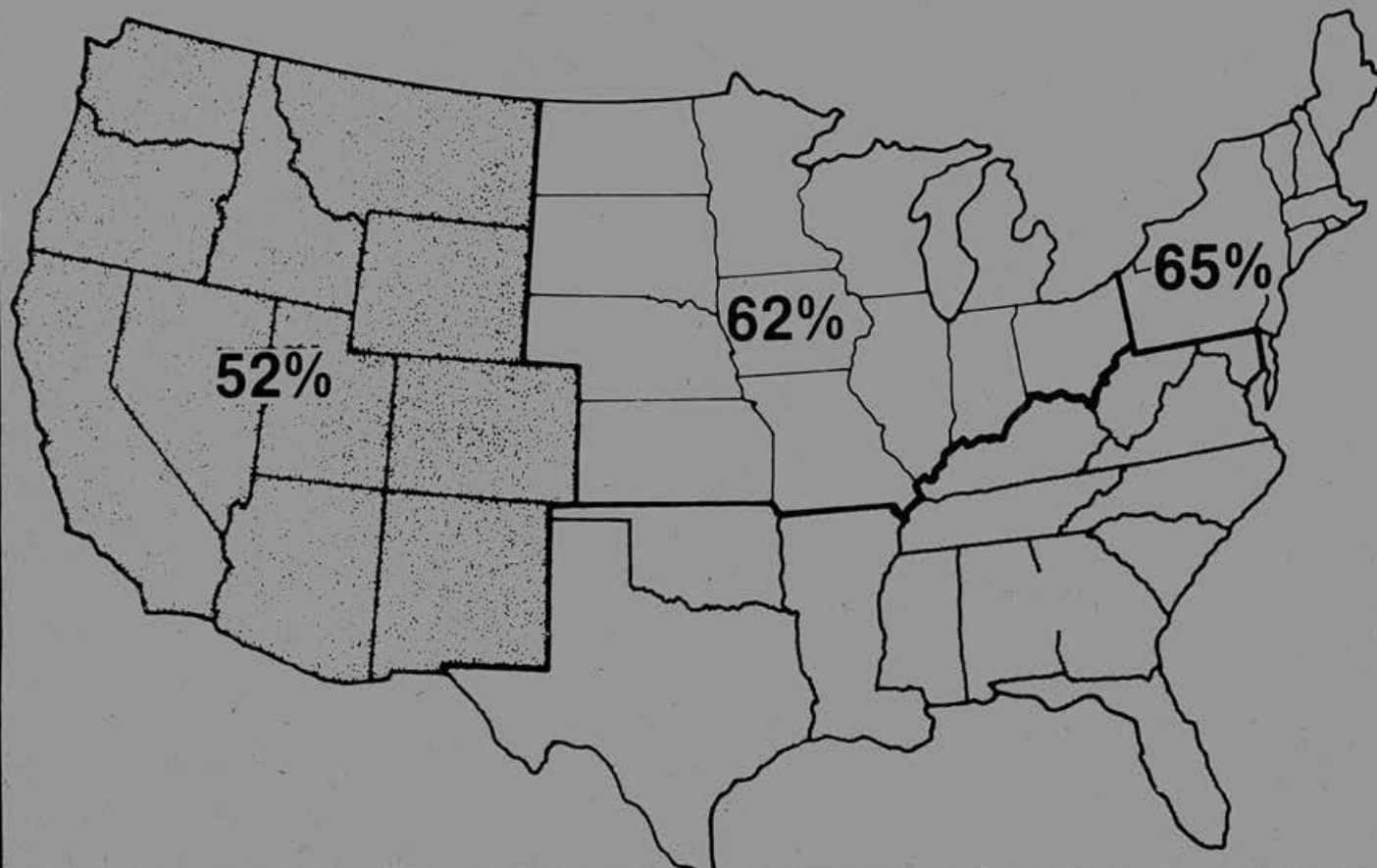
Public employees face a little brighter picture on the political front. With the largest workforce in the state, as well as the largest campaign budget of any lobbyist group (last year public employee organizations spent nearly \$867,000 in campaign contributions in California), they are generally able to take care of themselves.

As one public relations executive working for the initiative put it, "If we get the initiative qualified, they will no doubt outspend us ten to one." But as he also shrewdly pointed out, if the proposition makes the ballot—and he's confident it will—no amount of money will persuade the public not to pass it.

(Cont. on Page 12, Col. 1)

A MAJORITY OF AMERICANS AGREE:

Labor has done more than big business in the struggle to create full employment, improve housing, cut fuel prices, raise the minimum wage, and close tax loopholes



Union Oil In On Initiative

Though supporters of the public employee, no-strike initiative have not submitted any recent campaign reports, "Engineers News" has learned that Union Oil Co. has contributed \$15,000 to the Committee for Citizens' Rights, the group heading the campaign.

Hal Shawlee, Union Oil's manager of civic affairs claims that the company made the contribution out of its concern for people's right "to express themselves."

He also maintains that public employees are being paid wage rates "out of proportion" to those in the private sector, and that passage of the proposed initiative would "stabilize" the work situation among public employees.



Thunder from the Right

Why Trade Unionists Need To Back Public Employees

Although there are cogent labor principles at stake in support of public employee unions, a large majority of this nation's people, both union and non-union are against the right of public employees to strike and/or to participate in partisan politics while they are on the public payroll.

Trade unionists become ambivalent when teachers, policemen and firemen go out on strike. They see no contradiction in their right to negotiate in the private sector while denying the same right to those who work for the government. Their rationale is simply that the government worker accepts certain restrictions for certain privileges, such as a guaranteed annual wage, along with medical, job and retirement security that are not automatically available to the average working person, except through union negotiations.

They strongly support, however, fair wage increases and adequate fringe benefits gained through negotiations and binding arbitration.

Union security, as it is presently known, may take one of several forms: union shop, maintenance of membership and agency shop. Each of these variations provides for continuity of membership and continuity of income for a union local.

Without some form of security, union membership is constantly waxing and waning, while unions both at the local, state and national levels pass through cycles of economic hardship, wondering at times how they will survive. Oftentimes, their efforts must be directed exclusively to raising funds and maintaining their membership, and fighting right wing repression rather than expending time and effort at organizing new locals and new members. At the same time unions must fight off incursions by the totalitarian left such as Communists, Trotskyites, Maoists, Socialists etc. Right-to-Work forces in this country understand this phenomenon and they strike directly at the heart of the union movement under the aegis of "freedom of choice."

They claim that they defend the working man's and woman's right to make their own choice in joining a labor union. The results of the early NLRB elections show their defense of this doubtful "freedom" to be false.

Between the passage of the Taft-Hartley Act in 1947 and 1951, union shop was approved in 97 percent of the 50,000 elections involving more than six million workers. Ninety-one per cent of the workers involved favored union shop. The requirement for a vote on union shop was dropped in 1951 because the response was so consistently uniform.

Right-to-work forces are very busy, very rich, well organized and very active. They send representatives to the states where legislatures are active on questions of union security and public employee's right to organize. They publish lists of legislators, send them to addresses on their vast mailing lists and accompany them with exhortations and appeals to fear and hatred.

The ultimate purpose of right-to-work groups is the destruction of all unionism. Even more serious is what a weak labor movement means to the United States. The direct source of right-to-work activists is the desire to repress and control all working people. Right-to-work forces are desperately afraid of the strength and the tide of a cohesive working people's movement.

They plan to focus their efforts on California in 1978.

They have the emotional issues and they have the money, organization and other resources to accomplish their mission.

Only you, along with your family and friends can make the difference. Only you can tell your neighbors and friends they are being duped.

Don't fall for this old ploy of the right wing, which damns the free trade union movement with faint praise by saying "we are all for labor unions in the private sector, but against them in the public sector."

The Tangled Web

Committee to Defeat Union Bosses

Lawrence McDonald (Ga.)

Gun Owners of California

Lawrence McDonald
H. L. Richardson
John Rousselot (Ca.)
Steve Symms (Idaho)
Trent Lott (Miss.)
George Hansen (Idaho)
Phil Crane (Ill.)
Jesse Helms (N.C.)

Heritage Foundation

Joseph Coors
Phil Crane (Ill.)
Steve Symms (Idaho)
Carl Curtis (Neb.)
Jake Garn (Utah)

John Birch Society

Lawrence McDonald
John Rousselot

Complex Right-Channeling Untold Millions To Defeat Labor Movement

If the layman were to get a good look at the diversity of groups that are gathering their forces to pass the public employee right-to-work law, he would immediately write it off as a Watergate-like conspiracy. Though these groups have a wide range of interests, there are several common elements to the supporters of the initiative—they are right wing conservatives, they have a lot of money and their laissez-faire philosophy means they aren't afraid to spend it to defeat the labor movement.

These same groups may publicly deplore "big government conspiracy," but they aren't in the least bit hesitant to form one of their own if it suits their purpose. Here's a partial look into the conspiracy behind the public employee initiative:

Professional Educators

The National Association of Professional Educators has traditionally received staunch support from its chapters in Los Angeles and San Diego. Devoted to keeping sex education and unions out of the public school system, the groups formed to oppose the National Education Assoc. from the right.

The original founders of the Committee for Individual Rights, which is heading the drive to put the public employee initiative on the ballot have long been members of the Professional Educators. Dolly Swift, an ex-teacher out of Van Nuys and Betty Cordoba a teacher from Calabasas began laying the groundwork on the campaign for the public employee initiative two years ago.

Their first attempt, enlisting primarily the aid of the Professional Educators failed last year, and they decided to branch out to enlist the support of other conservative organizations, like the Chamber of Commerce and Right-to-Work groups.

Professional Educators also maintains close contact with James Townsend, publisher and John Steinbacher, editor of *The Educator*, an ultraconservative publication based in Southern California attacking the state's school systems and unions.

Townsend, who founded the Citizens Committee of California in 1963 to promote Goldwater for President, has written for the right wing *Anaheim Bulletin* since 1968.

The Professional Educators' Defense Fund is an offshoot of the parent group and donated \$700 to the public employee initiative last year.

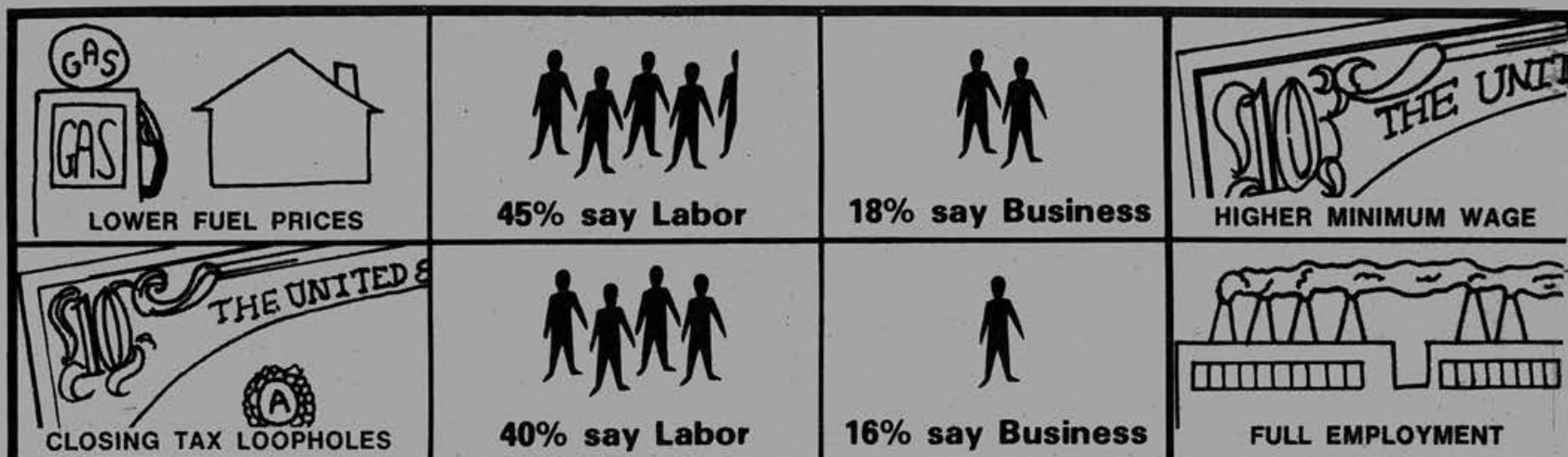
California Chamber of Commerce Giving Leaves of Absence

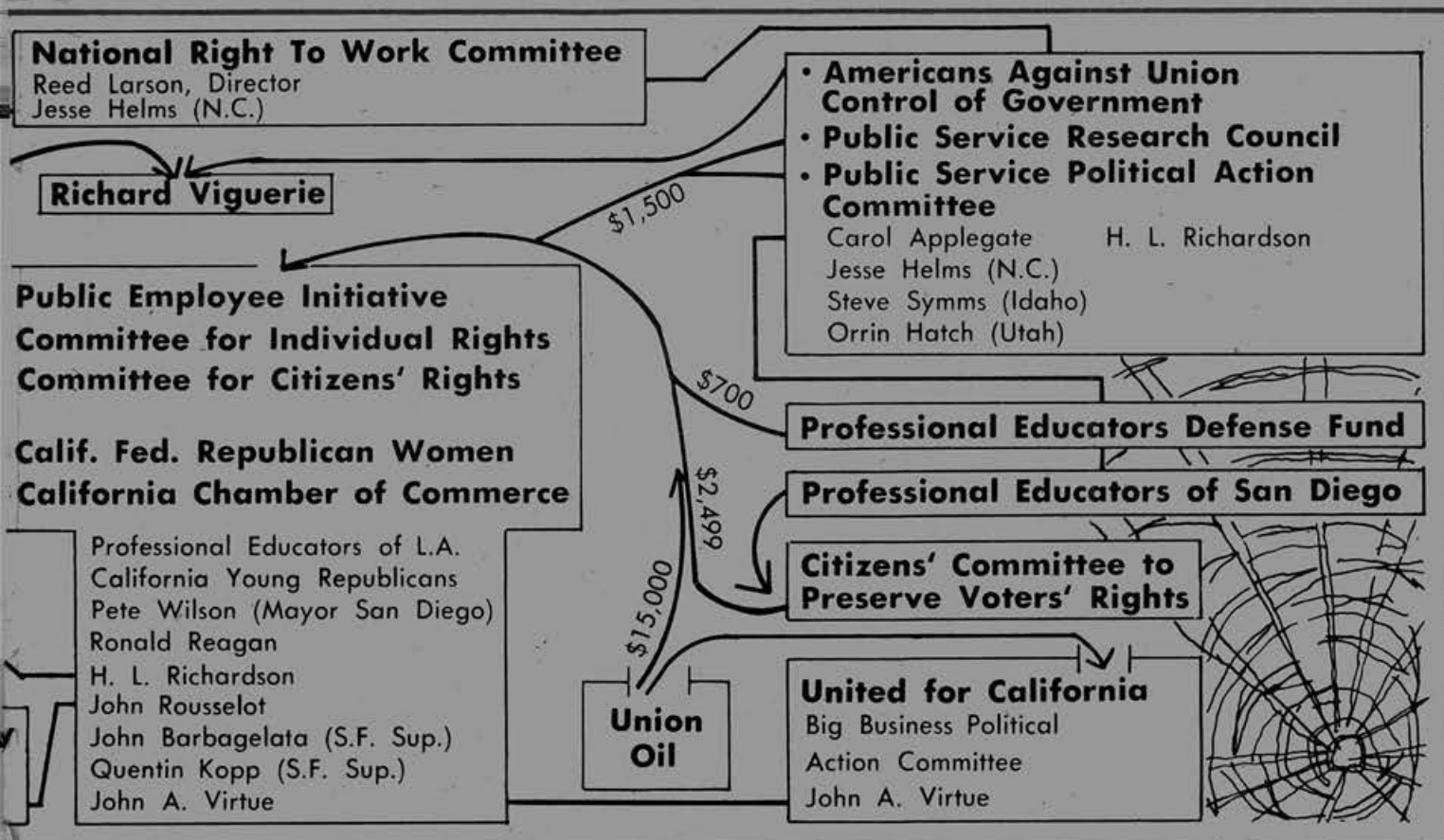
One executive from a major California corporation told "Engineers News" that many key Chamber of Commerce employees are taking extended leaves of absence in order to devote their full time to gathering signatures for the petition against public employees.

Jay Hay, Executive Vice President of the California Chamber of Commerce, warns his readers in an editorial that "citizens will be witnessing the demise of our own personal freedoms and our democratic form of government" if public em-

The PIOR Survey asked:

"Over the years, which group—the national labor unions or the large business organizations—do you think has most supported each of the following:





Anti-Union Connection

The anti-union philosophy is all the same, and many of the policy making people on the executive boards are also the same. Corporate associations like the Chamber of Commerce, and AGC, extend through national, state, local and even individual company levels.

While unions rely on member's dues, these multi-billion dollar companies tap their million dollar profits and also set up employee financed political action committees headed and run by corporate executives.

So it boils down to \$2-\$5-dollar contributions from hourly workers to their unions in order to protect their jobs and wages, against corporate millions. In addition, executives run committees that solicit money from the hourly employees and use the money to support candidates and initiatives that are anti-labor.

Wing Web Behind No Strike Initiative

employees are permitted to strike and be represented by unions.

The Chamber of Commerce has historically been in the forefront against the labor movement, even from its inception when its first president declared, "We stand for the principle of the open shop." From that day on they have worked hand in hand with the National Right-to-Work Committee and the National Association of Manufacturers to blame union attempts for better wages and working conditions as "un-American."

Anti-Union Group Uses Deceiving Name

The name—Public Service Research Council—is misleading, like their press releases which identify the group as being independent and nonpartisan.

But despite their attempted secrecy, the group is becoming widely known among labor circles by its other name—Americans Against Union Control of Government, formed three years ago to fight the unionization of public employees across the nation.

AAUCG's executive vice president David Denholm gives an illuminating explanation for the name games—"Obviously it's convenient to have the two names," he said. "Whereas one sounds more academic, the other can be used . . . to arouse people. . . . Different names can mean different things."

Under the guise of their first name, AAUCG, along with its sidekick, the Public Service Political Action Committee, gave \$1,500 to the proponents of the public employee, no strike initiative.

Dolly Swift, co-chairman of the Committee for Citizens Rights, which is heading up the campaign insists she has never heard of the group. She also insists that as a public employee initiative, the proposition has no intention of affecting the private sector.

These arguments begin to look ludicrous after a look at who's behind American Against Union Control of Government. The president of the group, Mrs. Carol Applegate was former Secretary of the Michigan Citizens for Right-to-Work—an initiative that sought—and failed—to be applied to all sectors of industry, both private and public. Helping her in the campaign was Reed Larson, founder of the National Right-to-Work Committee.

Showing that the tangled web among conservatives runs deep, Applegate is also a life member of the National Association of Professional Educators and has received financial help from Richard Viguerie, the mass mail tycoon who has become rich by renting his mailing lists to groups like the Gun Owners of America and the National Right-To-Work Committee.

Under the guise of the Research Council, AAUCG churns out surveys, polls and press releases with the idea of studying "employee-employer relationships" in the public sector and to propose alternatives.

The council has also, planned to establish a "research foundation" in California as a "charitable institution" to study the public sector. Considering the quality of past studies, it doesn't look too promising.

One of their most recent studies which surfaced last year was a state-by-state survey of "public sector bargaining and strikes." The study concluded that there was a significant "cause and effect relationship between public sector bargaining laws and increased strike activity."

Although some council surveys are farmed out in the interest of "objectivity," this one was done in house, because "there was no chance that our prejudices could influence the results," according to AAUCG's executive vice president, David Denholm.

But the National Education Assoc. disagrees. "It's like saying that most people who are in car accidents eat mashed po-

tatoes, and then they have car accidents because they eat mashed potatoes," says one spokesman.

Republican Groups Provide the Mortar

Keeping these hardcore groups together is a host of Republican political action and other conservative committees. Chief among these is the California Federation of Republican Women, currently working hard to circulate petitions. Mrs. Richard Parker, president of the statewide group has promised her local chapters an "incentive plan," (money) for every signature they obtain.

The Citizens' Committee to Preserve Voters' Rights, out of Southern California has donated at least \$2,499 to the public employee initiative. Also, showing once again how the money flows among these organizations, this committee has also received funds from the Professional Educators of San Diego.

Other endorsers of the initiative include the following:

The Young Americans for Freedom—a 17-year-old group built around Senator Barry Goldwater and William Buckley Jr. Richard Viguerie enters the picture here once again as the first Executive Secretary of YAF.

• Congressman John Rousselot—a long time member of the John Birch Society and one time public relations director. He also has the distinction of being one of the people that spurred another conservative, State Senator H. L. "Bill" Richardson into the world of politics.

• Ronald Reagan—his political philosophy speaks for itself, except that not very many people know that he was also instrumental in forming the Professional Educators groups in California.

• John Virtue—who also sits on the board of United for California, one of the richest political committees in the state.

Though campaign reports have yet to show a direct donation, their list of contributors comes almost exclusively from businessmen and corporations.

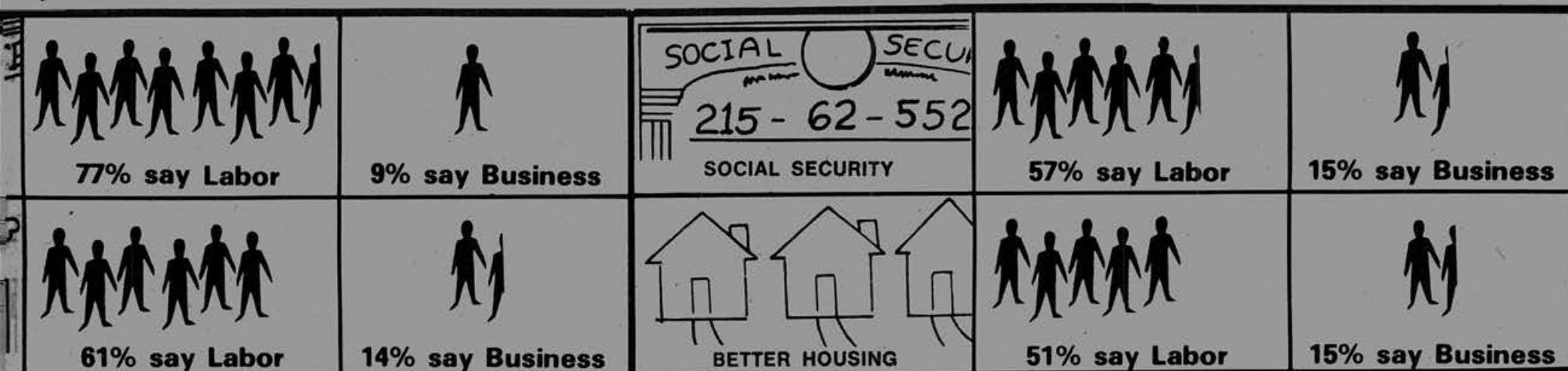
• John Barbagelata and Quintin Kopp—San Francisco County Supervisors who have been supporters in the past on anti-public employee propositions in San Francisco.

This is only a partial list of supporters. In forthcoming issues, "Engineers News" will attempt to substantiate many relationships that at press time appeared too tenuous to publish as fact. But the material is there, as demonstrated in a routine call to check on United for California. A spokesman for the committee said United for California did not support initiative proposals, but she did "happen to have a copy of the petition in my purse."

Local 3 Needs Help

Business Manager Dale Marr wants to enlist the help of Local 3 members to keep track of the right to work forces. From time to time, members have sent in literature they received from groups like the Heritage Foundation and Americans Against Union Control of Government, soliciting contributions to "beat the union big bosses."

"If any of our members receive this kind of mail, I would appreciate hearing from them," Marr said. "We would particularly like our members to forward the literature they receive, so we can keep abreast of who's behind the movement."



Gun Owners Committee Takes Aim At Unions

California State Senator H. L. "Bill" Richardson believes that when it comes to politics, most Americans "want to be left alone." And he's probably right. He's also probably right in his belief that such political ambivalence comes to an abrupt end when it concerns an issue that hits close to home.

It's no great wonder then that he hit a live wire when he formed two political campaign groups over the issue of the right to keep and bear arms.

There are at least 30 million gun owners in the nation. Up until Richardson came along they have never been exploited

politically, since they don't tend to be grouped along Democrat or Republican lines.

But Richardson tapped a wellspring two years ago with his founding of the Gun Owners of America and the Gun Owners of California campaign committees. Capitalizing on the idea that political strength can be found in activating citizens over specific issues, Richardson began sending hundreds of thousands of mass mailers, warning "fellow gun owners" that they "cannot sit back and allow their private collections and home defense firearms to be taken away."

Using scare tactics and catch phrases suspiciously similar to anti-union literature, Richardson attempts to—and apparently succeeds—in convincing constituents that "now is the time we must work together or be prepared to give up our firearms to Federal Agents." Letters are always accompanied with an appeal for a "minimum donation of at least \$10, \$20, \$100 or more" to the campaign committee to help fight gun control legislation.

With such tactics, Gun Owners of America made and spent over \$2 million in 1975 and 1976. Gun Owners spent \$78,363 towards political candidates that were pro-gun.

Many Union Contributors

There are a lot of union members who give money to Gun Owners, in the belief that the money is being well spent on campaigns to defeat anti-gun legislation. Unfortunately, that is not the case. Consider these facts:

- Gun Owners does not spend money campaigning against specific anti-gun legislation. Rather, the money is used in a less direct manner by backing candidates who are sympathetic with pro-gun laws. The trouble with this approach is that most of these candidates are also rabid anti-unionists. Senator Richardson himself has endorsed the right-to-work public employee initiative, and has been involved with the John Birch Society, one of the most vicious groups in the country devoted to the overthrow of the labor movement.

Poor Cash Flow Record

- Gun Owners has one of the worst records of any campaign group for the percentage of money they collect that actually makes it into the hands of the candidates. Last year, only 6.7 percent of the money collected by Gun Owners of America was used in direct contribution to political candidates. The rest went to pay salaries for researchers, analysts and po-

litical directors, as well as massive mailing campaigns to solicit more money.

Gun Owners of California alone spent hundreds of thousands of dollars last year on mailing list rentals and computer time from Richard Viguerie of North Carolina, one of the better known right-to-work organizers. Viguerie has become rich off the money he has made with his mailing services catering to conservative and anti-union political groups.

- A significant percentage of the contributors to the two Gun Owner committees are blue collar trade unionists. With such a constituency, it would be politically dangerous for Richardson to use the Gun Owners as a tool for anti-union causes.

Anti-Union Tactics

Gun Owners of California Political Director Bill Saraceno pointed out to the Engineers News that right-to-work issues such as the public employee initiative "have never been a topic of discussion between me and Senator Richardson."

He admits that Richardson "has a great many hats he takes on and off, and he tries very hard to keep them separate."

But the fact is, Richardson has used the Gun Owners directly and indirectly to support anti-union causes. In the Congressional Record of July 22, 1977 Congressman George Danielson of California appeared before the Speaker of the House to protest what he considered to be unethical and misleading campaign tactics by the Gun Owners.

Illustrating his point, he quoted the following portions of a letter to "fellow gun owners" signed by Senator Richardson under the letterhead of the Gun Owners of America:

"Big union bosses have joined up with ultra-liberals in Washington to push through legislation that would virtually guarantee election victories for the anti-gun lobby and the big city union bosses."

The letter goes on to mislead the reader into believing that anti-gun proponents and backers of the Hatch Act Revision, Instant Voter Registration and Taxpayer financing of election campaigns, are all conspiring together to "back-door" the common citizen.

If that were not enough, within the same envelope the reader is confronted with a letter from "Americans Against Union Control of Government" which asserted that passage of the Hatch Act revision would give "union bosses the right to use coercion to force more than 2½ million federal employees into their political machine."

The Americans Against Union Control of Government happens to go by a more ambiguous alias — the Public Service Research Council—a right-to-work group that has contributed \$1,500 in money and services to the proponents of the Public Employee Initiative in California.

Right-to-Work Gets Union Money

So in effect union members' hard earned money which they have been donating faithfully to the Gun Owners Committees towards defeat of anti-gun legislation is ending up in the coffers of some of the biggest anti-unionists in the country.

To make matters worse, there is no law requiring Gun Owners of America and Gun Owners of California to keep their spending on firearm issues. John Greenwood, program coordinator for the Fair Political Practices Commission, told Engineers News that a contributor can "earmark" money through a campaign committee only for specific candidates. There is no law however, that stipulates a contributor can prevent his contribution from being spent in certain areas. Therefore, once the committee gets the money, it can do just about whatever it pleases with it.

Richardson defends the poor use of his committees' funds by saying that it takes a lot of money to organize a major political group in a short amount of time. To do so, he has called on the help of a large number of right-wing activists well known among union leadership as hardcore anti-unionists.

In establishing his committees, Richardson relied extensively on the organizational expertise of Richard Viguerie, a political fund raiser out of Virginia who started his massive mailing operation by heading the George Wallace for President campaign.

"Sure we spend a lot of money," Richardson argues, "but we're happier than hell. We're out to change things, and now we've got an organization. Viguerie earned what he got from us."

In the meantime, again with the help of Viguerie, Richardson has been busy setting up his own massive mailing house in Sacramento for the Gun Owners of California. "In California alone I'm sitting on top of a 110,000 house-file mailing list . . . all on computers where I can reach them at a moment's notice," he brags. "We have a national organization of better than 260,000 members now."

Besides Viguerie, Richardson also has on the advisory board of his committees such widely known right wingers as United States Senator Jesse Helms and Congressmen John B. Conlan of Arizona, John H. Rousselot of California, Steven Symms of Idaho and Lawrence MacDonald of Georgia—all active in their efforts to defeat the labor movement.

Local 3 Business Manager Dale Marr points out to union members that their contribution money "could go to lot better places than the Gun Owners" if they are interested in defeating anti-gun legislation.

"The people behind the Gun Owners simply have too many other interests that are directly in conflict with the labor movement," Marr maintains. "Add that to the fact that they are inefficient with their campaign money and self serving in their interests and I'm convinced trade unionists are wasting their money on Richardson's committees."

Richardson's political campaign activities do not stop with the Gun Owners. He has headed such groups as the Law and Order Campaign Committee to override the veto of the death penalty, the California Christian Campaign Committee, which folded after being pumped with money from the Friends of Richardson Committee, and a host of other related activities.

Indeed, the Senator from Arcadia does wear a lot of different hats, but contrary to his political director's opinion, Richardson is having a hard time wearing only one at a time.



State Senator H. L. Richardson

Initiative Gathers Momentum

Major Backers Not 'Concerned Citizens'

(Continued from Page 9)

Business Manager Dale Marr is convinced that the backers of the initiative reveal what the campaign is really all about—"a decisive step to place a full-fledged right-to-work law on the state's books."

The Committee for Individual Rights, which has recently been expanded and superseded by the Committee for Citizen's Rights, to date has not received the bulk of its funds from "concerned citizens." According to campaign reports, most of the money has come from corporations like Union Oil, which recently gave the committee \$15,000.

Other backers included hardcore right-to-workers based in Virginia and North Carolina, such as the "Public Service Research Council," which is nothing more than a front for the "Americans Against Union Control of Government." This

group, the pet project of U.S. Senator Jesse Helms, continually sends out mass mailers, warning recipients of the "fat cat union bosses" who threaten to overtake the country. Although totally lacking in any intelligent information, the contrived letters are packed with gut-emotional warnings and appeals for contributions.

Education Groups in the Net

Another area of aid is coming from the "Professional Educator Groups," formed to oppose the AFL-CIO American Teachers Federation. These groups are composed mainly of anti-union teachers and activists dedicated to getting the labor movement out of education. (See accompanying articles for detailed look at backers.)

The co-founders of the initiative, Dolly Swift and Betty Cordoba, both of Southern California, have long been involved in the professional educator groups in Los Angeles and San Diego.

Mrs. Swift maintains that the proposed initiative does nothing more than make ex-

plicit laws that are already on the books, pointing out that "case law" has determined that public employees have no right to strike.

Starting work on the campaign two and a half years ago, Swift and Cordoba failed to get their first initiative on the books last year. Now they have solicited the help of the Republican Women's Federation group and the Chamber of Commerce, who have jumped in with pens and petitions in hand.

The next three months will be a crucial period for the Citizens Rights Committee. They must obtain about 500,000 signatures by December 2 if they are to qualify for the June 1978 ballot. But with the social climate stacked in their favor, they will likely have no trouble.

As John Greenagle, their Northern regional director and public relations executive, says, "I carry a petition around with me wherever I go, and I haven't encountered one refusal to sign it."



WITH SAFETY IN MIND

By JERRY MARTIN, Director of Safety

Think Safety Work And Play Safely

Job Stewards Activated

Week Ending July 28, 1977

Dist.	Name	Agent
20	Douglas Jojo	R. Butler
40	Robert Wendt	W. Parker
10	Floyd Webb	S. McNulty
12	Toby Sanchez	R. Daugherty
12	Tom Sperry	R. Daugherty
12	Charles Jorgenson	W. Lassiter
12	Thomas Davis	R. Daugherty
12	Virgil Albrecht	D. Wright
17	Yoshio Azuma	W. Lean

Job Stewards Inactivated

Week Ending July 28, 1977

Dist.	Name	Agent
01	Albert Cameron	C. Snyder
20	Leonard A. Stevens	R. Butler
12	Dan Lucas	W. Lassiter
12	Elton Prescott	W. Lassiter

Safety Committeemen Activated

Week Ending July 28, 1977

Dist.	Name	Agent
03	Eugene E. Gurney	N. Davidson

Job Stewards Activated

Week Ending August 12, 1977

Dist.	Name	Agent
01	Andrew J. Martin	C. Snyder
01	Leon Richardson	F. Townley
03	David A. Geier	N. Davidson
03	Frank Kuntz	N. Davidson
20	Myron Pederson	J. Johnston
20	Cliff Wilkins	H. Monroe
80	Steve Wasik	J. Brown
90	Robert G. Yeager	H. Pahel
11	Dean Gustin	C. Canepa
11	Michael D. Moore	M. Yarbrow
12	William A. Crane	D. Strate

Job Stewards Inactivated

Week Ending August 12, 1977

Dist.	Name	Agent
03	Michael Darrough	N. Davidson
12	Jess Barruetabena	D. Strate
12	William H. Duke	W. Markus
12	Ken Fonger	R. Daugherty
12	Randy Goodman	L. Austin
12	Lanny Rees	R. Daugherty
12	Jack Snowball	D. Strate
13	Jack Bona	D. Strate

Safety Committeemen Activated

Week Ending August 12, 1977

Dist.	Name	Agent
90	Johnnie Walker	J. Bullard
12	Kurt L. Balling	V. Abbott
12	Gary E. Smith	V. Abbott

"Marr's Bars" ROPS A Reality

New Safety Requirements adopted for construction vehicles — namely Roll over protective structures (ROPS) will be required on nearly all construction vehicles now in use. Under the revised State job safety regulations adopted by the California Occupational Safety and Health Standards Board, the revised regulations require seat belts and overhead protective canopies to prevent operators of construction vehicles from being crushed or thrown out in the event of an overturn accident.

The new regulations require seat belts and overhead protective canopies to be installed:

1. By July 1, 1977 on any construction equipment regard-

less of age if the equipment is operated in a "hazardous" location (a hazardous location is defined as one that is parallel to and within three feet of a vertical or nearly vertical drop-off exceeding a height of one foot, or on any grade exceeding 15 per cent.)

2. By July 1, 1977, on all rollers and compactors having a mass greater than 5,950 pounds with segmented or sheepfoot-type wheels or on any roller or compactor used in a "hazardous" location.

3. No later than July 1, 1977—and in many cases earlier—on all scrapers, tractors, front end loaders, bulldozers,

motor graders and water wagon prime movers with brake horsepower ratings above 20.

This is the story of a successful effort put forth by Dale Marr, our Business Manager, and dates back to the early 1960's. A long time? —"yes"—but not really so, because this success has been on a step by step accomplishment, first with the Bureau of Reclamation, then the Corp of Engineers and finally with the State of California Department of Industrial Relations. Dale worked diligently and methodically for this achievement. When Dale became Business Manager in 1973, he said "Safety for the members," is that we must push for the ultimate upgrading on the ROPS requirements. And so with our "foot in

the door" back in the early 1960's, the culmination of a final thrust started in 1973, eventually—through Advisory Committee meetings we had convinced everyone concerned, OSHA — Employers — and employees, that ROPS not only save lives, and minimize injuries, but the employer is now really sold on the absolute fact that equipment damage is minimal, and there are so many statistics to prove all of our convictions. A special thanks to the Safety Representatives, Jack Short and Sam Coburn whose contributions were greatly appreciated. Also to Jerry Trent of Local No. 12, who attended the Public Hearings.

THINK SAFETY

WORK AND PLAY SAFELY

Illegal Alien Problem Carries Into Guam

(Continued from Page 1)

gitimate employers because of this captive illegal workforce.

The solution, as Marshall sees it, is to use the Social Security card "since you always need it to get hired now, and with a tamper-proof card, the employer would be responsible for ensuring that workers he hires are legal residents."

If the employer is found to have hired illegals without the necessary Social Security card,

then he would be subject to civil fines. A second conviction for hiring illegals would result in a criminal violation.

The Department of Labor under Ray Marshall also realizes that the political and economic conditions within Mexico have to be improved to attract and keep potential illegal U.S. immigrants at home. Land reform, industrial development, equal justice and above all, a decent wage and standard of living, will make

Mexico its own greener pasture.

Local 3 and the California Building Trades have endorsed the Marshall plan for limited amnesty, strict enforcement, deportations of illegals, tough labor law enforcement and improvement of the Mexican economy.

Guam Poses Illegal Problem

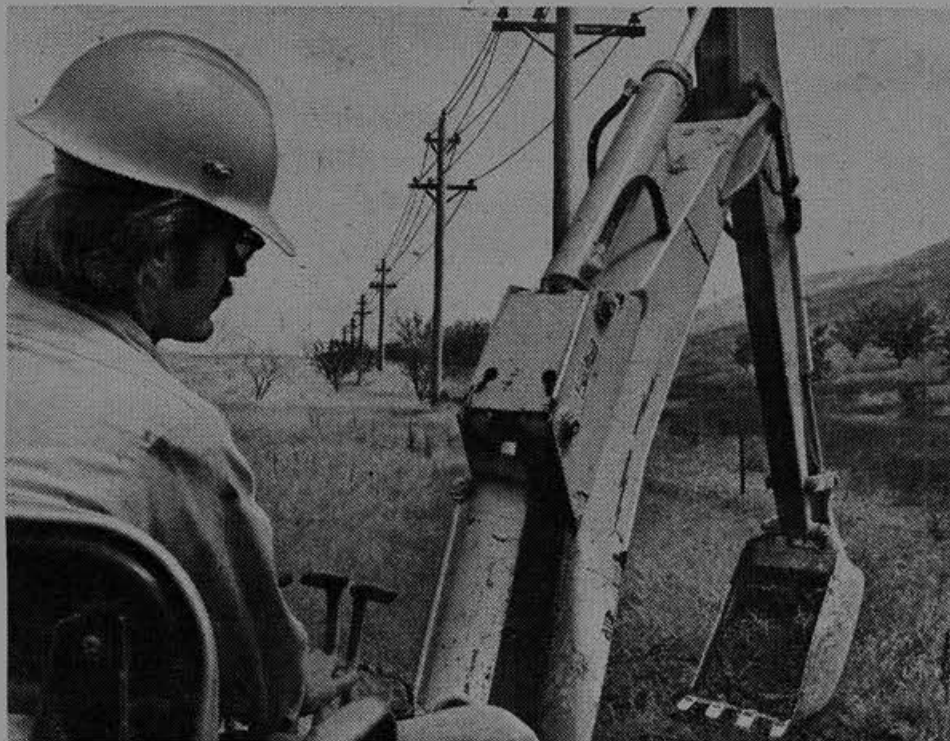
Local 3 has its own concerns about illegal aliens within its jurisdiction on Guam. Guam employers have used legal alien construction workers from Korea and Taiwan for the past 30 years instead of U.S. workers. The attraction of alien construction workers has been extremely low wages and the self-serving claim that U.S. workers would not work in the construction trades.

Guam employers conveniently

ignore the fact that \$3.25 journeyman pay does not attract U.S. workers and serves to re-enforce the need for alien workers who will work for that wage. These aliens become illegal when the employer lays them off on Guam without transportation back home.

The employer then proceeds to hire these illegals and maintain them on Guam as a captive workforce, subject to immediate deportation. The vicious circle becomes complete when these illegals are forced to work below minimum wage—or no wage at all — for over 40 hours a week without OSHA protection.

The key here on Guam with illegals is the same as on the mainland—illegal aliens subject to deportation can be exploited without legal protection and they suffer silently.



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

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

The easy way. And the hard way.

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

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

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

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

English and Spanish language versions of all materials are available.

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

Why wait to find out the hard way?

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

Teaching Techs

The Technical Engineers Master Agreement, recently ratified by the individual employers and members of the Union, provides for changes to the structure of the apprenticeship program.

1. The ratio of Registered Apprentices to Journeymen has been removed, except in the case of "Public Works." State law requires one Registered Apprentice for each five (5) Journeymen employed on "Public Works" jobs.

2. A first (1st) or second (2nd) period Registered Apprentice **SHALL NOT** perform work as a second (2nd member of a two (2) man survey party.

3. A third (3rd) or fourth (4th) period Registered Apprentice **SHALL** receive the base wage rate of a Chairman/Rodman when performing work as the second (2nd) member of a two (2) man survey party.

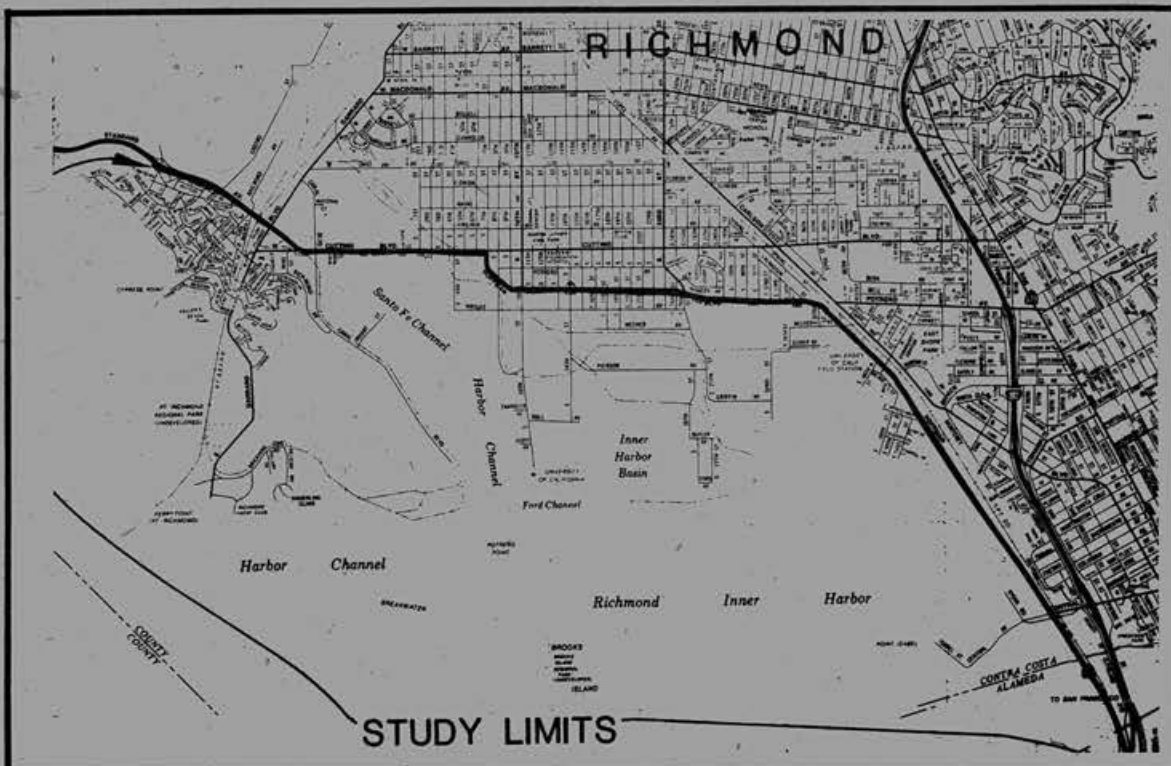
4. First (1st), second (2nd), third (3rd) and fourth (4th) periods of training have been compressed by reducing periods of training from 1000 hours to 500 hours each.

5. A Registered Apprentice may reach Chairman/Rodman Journeyman status by completing 2000 hours of on the job work experience, the appropriate related training material and the Multi-Media first aid training course.

6. A first (1st) through fourth (4th) period Registered Apprentice who has completed 2000 hours of on the job work training experience, but has not completed the appropriate related training material, and the Multi-Media first aid training course, shall be removed from employment and/or further work opportunities in order to provide adequate time to fulfill the requirements.

7. A Registered Apprentice may reach Chief of Party Journeyman status by being credited with Chairman/Rodman status, and, in addition, complete 4000 hours of on the job work experience, the appropriate related training material, the Multi-Media first aid training course, and 1000 hours of Chief of Party on the job work experience.

8. Because the full Apprenticeship Program has been compressed from 8000 hours to 6000 hours of on the job work experience, it is necessary to adjust records where appropriate to reflect the current position of each Individual Registered Apprentice.



STUDIES FOR THE HOFFMAN FREEWAY in Richmond have been completed for nearly 20 years. The map above shows the stretch

sought for by Local 3 and the citizens in the area, that was presented once again to the Highway Commission meeting.

Oakland Report

Members Ratify Truck Crane Agreement

Business Rep. Bill Dorresteyn reports that Crane rental is still moving well with lots of small jobs all over the state.

"We are now a party to the A.G.C. Agreement," Dorresteyn said. "If most of you brothers were at some of the ratification meetings, the language was displayed. Dale Marr, Don Kinchloe, Bill Marshall and myself met on July 11, 1977 on a truck crane agreement. We met with the Crane Association. Business Manager, Dale Marr, and the negotiation body on the A.G.C. contract did a fine job in keeping our agreement alive, and this was not an easy task because the last thing the A.G.C. needed was another association and agreement. . . well they got it."

Bigge just sent a rig up north and is doing panel jobs and refinery work. Bigge in Santa Clara has lots of panels and overtime at Marriott Amusement Park. Some of the Oakland crews got some of the overtime as well.

Sheedy has been very busy all over, as far as Sacramento and San Jose. They have a job coming up at Redding for a few weeks. His 150 American is doing a nice span deck job in Richmond also.

According to Dorresteyn San Jose Crane & Rigging is busy also most everywhere. They have three cranes on a long job in Sacramento and some work south of San Jose.

Winton is doing a lot better, so his crews say, mostly small jobs and a little refinery and chemical work also.

Assistant District Rep. Ron Butler reports that negotiations have been concluded with East Bay Equipment Dealers and the agreements ratified.

The work load in most of the shops is good, and it's a bull market for mechanics.

"We were sorry to see Consolidated Equipment Company in Union City go out of business," said Butler, "but glad to see their crew picked up by other shops, primarily Western Traction."

The brothers at Alcan Metal Powders in Berkeley have returned to work after a five week

strike. "This was a tough one for all concerned," said Butler, "but fortunately, it had a happy ending."

East Contra Costa

Business Rep. Chuch Ivie reports that the work picture in Eastern Contra Costa County is "looking great."

East Bay Dirt is moving over 600,000 yards in Discovery Bay, with a very good crew of operators on this job. They are working in peat and are down below the water table, so they have to know what they are doing in order to keep from getting stuck, Ivie said.

Urich Oil Company has announced revised plans to build a 15 million dollar low sulfur oil refinery on the waterfront east of Martinez. 18 months ago Urich Oil had tried to build a full size refinery at a tune of around 50 million. This job would last for

about 18 months and would be a big help for our members.

Dewitt Markham reports that work in Central Contra Costa County continues its fast pace.

Independent Construction has started its job on Happy Valley Road. This is a side hill spread with dirt moving up hill, so this one won't go too fast, he said.

Remmil Corporation is using Mulloy's iron on their Reliez Valley Road job. This is slide repair with lot pads to go in later. This one won't go fast either.

The Black Hawk Ranch will be going again at the end of the month, probably one or two units and also two reservoir sites.

Gallagher & Burk is finishing at its Moraga Country Club spread, and is getting ready to go again in Rossmore. This outfit has a lot of yardage all over the county.

"There is a lot of work in the

county now, and a good part of it is going because of the efforts of our Business Manager, Dale Marr, his officers, and the hands coming to those boring night meetings to beat down the lizard lovers," Markham commented. "As repetitious as it sounds, this is why many of the jobs are going. They aren't just there like they were in the 60's. We have to fight for them. You can help Dale and the officers by going to those meetings when you get the call."

West Contra Costa

Hank Munroe reports that near the town of Hercules, Gallagher & Burk have picked up the earth moving for Standard Homes, another large project next to Centex Homes. This also is a very large subdivision development with the work spread over five or more years.

solid with people."

As a result of the overwhelming numbers, the council passed a resolution that "it never was, and never will be the intent of this council to hamper or stop growth in any way."

Newark and Union City are leaning heavily toward the industrial development areas. The City Councils in these two cities are almost dormant compared to Fremont, but once in a while they have encounters with groups of people complaining about things.

The City Council in Hayward is made up of a builder, an attorney, a school principal, a monument (grave marker) maker, two women (one of whom is the mayor) and a young man who is indebted to Cal State professor, Sherman Lewis.

The honorable professor Lewis is at this time the leading environmentalist in Alameda County. According to Marr, Mr. Lewis, a political science professor, seems to spend the majority of his classroom teaching time instructing his students the importance of protecting the environment at any cost. This gentleman has been total bad news to the working man and the development of Hayward. On any Tuesday night the City Council of Hayward will have a packed house full of Sherman Lewis students.

San Leandro has always been a very strong city. Under the leadership of Mayor Jack Maltester, San Leandro has begun an extensive downtown revitalization program. This project includes a \$30 million shopping complex, office space and light industrial plants. There is also some housing activity in areas of the city that have the room.

The money to complete the Grove Shafter Freeway is now becoming a reality. The City Council and businessmen have been aggressively pushing for this project in order to begin their downtown revitalization which will

(Continued on Page 19, Col. 1)

DEPARTED BROTHERS

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

Benson, Frank (Nina, Wife)	6-24-77
Box 5, Orleans, Calif.	
Brickell, William (Goldie, Wife)	7-17-77
Fortuna, Calif.	
Brown, Frankie (Jack, Brother)	7-3-77
138 Mallan St., Chula Vista, Calif.	
Fausett, Vernon (Myrna)	7-9-77
General Delivery, Wallsburg, Calif.	
Florie, Albert (Marvin, Nephew)	7-17-77
505 W. Ridge Road, Grass Valley, Calif.	
Killpack, Woodrow (Vesta, Wife)	7-11-77
3183 Eastcrest Rd., Salt Lake City, Utah	
Krigbaum, Clarence (Joelena, Wife)	7-23-77
1127 Redwood Blvd., Redding, Calif.	
Meister, Delbert (Marjorie, Wife)	7-17-77
Route 2, Box 631 D, Gridley, Calif.	
Overton, B. (Ethelyn, Wife)	7-10-77
2480 Berrywood Dr., Rancho Cordova, Calif.	
Paredes, Mary (Mariano, Husband)	7-21-77
852 Broadway, Marysville, Calif.	
Perkins, John (Mary, Wife)	7-15-77
P.O. Box 8781, Stockton, Calif.	
Prull, Reinhard (Pearl, Wife)	7-23-77
25521 Lincoln No. 91, Hemet, Calif.	
Root, George (Alicia, Wife)	7-17-77
1502 10th, Oroville, Calif.	
Reed, Roger (Joann & Helen, Daughters)	7-18-77
Alameda, Calif.	
Schribner, Luther (Ada, Wife)	7-9-77
504 Glide Ave., W. Sacramento, Calif.	

Sickels, Douglas (Nell, Wife)	7-26-77
1106 Bush St., No. 701, San Francisco, Calif.	
Sims, Walter (Walt, Father)	7-5-77
119 C Estates Dr., Roseville, Calif.	
Smithson, Stanley (Mildred Wife)	7-12-77
Route 2, Box 237D, Oakley, Calif.	
Talley, William (Laveda, Wife)	7-20-77
P.O. Box 653, Olivehurst, Calif.	
Taylor, Paul (Mary, Wife)	7-1-77
P.O. Box 97, Salyer, Calif.	
Torman, Charles (Gwen, Wife)	6-29-77
614 Canfield Rd., Ogden, Utah	
Vanorman, Charles (Catherine Conaway)	7-12-77
P.O. Box 177, Williamsburg, New Mex.	
Wharton, Lemon K. (Lemon K. Jr., Son)	7-26-77
P.O. Box 331, Calpella, Calif.	
Wright, Robert (Frances, Wife)	7-16-77
1802 Linda Avenue, Marysville, Calif.	

DECEASED DEPENDENTS JULY 1977

Farrell, Frances—Deceased July 8, 1977	
Wife of Harry Farrell—SS No. 468-18-3612	
Knox, Stephen—Deceased June 29, 1977	
Son of Lee Knox—SS No. 572-52-5377	
Markham, Glenn—Deceased July 10, 1977	
Son of DeWitt Markham—SS No. 572-24-9643	
Montna, Larry Jr.—Deceased July 3, 1977	
Son of Larry Montna—SS No. 564-54-7890	
Page, Mildred—Deceased July 3, 1977	
Wife of Charlie Page—SS No. 567-16-3965	
Smith, Mildred Lynn—Deceased July 13, 1977	
Daughter of Amos Smith—SS No. 253-82-1838	

Swap Shop: Free Want Ads for Engineers

FOR SALE: 1973 JEEP WAGONEER. Roof rack, radio and heater. Warn hubs, clean, 4 wheel drive: \$3,800. Anthony Baldwin, 1160 Oak Knoll Ave., Napa, CA 94558. Reg. No. 1235109. 7-77

FOR SALE: M-2460 GRADALL-371. GMC upper, 160 Cummins lower, 5/3 trans., 11 attachments, 15", 2", 3", 4", 5" buckets, ripper; 4' & 8' boom extensions. Air ram bracket, parts. \$10,000. Lincoln-Trailer mounted. Ted Simmons, P.O. Box 1278, Cupertino, CA 95014. Ph. 408/257-9193. Reg. No. 1011254. 7-77

FOR SALE: USED TIRES. 8.25 x 20 and 9.00 x 20—\$10 each. Used crankshaft for Cummins motor, new voltage regulator for 977 Caterpillar Loader. L. Mulhair, 97 Southridge Way, Daly City, CA 94014. Ph. 415/333-9006. Reg. No. 154371. 7-77

FOR SALE: 20 ACRE HORSE RANCH. 6 stall barn, large hay barn, shop, two machine sheds, fenced, good pasture, small two bedroom house w/fireplace. \$60,000. \$20,000 down. John D. Pugsley, Rt. 1 Box 144C, Eatonville, WA 98328. Ph. 702/847-9022. Reg. No. 0661395. 7-77

FOR SALE: CABIN CRUISER. 25 ft., 1963 Larsen fiberglass, twin 4 cyl. Volvo, inboard outboard. Trailer, depth finder, compass. Frank Wilson, 145 Rose Lane, Los Banos, CA 93635. Ph. 209/826-1450. Reg. No. 0386991. 7-77

FOR SALE: 1955 MACK DUMP TRUCK. 10 yard, very good condition, new paint and brakes, flat head six—\$3,760. Call after 5 pm. Melvin Amos, 2798 Fordham Street, Palo Alto, CA 94303. Ph. 415/326-7698. Reg. No. 1589172. 7-77

FOR SALE: TD 9 DOZER. runs good. Also, TD 9 for parts, both for \$4,730. 375 amp portable welder No. 1,250. W. L. Maddox, 17359 S. Mercy Springs, Los Banos, CA 93635. 209/826-0684. Reg. No. 1043556. 7-77

FOR SALE: 1976 OVERLAND. 33 ft., 5th wheel. Self contained. Take over credit union loan. Martin J. Ericson, 190 Cherry Way, Hayward, CA 94541. Ph. 415/276-1759. Reg. No. 0449707. 7-77

FOR SALE: STYLED STEEL FORD WHEELS. with rings and hubcaps (Torino). 1965 Mustang body parts. H. Gerth, 7907 Countess Ct., Dublin, CA 94566. Reg. No. 0877057. Ph. 415/828-5563. 7-77

WANTED: HEAD for Case 800 Diesel, part no. 73774. Leo Anderson, 692 Christine Dr., Danville, CA. Ph. 415/820-0360. Reg. No. 734731. 7-77

FOR SALE: BOAT. 1974 Fiber Form cabin cruiser, 22½ ft., fully contained, full canvas, 188 Mercruiser, engine run 173 hrs., w/Calkins Trailer

—\$9,500. Arthur Port, P.O. Box 1312, Central Valley, CA 96019. 916/275-8349. Reg. No. 845459. 7-77

FOR SALE: 74 CHEVY. ¾ ton pickup-camper special, loaded, w/fully self contained camper, very good condition. Peter G. von Perbandt, 782 Buena Vista Ave., Alameda, CA 94501. 415/865-0361. Reg. No. 1291023. 7-77

FOR SALE: 1967 GROVE CRANE. 10 ton hydraulic. Will sell on lease purchase. Don Sorah, 7954 Center Parkway, Sacramento, CA 95823. 916/391-1918. Reg. No. 1023173. 7-77

FOR SALE: ELECTRIC STOVE. custom crafted, hot point electric, like new, 2 ovens, self clean, harvest gold color—best offer. Bill Lauderdale, 10070 Craft Dr., Cupertino, CA. Ph. 408/253-2047. Reg. No. 0726735. 8-77

FOR SALE: Used and rebuilt TRACKS. rollers, idlers, sprockets. Everything goes cheap. Lewis Goltz, 3624 Haven Ave., Redwood City, CA 94063. Phone 415/369-3453. Reg. No. 0698364. 8-77

FOR SALE: TWO CUSTOM TOOL BOXES. one fits Ranchero or El Camino or most small pickups. Other fits feetside pickup, extra large with sliding trays. Fred Cucksey, 2330 Wooster Ave., Belmont, CA 94002. 415/591-754. Reg. No. 1351425. 8-77

FOR SALE: ACRE WITH VIEW. custom built 3-bdrm. 2 bath on sewer. Central H&A, carport, dbl/det garage. Fenced, barn, pasture, garden, orchard. Earl Law, 835 Thermatilo, Oroville, CA 95965. 916/534-1762. Reg. No. 1595073. 8-77

FOR SALE: 8 MM TURRY MOVIE MAGAZINE CAMERA. projector, light meter, editor splicer, screen, tripod. Also electric chain saw, 14 and 12 inch bar and chains. R. W. Mansfield, 9980 Fernwood Road, Stockton, CA 95212. 209/931-1853. Reg. No. 048182. 8-77

FOR SALE: CATERPILLAR PARTS. large assortment, all new: cyl. heads, brake shoes, trans. parts, U-joints, etc. Louis Lovotti, 400 Howard Ave., Burlingame, CA 94010. Reg. No. 0447006. 8-77

FOR SALE: ANTIQUE CUT ROCK HOUSE. exc. cond., 3 bdrm, fam. lv. rm., 1 bath, fenced yard and garage. 3 mile from mountains, 15 min. from golf course. \$25,000. Wm. K. Christiansen, Box 82, Mayfield, Utah 84643. Reg. No. 1600604. 8-77

FOR SALE: BUILDING LOT. w/water rights—\$5,000. Also, newly remodeled home, 4 bdrm., 2 bath, fam. rm., large kitchen, 1½ acres—\$50,000. Wm. K. Christiansen, Box 82, Mayfield, Utah 84643. Reg. No. 1600604. 8-77

FOR SALE: H. D. REPAIRMAN'S

TOOLS, gauges, drill bits, taps, dies, etc. \$350. L. Reeve, 302 E 39 Ave., San Mateo, CA 94403. Reg. No. 1051351. 8-77

FOR SALE: 1969 CASE BACKHOE. 580, 4 buckets, good condition—\$8,000. W. B. Apted, 8520 Kiefer Blvd., Sacramento, CA 95826. 916/381-2336. Reg. No. 0745149. 8-77

FOR SALE: SUN ENGINE ANALYZER. 1977 model, new condition, save over \$500 at \$3,450. S. E. Roberts, P.O. Box 1, Nelson, CA 95958. 916/343-0585. Reg. No. 1020068. 8-77

FOR SALE: 1956 CADILLAC. runs good, new paint, body in good condition. Jim Greco, P.O. Box 62, Mountain Ranch, CA 95246. Reg. No. 1139581. 8-77

FOR SALE: 9/10 ACRE. Big Valley Ranchettes, Modoc County. Good hunting and fishing area. \$2,000. Thomas E. Gilbert, 7220 Lloyd Lane, Anderson, CA 96007. 916/243-4169. Reg. No. 0813772. 8-77

FOR SALE: 14 ACRES on Winters Freeway north of Vacaville. 255 ft. well, pump house, some pines started and others fenced. Ray Woody, 460 N. Jefferson St., Dixon, CA 95620. 916/678-3268. Reg. No. 560-09-1512. 8-77

FOR SALE: 1974 30-ft. TERRY R-V FOLLY TRAILER. self contained less than 500 miles, 1977 Mark III model. A. K. Shephard, 3043 Sylmar, Clovis, CA 93612. Reg. No. 1087993. 8-77

FOR SALE: USED TRACKS, ROLLERS, IDLERS. some rebuilt, most sizes. Vertical Hyd. press, 3 phase, 200 amp Hobart gas driven welder on trailer. Lewis Goltz, 3624 Haven Ave., Redwood City, CA 415/369-3453. Reg. No. 698364. 8-77

FOR SALE: VACATIONER SLIDE IN CAMPER. 8 ft., sink, stove, ice box, sleeps four, Harry R. Soto, P.O. Box 94, Danville, CA 94526. 415/837-6328, after 6 pm. Reg. No. 553101. 8-77

FOR SALE: 1961 FORD FALCON RANCHERO. w/1971 6-cpl. 200 engine. Four speed Burg and Warner transmission, new starter and generator. Loren E. French, P.O. Box 2047, Clearlake Highland, CA 95422. Reg. No. 0623442. 9-77

FOR SALE: COLLECTION OF OVER 200 old machinery watch fobs. Paul E. Gooden, P.O. Box 282, Lockeford, CA 95237. (209) 727-3115. Reg. No. 1101963. 9-77

FOR SALE: 1971 PETERBILT. 3 axle, 318 Detroit engine, 5 & 4 transmissions: \$13,500. Rio water truck, (no pump) good condition: \$2,000. Layton paver, exc. condition: \$3,000. Charles Gebhart, P.O. Box 68898, Scotts Valley, CA 95066. (408) 438-4488. Reg. No. 1229814. 9-77

FOR SALE: 36 INCH MOAK bandsaw, 3 phase, 5 hp motor: \$2,000 or trade. Pickup bed within a bed dump Toms hydraulic unit: \$600 or trade. James Howe, 1855 Valley Vista, Auburn, CA 95603. (916) 346-2300. Reg. No. 0515926. 9-77

FOR SALE: 24 FT., 1972 IMF twin 302 Mercury ocean-racing hull, boat with trailer, exc. condition: \$15,000. R. A. Ferry, 1895 Ascot Dr., Moraga, CA 94556. (415) 376-9798. Reg. No. 817587. 9-77

FOR SALE: 1976 BARRINGTON MOBILE HOME. 14' x 17'. Two bedrooms, two bath, all electric, dish washer, many other features. O. J. Lenhart, 380 E. Pole Rd., Space 7, Lynden, WA 98264. Reg. No. 413266. 9-77

FOR SALE: 17' GALAXIE BOAT. 175 hp OMC, yellow/brown—sparkle trim, complete with canvas and access. Used three times, must sell, moving out of area: \$6,800. Fred Blolsi, 1225 Palo Duro Dr., Redding, CA 96001. Reg. No. 714897. (916) 547-4801. 9-77

FOR SALE: 40 ACRE FARM. with small house: \$500 per acre. Elden Shurtz, Delta, UT 84624. (801) 864-3493. 9-77

FOR SALE: 7 FT. DOUBLE DISC, 3 yrs. old, only used on about 30 acres: \$750. Jow M. Ware, 93 North Rancho Place, El Sobrante, CA 94803. Reg. No. 885484. (415) 223-3560. 9-77

FOR SALE: UTILITY BODY for long bed pickup: \$250. Duaine Warden, 18780 Orange Ave., Sonoma, CA 95476. (707) 996-6631. Reg. No. 1123477. 9-77

SWAP SHOP: COMPLETE G.M.C. Tora Flow diesel engine V-8, new injector pump, crank, rods and mains. Jess Parrish, P.O. Box 533, Manteca, CA 95336. (209) 239-3665. Reg. No. 1054983. 9-77

FOR SALE: APPROX. ½ ACRE. Robla District, Sacramento area. Gas, water and electricity available: \$2,000. James Sutton, 608 Bryte Ave., Bryte, CA 95605. Reg. No. 822705. 9-77

FOR SALE: SNAP ON TORO METER. 600 ft.-lbs.; T-wrench, misc. tools. Vern Brugg, 20 Cardozo Ct., Slough-house, CA 95683. (916) 354-2859. Reg. No. 429202. 9-77

FOR SALE: BUILDING LOT. El Paso Tex. Priced right. John H. Ault, Box 362, Gunnison, UT 84634. Reg. No. 921380. 9-77

FOR SALE: BRITTANY SPANIEL PUPS. 10 weeks old. Have had shots. AKC reg. available. White and orange females: \$75 each. Robert Harrison, 2129 Virgil Lane, Marysville, CA 95901. 743-5142. Reg. No. 289239. 9-77

FOR SALE: 4.9 ACRES undeveloped, 30 miles east of Fresno off Hwy. 180. Will trade for cabin cruiser in good condition. Paul W. Tessa, 2395 Delaware Ave., Space No. 104, Santa Cruz, CA 95060. (408) 423-3218. Reg. No. 538-760. 9-77

FOR SALE: 20 ACRES UNIMPROVED LAND in growing area. Close to town. Gilbert Santayo, Box 538, Battle Mountain, Nevada 89820. (702) 635-2864. Reg. No. 1478048. 9-77

FOR SALE: APPROX. ½ ACRE LOT in Redding, CA, wooded area, capped well, sewer, gas, electricity and city water. Can be divided into two parcels. Also two smaller building sites in Redding area. J. Paulazzo, 275 41st Street, No. 115, Oakland, CA 94611. (415) 658-6539 or 658-3048 after 5 pm and weekends. Reg. No. 865537. 9-77

FOR SALE: 1972 MATADOR 4 dr. sedan, V-8, PS, PB, A/C, radials. 1962 Mercury Comet, 4 dr. sedan, radio, heater, good tires. J. Paulazzo, 275 41st Street, No. 115, Oakland, CA. (415) 658-6539. Reg. No. 865537. 9-77

FOR SALE: FIBERGLASS SLOOP. 1 yr. old, w/aft cabin, 25 hp diesel, hot, cold running water, special comode, other features and extras. Will sell for just \$2,000 above what is owed, which is \$15,000. Will consider trade. Ken Mahoney, 455 41st Ave., San Francisco, CA. (415) 387-2552. Reg. No. 883769. 9-77

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.

Labor Caucus Hits Right To Work

(Continued from Page 2)

the 1962 Party Platform for California in which they supported the repeal. Section 14b allows individual states to enact right-to-work laws. Nevada and Utah in Local 3's jurisdiction have such laws.

The Committee also unanimously approved resolutions supporting President Carter's minimum wage proposal and reform of laws governing the National Labor Relations Board. They voted to oppose any further centralization of U.S. Postal Service operations.

On statewide matters, the Ex-

ecutive Committee voted to oppose an initiative being circulated in California which, if placed on the ballot and approved by the voters, would greatly reduce bargaining rights and union involvement for public employees.

The initiative petition being circulated in California dealing with public employee bargaining rights was strongly opposed by the party. Although the initiative concerns itself only with public employees, its success would immediately lead to a repeat of the 1958 right to work initiative which was defeated only after an ex-

pensive campaign waged by organized labor. The initiative drive is being lead by a conservative right-wing organization calling itself the Committee for Individual Rights. It is supported, quietly, by many local political figures who seek the support of organized labor when they run for reelection.

Local 3 business manager Dale Marr hailed the passage of the resolutions and the formation of a Labor Caucus. "It's about time some one decided to seek the advice of labor before a decision is made. I think that by having additional input before the fact, the Democratic Party and the state of California will benefit by the Labor Caucus."

When asked about the resolutions, Marr said that the fact that the party has taken a position on the anti-union initiative drive so early indicates that "the Democrats are proving again that they are friends of working people. The initiative is a trial run for another shot at a right-to-work law in California and it is important, in fact it is necessary to the survival of organized labor in California that we beat this initiative and beat it bad. Local 3 has been researching the behind the scenes players in this initiative and will be sharing our information with other unions. Many local politicians who pass themselves off as friends of labor are supporting this initiative and we intend to let that fact be known."

(Continued from Page 5)
ervoir filling in June, 1976, Dougherty explained.

The report by W. A. Wahler & Associates is one of seven reviews ordered by the Interior Department after the Teton disaster.

The report on the \$171.4 million Soldier Creek Dam stated that there was no cause for immediate alarm, so long as the reservoir is not permitted to rise above current level. The consulting firm criticized the choice of materials, the design and the location of the 265-ft-high earthfill on the Strawberry River.

Business Rep. Wayne Lassiter reports that the sand and gravel plants in the Salt Lake City area have been busy this summer, especially Concrete Products Company. CPC's "white hill" operation has doubled in manpower and equipment and the company has bought two new batch plants and put in a conveyor belt of approximately ½ mile. It has been a good season and more to come.

Peter Kiewit Sons has the clearing on I-80 West from Redwood Road to 5600 West. The contract amounted to approximately \$900,000 and they are on the last leg of the job with hopes of another \$200,000 to finish out the season. Doug Jones is Superintendent on the job.

Gibbons and Reed Company is in full swing around the valley. They have picked up more work this year than for many years in the past.

Business Rep. Don Strate reports that the Department of

Transportation has "apparently stopped playing political games" with funds for new construction on Utah's Interstate System. They have advertised for bids on half of the bypass road system south of Price, Utah. "This is a long awaited project which should have been built long ago," Strate said. Bid specifications call for approximately five miles of grade with 1,590,000 yds. of excavation and 351,000 yds. of granular borrow as well as two structures calling for 5,018 cu. yds. of concrete. The State has allowed 240 working days on the project.

The Emery Power Plant is a beehive of activity. The second unit is well under way.

East Bay Politics

(Continued from Page 18)

run \$500 million.

Like San Leandro, Oakland's position on growth has remained strong for many years, and with the new mayor, Lionel Wilson working with a good strong council they are beginning to do the things an established city needs to remain healthy and alive.

At this time, the City of Pleasanton has adopted a "stop everything" attitude, supposedly to be better prepared for future growth.

The City of Livermore seems to take great pride in being a completely closed community.

The Board of Supervisors in Alameda County is a most interesting board. The senior member, Joe Bort, is a man who seems to be constantly put in the middle of

issues as being the swing vote. The two next oldest members, Charlie Santana and Fred Cooper (both of whom are up for re-election in '78) have been very friendly to labor's cause. That leaves us with the two newest members of the Board. John George is the first black to serve and Valerie Raymond is the first woman member. At this time, these two members seem to be bonded together in support of each other's views and attitudes.

The single most important issue before the Board at this time is the General Plan Amendment to allow the building of Las Positas. The vote on this issue is scheduled for September and your agents are busy talking to the members of the Board trying to get their support.

Get Yours!

Members and their families planning a trip to Disneyland or Disney World may want to join the Magic Kingdom Club first. A free membership card in the Club will take the edge off the costs of such a trip, by getting good discounts on tickets, and motel and auto rental savings. Write to Ken Erwin, Operating Engineers Local Union No. 3, 474 Valencia Street, San Francisco, Ca. 94103, or call him at 415/431-1568 to obtain a membership card in Local 3's chapter of the Club, or for more information.

1977 SCHEDULE OF SEMI-ANNUAL MEETINGS

Location: Masonic Auditorium, 1111 California St., San Francisco, Ca.
 Dates: Saturday, Jan. 8th (1:00 p.m.); Saturday, July 9th (1:00 p.m.)

DISTRICT AND SUB-DISTRICT MEETINGS

SEPTEMBER

8 Santa Rosa, Thurs., 8:00 p.m.
 15 San Jose, Thurs., 8:00 p.m.
 23 Salt Lake City, Fri., 8:00 p.m.
 24 Reno, Sat., 8:00 p.m.

OCTOBER

11 Eureka, Tues., 8:00 p.m.
 12 Redding, Wed., 8:00 p.m.
 13 Marysville, Thurs., 8:00 p.m.
 19 Honolulu, Wed., 7:00 p.m.
 20 Hilo, Thurs., 7:30 p.m.
 26 San Francisco, Wed., 8:00 p.m.

DISTRICT AND SUB-DISTRICT MEETING PLACES

San Francisco, Engineers Bldg., 474 Valencia St.
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.
Reno, Musicians Hall, 124 W. Taylor Street.
Watsonville, Veterans Memorial Bldg., 215 Third.
Santa Rosa, Veterans' Memorial Bldg., 1351 Maple.
Provo, Carpenters Hall, 600 South, 600 East.
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
- ☐ First Mortgage Loan
- ☐ Second Mortgage Loan
- ☐ Assistance in Refinancing Automobile Loan
- ☐ Temporary Disability Insurance
- ☐ Share Insurance Protection on Share Deposits

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SOC. SEC. NO. _____

TELEPHONE _____

Have You Checked Your Dues?

Dues Schedule for Period 10-1-76 through 9-30-77

Local 3	\$75.	(Per Qtr.)
Local 3A	\$72.	(Per Qtr.)
Local 3B	\$72.	(Per Qtr.)
Local 3C	\$72.	(Per Qtr.)
Local 3E	\$72.	(Per Qtr.)
Local 3R	\$72.	(Per Qtr.)
Local 3D	*Variable by Unit	

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.

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. _____

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



Or Apple In Disguise?

A Snake Is Always A Snake

The story line in one of today's rock ballads tells about a young woman out on a winter walk, who finds a snake lying frozen by the road. Feeling sorry for the snake, she picks him up and places him next to her bosom to warm him. The snake revives and quickly proceeds to bite the young lady.

"Why did you bite me?" she asks. "I felt pity for you and warmed you at my bosom. I saved your life!"

The snake's quick reply was, "You knew I was a snake when you picked me up!"

In our political as well as our personal lives, we Americans keep picking up snakes and then wondering why they bit us.

We perceive certain politicians to be scoundrels, vote them out of office, then give them a second chance, sometimes even while they are serving time behind bars. They bite us again. We knew they were snakes.

We tend to carry these same kinds of judgments over into our personal lives and social philosophies.

People who can't cope with community and personal responsibilities become FOLK HEROES.

The film star who marries ten times and has five children out of wedlock is praised and envied by all.

The "talented" and "creative" rapist of a thirteen-year-old child is allowed to plea bargain his way out of charges that would have put some poor slob like me or you behind bars for 199 years.

One group of rock freaks makes more money and get more press in one night than a whole campus of Nobel Prize professors get in a year. This, while corrupting our young with lyrics pushing kinky sex and mind bending and body destroying drugs.

Pornography dealers, gang leaders, boxers turned heroic bodyguards for the privileged fearful, these are but a few of the snakes we pick up in the name of freedom and democracy. Why?

Politicians hire campaign staffers from the defeated opposition and frequently put their losing opponents on their own payrolls! When bitten, they sing sad songs about loyalty or simply shrug their shoulders and say, that's politics.

In corporate life, executives play musical chairs, always selling their services to the highest bidder. Taking expertise gained at one company and often using it against the company at whose bosom they originally fed.

A super on the job knows that Joe Engineer hasn't an iota of mechanical ability but he moves him from failure to failure, hoping he can catch on somewhere. It seldom works, and the "hand" lives out his working life on the edges of the trade, biting fellow

A POLITICAL ANALYSIS

Art Of The Possible

BY KEN ERWIN



employees and employers alike.

Some myths we support include:

- Jock heroes can do no wrong. (Witness the wrist-slap given by the court to two convicted Dolphin cocaine peddlers, a few months in a local stockade with no record after time served. The fraud scandal that engulfed several Pittsburgh Steelers stars may well end in the same kind of light-handed justice.)
- Big business is for the working man.
- Crooks can be rehabilitated.
- Environment and heredity can be overcome.
- Silk purses can be made out of sow's ears.
- The under-dog should always win.

Despite any body of statistics that disproves any and all of the above, and most do, exceptions never being the rule, we continue to pick up the snakes. They continue to bite us.

The easiest explanation would seem to be that we suffer from a national psychosis. A psychosis compounded of Anglo-Saxon romanticism, misinterpreted Christian charity, guilt and self-doubt. The end result being a kind of nation-wide DEATH WISH. So, we keep picking up snakes even though we know what they are.

We know the truth but we refuse to accept it. Because if we accept the truth about others, we would have to accept the truth about ourselves and that is the hardest truth of all.

Knowing the truth about ourselves could be devastating and lead to a whole new order of things. We might then have to heed Shakespeare's exhortation to "First be true to thine ownself; then it follows as night unto day thou canst not be untrue to any man."

Then we would have to live like Caesar's wife, "without reproach."

Since we all so firmly believe "that good guys finish last" it is unlikely that crime, violence and war will ever disappear from this nation.

So... if you can't whip them, join them and go on picking up the snakes. Maybe they are only apples in disguise!

Surveyors Win Prevailing Rates

(Continued from Page 1)

system. Second, we must continue to seek relief from and provide assistance for those duly appointed to both state and federal agencies to protect the rights of working people."

The Business Manager was also pleased with the action taken by Don Vial, saying that Vial's ruling for the northern region of the state demonstrated his awareness of the problems that have confronted craftsmen in the surveying field.

Enforcement of the law will now put employers of our qualified union craftsmen on an even—if not better—footing in their competition with non-union employers," Marr commented. "I say better footing, because our surveyors who have been trained through the apprenticeship program are in nearly all cases better craftsmen than their non-union counterparts."

The basic straight-time hourly rate for certified chief of party is \$12.31; for chief of party,

\$12.01; instrument man, \$11.12; and for chainman/rodman, \$9.98. In addition, public works employers must also pay overtime beyond eight hours per day, recognized holidays, and certain amounts to health and welfare, pension, and training funds.

According to the U.S. Department of Labor, total U.S. employment is expected to increase by nearly one-fourth between 1972 and 1985, rising from almost 82 million to more than 101 million.