

Caltrans changes gears, will speed highway jobs

The Deukmejian administration, in an abrupt departure from policies over the past eight years, is moving to speed highway construction and eliminate lengthy delays caused by environmental reviews.

The new governor's acting transportation director, John Kozak, said this month that there will be a "significant increase in advertised projects in the next nine months." A list of approximately 175 projects was announced by the department.

The 35-year veteran of the depart-

ment has been advised by transition advisor Robert Best that the new administration wants to "move ahead and get the jobs out there."

"Unless someone tells me to go slow," he said, "I'm assuming my mission is to go fast." During his campaign for governor, Deukmejian vowed to end "exotic experiments" and "bizarre notions" of former Caltrans Director Adriana Gianturco.

The interim Caltrans chief said he is trying to streamline the environmental impact review process that has delayed

highway projects for years in some cases." It takes a lot longer to do things than it should," Kozak said.

The new administration will continue to do all the environmental studies required by law but "may not spend as much time massaging it. There's been too much t-crossing and i-dotting beyond what needs to be done and far beyond any other state in the Union," he commented.

In announcing the change in policy, the department published a list of 175 projects totaling over \$200 million that

are tentatively planned for the speed up. These would include such projects as:

- The Yolo Causeway between Sacramento and Davis, slated to undergo \$4.5 million in repairs to repair bridge decks and girders.
- An additional \$3.5 million earmarked for strengthening Sacramento freeway overpasses to survive earthquakes.
- A \$5 million project to repair Interstate 80 between Donner Summit and

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ENGINEERS NEWS

OPERATING ENGINEERS LOCAL UNION 3, AFL-CIO

VOL. 34, NO. 1

SAN FRANCISCO, CA

JANUARY 1983

Important Notices

See page 6 for information regarding the 1982-83 Local 3 Scholarship Contest. See page 12 for a notice on Grievance Committee elections.

AFL-CIO gets extra benefits in gas tax bill

Additional weeks of federal supplemental unemployment benefits were included by a House-Senate conference committee in the final version of the highway and mass transit bill.

The highway bill, funded by a five-cents-a-gallon rise in the federal gasoline tax, is expected to generate more than 300,000 jobs as money spent on wages, materials and equipment ripples through the economy.

Because it was the last major bill to be acted on, the Senate used it as a vehicle for pushing through another temporary extension of unemployment compensation for the long-term jobless. The amendment was adopted by the Senate on a 93-4 vote and accepted intact by House conferees.

It adds from two to six weeks of entitlement to the supplemental unemployment compensation program that began last September and is scheduled to end on Mar. 31, 1983.

Under that program, workers in 36 states with the highest insured unemployment rates have been entitled to 10 weeks of federal payments after other benefits have run out. Workers in states with lower rates have been entitled to either eight weeks or six weeks.

The new legislation uses a different formula in allocating additional weeks of benefits. The Labor Dept. estimates that 27 states will qualify for six additional weeks of entitlement, 12 states for an extra four weeks, and 11 states for two added weeks. With President Reagan's veto threat having killed direct job-creating legislation, the Administration-supported highway bill was the only measure of the lame-duck session that had the potential to spur economic recovery.

For that reason, the AFL-CIO endorsed it and did not oppose the increased gasoline tax despite labor's preference for other means to finance it.

The bill's troubles came from the President's party — a filibuster led by three right wing Republicans, Senators Gordon J. Humphrey (NH), Don Nickles (OK), and Jesse Helms (NC). Their argument was that the higher taxes would retard recovery. It required series of cloture votes, a session that ran 37 hours, and both Saturday and Sunday meetings of the Senate to get the bill to a vote. The necessity for a House-Senate conference agreement and final action by both bodies added to the frustrations of a Congress that had repeatedly postponed adjournment deadlines.

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Stapleton gives state of union report, urges unity at Semi-annual meeting

Operating Engineers filled the Seafarers International Union auditorium this month to hear Business Manager Tom Stapleton give a report on the state of the union and the construction industry.

The current employment situation and efforts by the new Local 3 administration to reduce operating costs of the union were keynote topics of the meeting.

"We've been able to make some gains as far as fighting the expenditures," Stapleton declared. "Compared to this same time in 1981, we've cut monthly expenditures by \$264,000—\$90,000 of that is wages and fringes," due to the fact that the local is currently operating with 35 fewer employees than when the new administration took over.

The work picture remains gloomy at this time, though there are some indications that work in some sectors will begin to pick up by spring. But as it now stands, Stapleton stated, there are 3,300 fewer members in Local 3 now than in October 1980 and nearly 3,900 less jobs this year than last.

"We hope the 5-cent gas tax will provide some relief for our members," Stapleton commented. However, in order to get the maximum benefit from this increase, it looks as though the state may have to increase the state gas tax another five cents.

The problem is in obtaining matching dollars, Stapleton explained. The state has to come up with approximately 10 percent of the money for most federally funded highway projects, and more in some cases. As it now stands, the state highway fund is nearly broke. The current recession has depressed revenues so much that even the 2-cent increase that went into effect this month will not provide all the funds that were anticipated.

"I am a little bit disturbed about even the first 5 cents," Stapleton conceded. "It's true that the money will create

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Business Manager Tom Stapleton gives a state of the union report to the members at the Local 3 semi-annual meeting.

Court backs labor on Davis-Bacon bill

Washington — A federal court this month issued a permanent injunction blocking Labor Dept. regulations that would have undercut Davis-Bacon Act wage protections on federally funded construction.

The trade union movement had accused the Labor Dept. of flouting the intent of Congress, and U. S. District Judge Harold H. Greene agreed.

His decision nullified all but one of the Davis-Bacon Act regulatory changes the Labor Dept. sought to put into effect, and Building & Construction Trades Dept. President Robert A. Georgine termed the ruling a "signifi-

cant victory for all workers."

Judge Greene's action was a follow-up to the preliminary injunction he issued last July, which prevented the regulatory changes from taking effect until the issues raised by the building trades and the AFL-CIO had been resolved.

His final order made it clear that the Secretary of Labor can't simply overturn half a century of administrative precedents without making a strong showing that the intent of Congress has been misinterpreted over the years.

As Judge Greene saw it, "the basic issue governing this lawsuit is relatively

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By T.J. (Tom) Stapleton, Business Manager

LOOKING AT LABOR

ENGINEERS NEWS

WIPA

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

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ENGINEERS NEWS is published monthly by Local 3 of the International Union of Operating Engineers, 474 Valencia St., San Francisco, CA 94103. Second class postage paid at San Francisco, CA. USPS Publication Number 176-560. Subscription price \$30.

By now it ought to be clear to everyone that President Reagan's "supply side economics" program is nothing more than textbook mythology. In school, when you flunk a course, they kick you out. Unfortunately in Reagan's case, a failing grade in economics doesn't hurt him nearly as much as the millions of Americans he has put out of work.

If you want to get a failing grade like Reagan in economics, this is what you do. First, you make some value judgements based on ignorance. Here's a few for starters:

- The only way to fight inflation is to jack up the interest rates so high that you strangle the economy.
- Interest rates are like blood pressure. They will subside on their own accord once the patient is dead.
- People are less important than percentage points. If you can reduce inflation a few points, so what if a few million more people are out of work.
- The "trickle down" theory is the best way to revitalize the economy. Give the wealthy more money through tax breaks, and because of their generous natures and wise investment planning, they will buy more Rolls Royces and Mercedes Benz. This should create more jobs in England and Germany.
- In order to make unemployment less attractive to the growing hordes, they should be taxed. This will encourage them to look for work. Once this program is underway, we

How to get a failing grade in economics, like President Reagan

can then begin to tax the blind to encourage them to see, the deaf to hear, the lame to walk, and of course the sick to heal. Then later, we can deal with the problems of the elderly.

Next, once you have determined your plan of action, you implement your program on the best guinea pig of all—the American people. Then all you have to do is sit back and watch the economy wither. When the going gets rough, you simply let your advisors explain what is happening. Their basic line of reasoning will go like this: "Yes, things do look a little gloomy at the moment, but relax, it has only been two years. Prosperity is just around the corner and we encourage everyone to stay the course (and flunk it with Reagan).

"Look what we have been able to do already. Inflation is down (because no one can afford to buy anything and so retailers are giving merchandise away), interest rates are dropping (along with all other life support systems) and Wall Street is booming (that's where all the "trickle down" money is being spent).

"Therefore things are looking up. Just think where we will be in a couple more short years."

I have been thinking a lot about where Reagan should be in another

two years and it is not the Oval Office. Unfortunately, we cannot afford another two years of his economic program before we vote him out. We need to influence our congressmen to act now to put America back to work.

The five-cent gas tax that will help revitalize our nation's highways and bridges is only a small start. Reagan has firmly resisted any further efforts in this direction, such as rehabilitating housing projects, repairing deteriorating railways and building the water development projects that are so vitally needed.

Reagan calls this "make work." He obviously never learned one of the most true and basic economic principles of all—that money spent building and rehabilitating is money that is circulated and recirculated throughout our economy where it is most needed—in the hands of working men and women.

Even as the President argues that any job stimulus program would come too late to help the economy, the chairman of his Council of Economic Advisors tells us that it is likely to be five years or more until unemployment comes down even to the 6 to 7 percent range. It wasn't all that long ago that five percent was a cause for concern.

There is plenty of work to be done—real work. And there are people that are jobless—real people. I think it is time Reagan get out of school and start dealing with the real world.

McCarthy sworn in at inauguration

Standing on a platform packed with friends and supporters, former Assembly Speaker Leo McCarthy was sworn into office this month as the state's new Lt. Governor. He called on his colleagues to forsake politics-as-usual and enter into a "productive partnership" that would "make this system of government work," in the current period of unemployment and fiscal crisis.

Government, he said, is supposed to enhance civil rights and education, while enabling Californians to compete fairly in the job market. McCarthy was sworn in by Supreme Court Justice Cruz Reynoso. Originally, McCarthy's swearing in was scheduled for the senate chambers, but the large crowd of supporters made it necessary to have the ceremony outdoors.

Pictured to the right is Justice Reynoso giving McCarthy the oath of office. Below, the new Lt. Governor talks with reporters after the ceremony.



PROJECT

Reclamation awards \$17.4 million contract for Santa Clara Conduit

The Bureau of Reclamation has announced a \$17,451,387 contract to construct the first section of the Central Valley Project's Santa Clara Conduit in Santa Clara County, California. The contract was awarded to the joint venture of John A. Artukovich Sons, Inc., and John A. Artukovich, Jr., of Azusa, California. The Artukovich bid was the lowest of 19 contractor bids received.

Commissioner of Reclamation Robert N. Broadbent said Section 1 work on the Santa Clara Conduit involves construction of the first 10.3 miles (16.7 kilometers) of the 21.4-mile (34.5-kilometer) conduit. The work also includes excavation and backfill for pipe trenches; installation and furnishing of 96-inch diameter pipe; and construction of two valve structures. Section 1 work is expected to be completed in about 27 months. Section 2, the remaining 11 miles of the Santa Clara Conduit connecting the Section 1 pipeline with the Santa Clara Tunnel, will be constructed under a separate contract scheduled for future award. The Santa Clara Conduit is a key feature of the San Felipe Division, designed to bring water from San Luis Reservoir through the Coastal Range to Santa Clara, San Benito, and Monterey Counties. The conduit will transport water to the Santa Clara Valley Water District conveyance facilities in Santa Clara County.

House approves Miller amendment improving chances for I-680 aid

Congressman George Miller has won House approval for his effort to authorize new federal funding for the widening and improvement of the Interstate 680-Highway 24 interchange in Walnut Creek. Miller's proposal was included in the Surface Transportation bill which passed the House last night. The Miller provision restores the interchange project to the federal "completion list," making it eligible for portions of the \$4 billion in highway construction funds which will be available for each of the next four years.

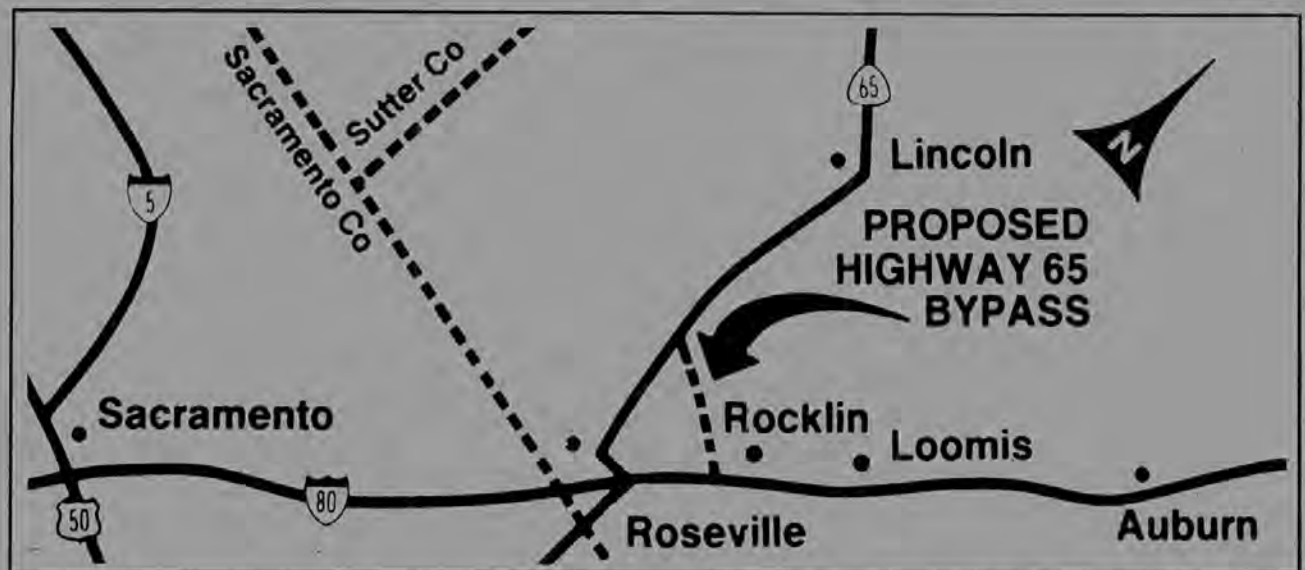
"The current two-lane interchange was never intended to carry the heavy traffic which uses I-680 today," Miller said. "The current design is inadequate and dangerous. I have worked closely with officials from Contra Costa County and the state of California (Caltrans) who have placed the widening of the interchange at the top of their priority list. Inclusion in the bill passed by the House removes a significant roadblock which prevented use of federal highway construction money, and increases our chances for beginning this important reconstruction project." Miller termed the overall highway bill "an essential and overdue reinvestment in our multi-billion dollar interstate highway and public transportation systems." As a result of efforts by the California delegation, the state's share of money from the legislation nearly doubled to \$943-million.

Miller noted that the legislation contains a "Buy America" provision which mandates the use of U.S. manufactured materials in the construction program. "I supported this provision because I think that it is important that American industries and taxpayers who pay for the costs of this effort share the economic benefits of this investment of public money," Miller said. "This provision is intended to prevent a repetition of the situation in our own country in which foreign steel was used in the construction of a new bridge and a local steel manufacturer went out of business."

According to the county, Miller said, there are about \$14-million in other roadway improvements which might qualify for funds contained in the new legislation. In addition, the purchase of buses and other equipment by the Central Contra Costa Transit Authority could be financed through funds for public transportation provided in the bill, which now goes to the Senate for action.

Teichert wins bidding contest in Highway 20 realignment

The Teichert Construction Co. of Sacramento is the unofficial low bidder to realign state Highway 20 between Grass Valley and Penn Valley, the California Department of Transportation has announced.



State commits more bypass funds

The California Transportation Commission gave a big boost last month to development of the high-technology electronics industry in south Placer County by committing an additional \$30 million toward construction of the Highway 65 bypass at Roseville. There are some strings attached to the money, by Mayor Peter Hill of Rocklin, chairman of the joint South Placer Policy Committee, said the cities of Rocklin, Roseville and Lincoln and Placer County could accept them. "I think it's a very positive step forward," Hill said. "Just what we wanted them to do."

In a voice vote, the commission agreed to move the \$30 million out of a reserve status, where it's been for two years while the four south Placer jurisdictions jointly planned how to balance jobs and affordable housing in the next 15 years. The commission already has committed \$17 million, part of which is being spent for an environmental impact report — scheduled for public hearing next May — and the design of the two-lane, four-mile expressway along a full multilane freeway right of way. The \$30 million commitment is conditional on continued local support of joint plan-

ning by the South Placer Policy Committee. More importantly, the money is tied to the adoption by next July 1, "by ordinance, resolution or other normal means" of revised general plans in all four jurisdictions showing housing elements that assure all workers — especially low- and very low-income workers — will have a chance to live near their jobs. Hill said it will be difficult for all four governments to make the July 1, deadline, but it's reasonable to expect them to do so. The commission questioned whether the south Placer governments has complied with agreements made in 1980 on planning a balance between jobs and housing before the \$30 million is committed. The commission was, and apparently still is, worried that unless most of the growing work force can reside in south Placer, commuter demands on Interstate 80 could cause congestion and require substantial investments in I-80's expansion. But, Judith Hopkinson, who made the motion to commit the \$30 million, said she now believes the 1980 agreement "required certain things to be undertaken to show what is needed (to balance housing and jobs), not that they be accomplished. The agreement does not say adopt this, adopt that."

Placer Agency studies 16 small hydro generation projects

The Placer County Water Agency is exploring construction of 16 small hydroelectric projects from Alta to Lake Theodore, north of Auburn. The projects, ranging in size from 36 to 241 kilowatts, would be along a large water delivery system the water agency has agreed to buy from Pacific Gas and Electric Co. The agency has received federal permits to investigate construction of 11 of the projects. Agency officials also have taken steps to compete with a private company, Gold Run Hydro Inc., for the remaining five sites, agency counsel Ed Tiedemann said.

The permits received from Federal Energy Regulator Commission allow the agency 18 months to decide whether to request federal licenses for the projects, Tiedemann said. The agency's board has decided the projects fall under state regulations the exempt them from environmental review. Most of the sites are along the 89-year-old Boardman Canal, the backbone of the 30-mile-long water delivery system. Projects also are proposed for the system's lakes Alta, Theodore and Arthur. The water agency voted in September to pay PG&E \$512,500 for the system. Agency officials have signed a purchase agreement and are waiting for PG&E to send it back, agency general manager Bill Grant said. The sale is subject to the approval of the California Public Utilities Commission.

Shift of control studied for State Water Project

A move to split the vast State Water Project away from the state department of Water Resources and

make it an independent authority is being weighed by Southern California water interests and the California Chamber of Commerce. Larry Kiml, manager of the chamber's resources group, said the idea has been discussed for the last 18 months by a task force that includes representatives of Southern California's Metropolitan Water District and Kern County Water Agency. Warren Abbott, assistant general counsel for the Metropolitan Water District, confirmed that MWD, which wholesales water from the project to 31 water districts in the Southland, is interested. The project has a separate budget and its costs are met by the 31 buyers.

The move to make the project an independent authority stems from fears that the DWR isn't aggressive enough about finding more northern water for the south. The MWD is especially worried. It seeks to replace Colorado River water it will start losing to Arizona in 1985. "The DWR has a planning function and it gets into water quality," Abbott said. "That might cut back the amount available. There is a fear that the state is not doing its best to get more water for the State Water Project."

Pleasanton OK's freeway improvements

PLEASANTON — The City Council unanimously agreed "in concept" to the construction of six freeway improvements, including the controversial West Las Positas Boulevard interchange last month. But staff and council members noted a final decision is still a long way in the future. "You have many steps along the line where you will be able to change your mind," said Public Works Director Bob Warnick.

Traffic studies prepared for the city indicate the interchange will be needed by 1989. The city needs to get started on the project now, said Warnick, because gaining state approval is time consuming. "I for one don't want the interchange if we don't need it," said Councilman Ken Mercer. But if it looks like it's needed, he said, he will support it. The improvements will be funded by north Pleasanton commercial and industrial property developers through an assessment district.

UPDATE



By HAROLD HUSTON, President

A Personal Note From The President's Pen

The year 1982 is now history. We must look forward to 1983 and face the many challenges before us. You can talk to 100 different economists and each of them has a different prediction on what this year will bring us. One thing is certain, labor must have jobs to survive. Our members are highly skilled craftsmen who want to work; we don't want something for nothing. Maybe if all of us would give our 100% effort to try and solve the problem rather than blaming someone else it might be a start in the right direction. Your officers will continue to fight for jobs as we have done heretofore. We appreciate your tremendous support; together we will succeed.

The District Meetings held at Ogden, Utah, Reno, Nevada and Watsonville were well attended. It's nice to see the membership again interested in your local union and anxious to attend meetings and take an active part. My personal congratulations to the newly elected By-Laws Committeemen from each district. You have a very difficult job ahead of you which will require your complete effort and dedication.

Beginning in January we will be having the round of Retiree Association Meetings again. These are scheduled on the same day as the District Meetings so all your officers can attend.

We are most happy to report at the Pension Trust Fund Board of Trustees Meeting held on November 29, 1982 the Board authorized the payment of a full month's additional pension checks to be paid in April, 1983 to all living retirees and beneficiaries who were on the pension rolls as of May 31, 1982 and who are eligible for pension benefits on April 1, 1983. This will cost approximately 2 million dollars. We know the Retirees and your lovely wives need their money with the cost of everything increasing daily.

I hope you have been listening to the news, and reading your newspapers lately as to the actions of our Lame Duck Congress. One day we read the Democratic-controlled House, scoring a veto threat, approved by a scant four votes a 5.4 billion dollar

Christmas time jobs bill to combat a "deep depression" and 10.8 per cent national unemployment. The next day we read "Congress Kills Jobs Funds!"

House Democratic Leader, Jim Wright, of Texas said it was the first step towards the country helping itself out of a "deep depression" and party aides said it would create at least 300,000 new jobs. The House action came as Democrats in the Senate failed, 53-44, in a bid to pass a 10.2 billion dollar jobs bill of their own.

That proposal was offered as an amendment on a bill providing a nickel-a-gallon increase in the federal gasoline tax. It would provide 5.5 million dollars for bridge and highway repairs and mass transit improvements. Its sponsors claim it would create 170,000 jobs in the beleaguered construction industry, though that would barely dent a 10.8 per cent unemployment rate - with 12 million Americans out of work.

Last minute amendments to the federal gas tax bill would provide money to untangle the traffic-snarled interchange at Interstate 680 and Highway 24 in Walnut Creek.

An amendment by Representative George Miller, D-Martinez, to the 70.8 billion dollar highway and mass transit bill would make the local project eligible for some of the 5.5 billion dollars a year the bill would generate by a five cent federal gas tax through 1988.

The State Department of Transportation had requested 55 million dollars in funds for the Walnut Creek interchange project, but the Federal Highway Administration in October agreed to fund only about eight to ten million dollars, or 15 per cent of the construction.

The interchange was excluded from full federal funding because it's classified as an interstate "gap" project with less than two lanes in each direction. Miller's amendment, while not naming the interchange specifically, would make such "gap" projects eligible for funding.

Caltrans officials said they don't know exactly how

much total money the state will receive if the federal bill is passed, but a spokesman in Miller's Washington office said the state's share would be about \$943 million.

Under the bill's formula, every state would be guaranteed at least 85 cents in federal highway fund for every one dollar it contributes to the highway trust fund. California currently gets 70 cents for every one dollar. The county has about 14 million dollars in other roadway improvement projects that might qualify for funds contained in the bill.

The Federal Reserve Board, concerned about continuing weakness in the national economy, reduced to 8.5 per cent the interest rate it charges banks. That's the lowest level in four years for the so-called "discount rate" and the seventh cut since mid July.

Most of the previous reductions were followed almost immediately by declines in private lending rates such as those charged by commercial banks. Both government and private economists have said repeatedly that lower interest rates are the key to recovery from the long recession.

Martin Feldstein, chairman of President Reagan's Council of Economic advisers, said that "the economy is currently weak; the economy currently is in recession."

The Federal Reserve governors listed "current business conditions" first among their reasons for the new discount rate reduction.

Their full statement read: "The further half-point reduction in the discount rate was taken in light of current business conditions, strong competitive pressures on prices and further moderation of cost increases, a slowing of private credit demands and present indications of some tapering off in growth of the broader monetary aggregates."

In other words, inflation is still well down from the past few years, slack demand for loans is not pushing rates higher and growth in the nation's money supply may be slowing.

Gas tax bill goes through despite Helms filibuster

(Continued from Page 1)

When Helms took the floor to renew his filibuster after the House had approved the conference report and adjourned, he was tongue-lashed by a member of his own party. "Seldom have I seen a more obdurate, more obnoxious performance," Sen. Alan K. Simpson (R-Wyo.) said to the obvious approval of his colleagues.

The estimated \$5.5 billion to be raised by the bill will be allocated to states for road, bridge and transit projects.

A byproduct of the legislation is the strengthening of the Davis-Bacon Act's prevailing wage protections against an effort to narrow the law's coverage.

The 1956 law that launched a major program of federal highway funding applied Davis-Bacon wage protection to "initial construction," which over the years has been interpreted to include all major resurfacing, restoration and rehabilitation.

But the Federal Highway Administration has reinterpreted the language to mean that only entirely new construction should be covered by Davis-Bacon wage standards.

Both the House and Senate Public Works Committees wrote into the legislation acted on by Congress a Davis-

Bacon clause that dropped the qualifying word "initial" before the word "construction," thus putting Congress clearly behind the union interpretation of the law.

Amendment to restore the phrase, "initial construction," were rejected by both the House and Senate.

States will receive an average 43 per cent boost in highway construction money because of the nickel increase in the gasoline tax, with some faring much better than others, according to Transportation Department estimates.

The figures show that construction money to be made available this fiscal year will be about \$3.34 billion above last year's total. The government apportioned about \$7.6 billion to states for all types of highway construction in fiscal 1982.

The administration says the 5-cent boost in the gasoline tax, coupled with increases on various truck fees and taxes, are expected to generate \$5.5 billion a year over the next four years. About 20 percent of that goes to mass transit with the rest going into the federal highway trust fund.

The gasoline tax will go to 9 cents per gallon in April 1, with the boosted truck fees taking effect Jan. 1, 1984.

Distribution of that revenue, as established by the just ended 97th Congress, is to be based on a variety of factors including highway miles, population and volume of highway travel.

The preliminary figures obtained by Associated Press show that while some

states will receive increases of no more than 25 percent, eight states will see at least 65 percent more money this year than last.

Officials of the Federal Highway Administration attributed the wide range changes Congress made in the formula distributed money for primary

roads and to a requirement that all state receive at least 85 percent of the amount it accounts for in federal highway taxes.

Department figures show about \$11 billion going to states for construction and repairs on interstate primary and secondary roads as well as bridges.



Local 3, Building Trades picket nonunion project

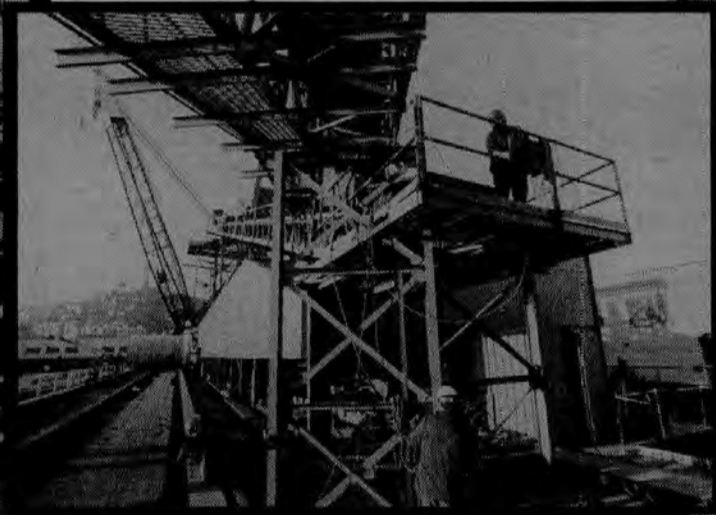
Members of Local 3 and the San Francisco Building Trades put an informational picket up at a condominium job this month near Fisherman's Warf. General contractor A. Cal Rossi, a long time union contractor, went open shop on this project. Several subcontractors scheduled to perform work on the project refused to cross the picket line, as well as many of the workers on the job, said Local 3 business representative Ted Wright. A petition for an injunction to limit the number of pickets was turned down by a local court judge. "These are the kinds of activities we need to engage in occasionally in order to get our message across to the contractors," Wright pointed out.



M-K gears up huge construction barge

After many weeks of preparation, Morrison-Knudson has finally readied its giant construction barge to be used on the San Francisco sewer outfall project on the city's west side. Even with its large proportions—480 feet long by 98 feet wide—the barge will have its work cut out in the heavy Pacific Coast surf along San Francisco's Great Highway. The barge is designed to excavate along the ocean floor, lay the huge concrete outfall pipe, and then cover it with rock and boulders. The main workhorse on the barge is a 500-ton Clyde Crane equipped with 196-foot boom and 450 tons of counterweight. According to oiler Tom Thomson, there is over a mile of 1½-inch boom cable and 4,000 feet of 1½-inch cable for the main block. The hoist is powered by two 1,200-hp supercharges Cummings engines.

Operating engineers pictured on this page are: (top left) Business Manager Tom Stapleton with crane operator Warren Lopez; (top right) mechanic foreman Vern Baumbach, who has the responsibility of assembling the complex array of conveyor belts on the barge; (lower right) Clyde Crane operator Gary Teague, oiler Wifred 'Tom' Thomson, Business Manager Tom Stapleton and Business Representative Ted Wright; (lower left) Max Sutting, Duty Sanders and Danny Rosas.



Union busting behind the scenes— a growth industry

This is the first of a series of articles by the AFL-CIO News on the rise of "management consultants" as a tool for employers in thwarting their workers' trade union rights. Future articles will deal with specific union-busting firms and their tactics, the factors encouraging their growth and the ingredients of an effective union response.

The tentacles of the management consultant are penetrating ever deeper into the workplace.

Since the congressional exposures more than 20 years ago the infamous anti-union practitioner, Nathan R. Shefferman, the management consultant has multiplied a thousandfold.

His union-busting tactics are spreading throughout the workplace as each success spurs new and more ambitious strategies.

He is unsatisfied with merely guiding employers on how to keep their workers from joining unions.

He is unsatisfied with counseling employers on how to avoid signing contracts with unions elected to represent the workers.

Inciting unrest

His crown of achievement in a career built on fomenting disruption in the workplace is to destroy union representation through decertification.

A rising star of the union-busting set is Alfred T. DeMaria, a high-income New York consultant who specialized in decertification at an average campaign fee of \$15,000. If litigation is involved, as it usually is, employers pay extra.

DeMaria won his union-busting spurs by conducting one-day seminars for executives who pay \$425 each to learn about decertification campaigns. The text for the course is a 167-page guide, authored by DeMaria that tells the bus-

nessman how to "recapture the union-free status your company once enjoyed."

DeMaria's budding career was duly noted in a recent profile in the Washington Post, titled Corporate Strategist Against Unionism.

The article quotes from the text of the \$49.95 guide in which DeMaria advises employers to make a "twenty-fifth hour captive audience speech to all employees."

He even provides the text:

"Vote for your company, vote for yourselves, vote for the future, vote for progress . . . No more haggling. No more dues taxation. No more distrust." This, he tells employers, is their "last shot" before the decertification vote.

The shadow world of management consultants is populated by some 1,500 practicing union-busters.

The tentacles of the management consultant are penetrating ever deeper into the workplace.

The practitioner is a specialist whose only goal is to defeat the union, whether in an organizing campaign, bargaining on a contract, or in the decertification campaign he is likely to have inspired.

From his perch behind the scenes, he guides employers on delaying tactics to keep workers from voting for union representation. He pushes supervisors to probe employee sentiments and encourage dissension. He advises on the latest communication techniques so that management will dominate the employee's access to information.

A major industry

The record exposed in the 1979 hearings on Pressure in Today's Workplace

by the House Subcommittee on Labor-Management Relations shows that management consultants have become a major American industry, with annual sales of more than half a billion dollars.

They are involved in planning strategy directed at influencing workers in an estimated two-thirds of all National Labor Relations Board representation elections.

By their own accounts, they are earning their fees.

Modern Management, Inc., the biggest of the union-busters, boasted at the hearings that over the 1977-79 period, the firm assisted employers in 696 union organizing campaigns and defeated unions 93 percent of the time.

Tenfold growth

In the front line of the surge of man-

agement consultant firms a decade ago, Modern Management's payroll had swelled to 92 consultants at the time of the House subcommittee hearings. MM's own witness estimated the number of practicing consultants overall "has had maybe a tenfold growth in the past 10 years."

Management consultants come in a variety of guises. In addition to firms whose activities are directed primarily to union-busting, consulting is performed by law firms, employer and trade associations and individual psychologists. Detective agencies and non-profit anti-union organizations also play a role.

They employ specialists with degrees

in industrial relations, psychology, business law and other social sciences. Their job description is spelled out in the subcommittee report:

"These firms provide a variety of services which might include union 'prevention,' management and supervisor training, devising employee compensation programs, and other functions aimed at structuring the relationship between employer and employee to maximize employer control and minimize union influence."

Defeating unions

"Their primary function, however, is the orchestration of campaigns to defeat unions."

The management consultant could not flourish, or even survive, in an atmosphere that did not encourage such clandestine activity.

He serves as an agent, an advisor, responsible to the employer, and not otherwise responsible for his actions. He serves at the behest of management, performs his services and moves on to the next assignment.

A sizeable segment of the business community supports his functions. Even where they may not be directly involved in union-busting activities, employers are encouraging its practice.

Advice provided

The U.S. Chamber of Commerce, the National Association of Manufacturers, the Business Roundtable — the heart of blue-chip corporate America — all provide advice to their members on tactics for maintaining or achieving a "union-free environment."

Other trade associations, such as the Master Printers of America and the Associated Builders & Contractors, are single-industry organizations supplying

(Continued on Page 7)

LOCAL 3 ANNOUNCES 1982-83 SCHOLARSHIP COMPETITION

Rules & Instructions for College Scholarship Awards: 1982-1983 School Year

Two college scholarships of \$1,000.00 each will be awarded winners for study at any accredited college or university, one award to a daughter and one to a son of Members of Operating Engineers Local 3.

Two college scholarships of \$500.00 each will be awarded 1st runners-up for study at any accredited college or university, one award to a daughter and one to a son of Members of Operating Engineers Local 3.

The Local 3 scholarships will impose no restrictions of any kind on the course of study. Recipients may accept any other grants or awards which do not in themselves rule out scholarship aid from other sources.

Who May Apply:

Sons and daughters of Members of Local No. 3 may apply for the scholarships. The parent of the applicant must be a Member of Local 3 for at least one (1) year immediately preceding the date of the application.

Sons and daughters of deceased Members of Local No. 3 are eligible to apply for the scholarships. The parent of the applicant must have been a Member of Local 3 for at least one (1) year immediately preceding the date of death.

The applicants must be senior high school students who have, or will be, graduated at the end of:

either: (1) the Fall Semester (beginning in 1982),

or: (2) the Spring Semester (beginning in 1983).

in public, private or parochial schools who are planning to attend a college or university anywhere in the United States during the academic year and who are able to meet the academic requirements for entrance into the university or college of their choice. Students selected for scholarships must have achieved not less than a "B" average in their high school work.

Applications will be accepted between January 1, 1983 and March 1, 1983.

Awarding Scholarships:

Upon receipt of the applications and required forms, Local No. 3 will verify the membership of the parent. The application will then be submitted for judging to a University Scholarship Selection Committee, an independent, outside group composed entirely of professional educators.

Apart from verifying the eligibility of the applicant, Local No. 3 will not exercise any choice among the various applicants or indicate in any way that one applicant should be favored over another. Based on factors normally used in awarding academic scholarships, the University Scholarship Selection Committee will submit to the Local 3 Executive Board recommendations for finalists. The list of potential winners and their qualifications will be reviewed and studied by the Executive Board and the scholarship winners selected.

Scholarship winners will be announced as soon as possible, probably in either May or June, and the checks will be deposited in each

winning student's name at the college or university he plans to attend.

Instructions:

All of the following items must be received by March 1, 1983:

1. The Application — to be filled out and returned by the Applicant.
2. Report on Applicant and Transcript — to be filled out by the high school principal or person he designates and returned directly to Local No. 3 by the officer completing it.
3. Letters of Recommendation — every Applicant should submit one to three letters of recommendation giving information about his character and ability. These may be from teachers, community leaders, family friends or others who know the Applicant. These may be submitted with the application, or sent directly by the writers to Local No. 3.
4. Photograph — A recent photograph, preferably two inches by 3 inches, with the Applicant's name written on the back. (Photo should be clear enough to reproduce in the ENGINEERS NEWS.)

It is the responsibility of the Applicant to see to it that all the above items are received on time and that they are sent to:

James R. Ivy
Recording-Corresponding Secretary
Operating Engineers Local Union No. 3
474 Valencia Street
San Francisco, California 94103

or to College Scholarships at the address shown above.

Judge sides with labor and rules for Davis-Bacon

(Continued from Page 1)

simple." Congress enacted the Davis-Bacon Act and a related law involving submission of payroll records on government contracts during the 1930's and the Labor Dept. then issued regulations "to implement the words and purposes" of the legislation.

"In spite of substantial public debate concerning both the laws and the regulations in the years since then, the Congress has not amended the law and it has not expressed its displeasure with the regulations."

Further, the decision noted, "15 Secretaries of Labor serving under eight Presidents have never altered the regulatory scheme." Labor Sec. Raymond J. Donovan's "claim to have discovered a wholly different congressional intent rings hollow in the light of that history."

Judge Greene allowed to stand only the regulation amending the previous definition of the prevailing wage as the rate paid to the largest number of workers in a job classification within the geographical area being surveyed, provided that at least 30 percent of the workers in that classification received that rate. Otherwise, a weighted average is used.

The new regulation changes the 30 percent requirement to 50 percent. Georgine protested that this would more often result in establishing "a prevailing rate which in actual fact is paid to no one."

But he welcomed the nullification of other regulatory changes, including a rule that would have allowed contractors almost unlimited freedom to substitute low paid, semi-skilled "helpers" for both skilled journeymen and apprentices in training.

A byproduct of such a change, Georgine noted, would have been to close off the apprenticeship route that has brought an increasing number of blacks and other minorities into the skilled trades and create a "permanent second-class status" in the construction trades.

In estimating the "savings" that would be achieved by its new regulations, the Labor Dept. said last spring that a contractor could hire a helper for an average of \$6.70 an hour less than would be paid to a journeyman. And if helpers were used to replace experienced construction laborers, the contractor could save from \$4.75 to \$5.71 an hour on a laborer's rate.

Other regulatory changes nullified by the injunction would have:

- Allowed contractors to certify that they have complied with prevailing wage requirements instead of submitting weekly payroll reports for verification. Judge Greene held that this change would render the Copeland anti-kick-back law "largely unenforceable."
- Excluded wage data from a metropolitan area from being considered on rural projects and the reverse.
- Lowered the wage average by not counting rates paid on existing federal contracts in the area.

When the Reagan Administration took office, revisions in Davis-Bacon Act regulations developed after extensive hearings and consultations with unions and contractors were scheduled to take effect Feb. 17, 1981.

President Reagan, however, froze all pending regulations, and the Labor Dept. undertook a review of Davis-Bacon regulations keyed to "cost-effectiveness" standards.

Union busting a growth industry

(Continued from Page 6)

their members with advice and service to be used in opposing unions.

In combine, these employer organizations provide a formidable array of resources, including research and publications, seminars, information clearing houses and advisory services.

The House subcommittee hearings probing the actions of these employer associations found "they supply expertise in every stage of union representation elections, decertifications, deauthorization, and setting up non-union operations."

Industrial psychology, originally applied in the workplace to maximize production through efficient labor-management relations, is also being utilized for union prevention. The subcommittee

report notes:

"Through management seminars, supervisor training, and individually tailored compensation and workplace organization programs, industrial psychologists help employers create work environments designed to resist unionization. The new breed of industrial psychologist operates individually, in connection with professional seminar firms, or for labor consulting firms."

The end result of this activity is an atmosphere befogged by hostility to unions, out of which emerges the management consultant.

Two-way position

Yet some of these same employers and management associations extol the virtues of labor-management cooperation for better job performance and,

they say, to build a better work environment.

Because a management consultant thrives on destroying that environment, it is not unreasonable to question management's true motivation. Employers cannot help but be aware of the damage to labor-management relations in the wake of the management consultant's visit.

Evidence of the negative impact of management consultant activities was brought out in the nine days of hearings by the House Labor-Management Relations subcommittee. Its report stated:

"We found that the strategies advocated and implemented by the consultant can have a troubling impact on labor-management relations far beyond the consultant's presence on the scene."

Lingering conflict

The report adds that "while strategies are motivated by the immediate concern of defeating the union, the result can be lingering conflict and antagonism, which is unproductive and debilitating for worker and management alike."

With the management consultant's departure, both are left to deal with "what probably has been one of the most traumatic periods that either employer or employee has endured at the workplace," the report states. "This can be true whether the union wins or loses."

Violations rise

The dissension created by the union-busting campaigns is evident in the record of the National Labor Relations Board. They show extensive increases in unfair labor practice charges filed against employers and discriminatory firings of union supporters, beginning with the rise of the management consultant to the present.

In 1957, 3,655 unfair labor practice charges were filed against employers involved in 6,744 representation petitions. A total of 922 illegally fired employees were reinstated as a consequence of employer discrimination.

By 1980, unfair labor practice charges against employers had increased ninefold. Reinstatement of employees after discriminatory findings reached 1.3 for every election — a tenfold increase.

The 1980 board report shows some 500,000 employees participated in union representation elections, and 10,000 were reinstated after the agency found they were illegally fired — primarily in organizing campaigns. This means one in 50 employees is likely to be illegally discharged during an organizing campaign and among union supporters, the odds are more like one in 25.

Protections lacking

The protections of the National Labor Relations Act are inadequate, particularly when management and its consultant agents are determined to circumvent its provisions.

Modest reforms in the law sought by the labor movement several years ago would have minimized their ability to evade the law.

Instead, the right to union representation continues to be thwarted by firings, intimidation — and endless delay. This is the working agenda of the management consultant who guides a receptive employer on a mutual mission of destroying democracy in the workplace.

Weather closes down Marysville work

The weather has closed down most jobs that were in progress in the Marysville area, reports Business Representative George Morgan. Kip, Inc. just completed their Turning Point Commons Housing Improvement project in Chico. This project went for \$82,015.

Ray Bertelsen is putting the finishing touches on their ditch storm drain job in Chico. This project went for \$260,353.

District Representative Dan Senechal and Morgan and currently in negotiations with Butte County Housing Authority. Negotiations with Butte Water District in Gridley have also opened.

The Butte Creek Rock plant in Stoney Creek is getting close to shutting down for the winter. C. C. Myers is trying to push ahead on the syphon and structure on the Glenn Colusa canal project. However, with the weather being the

Winter has arrived

Work along the Wasatch Front is slow

The work in the Wasatch Front is still very slow and winter coming on doesn't make the prospects any better, reports Business Representative Don Strate.

S. J. Groves jobs on I-80 west of Salt Lake was completed on October 20, 1982, however, there are still about six mechanics on the job, overhauling and doing maintenance work on the equipment. It is not known how long this will continue.

Gibbons & Reed Company has been awarded a job for Kennecott Minerals at the mine in Copperton. This job is on the leaching system between Lark and Copperton. There are about half million yards of muck to be excavated from the ponds and about 21,000 lineal feet of canal to be excavated and lined. The canal has a ten foot bottom so this will probably be excavated with small scrapers. It is about a \$3 million project and should employ 15 to 20 operators. The scheduled completion date is October 1983.

W.W. Clyde is working every day possible on their I-215 job east of State Street at 6400 South. There is a lot of excavating to be done and hauled off the project. Most of this will be done with backhoes because there is a lot of sloping and bridge excavation to be done. This project is expected to be completed in about a year. The job also includes new on and off ramps at 106th South & I-15.

way it is, this project is hard to get in and out.

The work picture on the East Side is still slow due to the bad weather, reports Dan Mostats. Welch Construction is still moving along with their job as long as the weather holds up. Robinson Construction is keeping a few of the brothers working a few days a week.

Camptonville Elementary School District will be putting out a bid this month for the Camptonville School which will include approximately 2,900 square feet. Plumas National Forest will also put out a bid this month for the reconstruction of Milford Beckwourth Road which will include clearing and grubbing, removing the old cattle guards and gates and install 18", 24" and 36" corrugated pipe in various locations, and then install new cattle guards, gates and fences.

Executive Board Election

On March 2, 1983, at 8:00 p.m., at the regular quarterly District 12 membership meeting there will be an election for a District 12 Executive Board Member to fill the balance of an unexpired term left vacant by resignation. The meeting will be held at the Engineers Bldg., 1958 W.N. Temple, Salt Lake City, Utah.

FRINGE BENEFITS FORUM

By Art Garofalo
Director of
Fringe Benefits



With the beginning of a new year we would like to remind all Operating Engineers — Active and Retired — of upcoming events for 1983.

RETIREES — January starts a new year for Medicare deductibles but remember that the Pensioned Operating Engineers Health and Welfare Plan covers those eligible charges incurred to satisfy the Medicare deductibles and they are reimbursable according to the Operating Engineer Plans' schedule of benefits.

Also on January 1st, retirees and their spouses covered by the Pensioned Operating Engineers Health & Welfare Plan receive an automatic reinstatement of up to \$5,000 to their Lifetime Maximum Coverage (for schedule 1 participants — \$1,000 for Schedule 2). This automatic reinstatement is designed to protect eligible retirees and their spouses from running out of valuable health and welfare coverages.

During January we will start our first round of Retiree Association meetings. We will try to mail out individual reminders to Retirees Association members just before each meeting in their district. However, be sure to check here for any changes or additions. Your officers are planning to attend so be sure to be there for all the news.

Eligible retirees will receive a "13th check" on April 1st. Those who were retired as of May 1982 and still receiving monthly benefits are eligible for this supplemental payment.

One final note. New York Life Insurance Company has notified all Local 3 retirees about their new IRS regulations on withholding. Retirees who receive our \$460 per month must execute an election *not to have taxes withheld*. Any retiree may have a set amount withheld for income taxes by filing appropriate forms with New York Life.

ACTIVE MEMBERS — In early spring the Annual Pension Credit Statements will be produced and issued for 1982 showing all hours worked by employer by month for the entire year along with pension credits and benefit amounts.

Again this year we will be conducting Pre-Retirement Counselling Sessions for Senior Operating Engineers and their wives. One session will be held in each district starting in about April. If you have not attended one yet, you are really missing out on a tremendous amount of valuable information about your Local 3 retirement benefits. If you attended one of last year's or before, you will want to be there for the latest information about retirement and how it all affects you. There will be more about Pre-Retirement Counselling in upcoming issues of *Engineers News*. Be sure to check here for the schedule of meetings.

During May the Credit Union will receive and post the September 1982 - February 1983 Vacation Contributions. In November 1983, March through August is posted to mem-

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Medicare's dwindling coverage

Every January 1st MEDICARE increases their deductible amounts ostensibly keeping up with inflation and rising health care costs. But in fact, what really happens is that MEDICARE covers less and less each year. Continuing to

shift the health care burden back onto those the system was designed to help, the sick and the elderly.

When MEDICARE first started in 1967, it required a first day hospital expense deductible of \$40 and a medical

expense deductible of \$50 before coverage began. On January 1st MEDICARE now requires a hospital deductible of \$304 and a medical deductible of \$75. That is a 422% increase in the deductible since 1967.

This year, a 90-day maximum hospital stay will cost \$375 more than last year. On top of that, MEDICARE recipients lose another \$1,760 to coinsurance charges in 1983.

The annual increase in deductibles has become a standard for MEDICARE along with increases in the Part B, medical coverage premiums. But MEDICARE is allowing less and less in covered charges and there is recent legislation to make the program secondary when workers over age 65 have another health plan from their employer or union. The federal government does not deny that there is a move on to shift the responsibilities of MEDICARE and other social programs into the private sector.

The following is a list of the charges in MEDICARE deductibles effective January 1, 1983:

ITEM	1982	1983
Hospital first day deductible	\$260	\$304
Hospital 61st-90th day deductible	65	76
Extended Care 21st-100th day deductible	32.50	38.00
60 day lifetime reserve daily deductible	130	152

Considering the alternatives and facing rising health care costs, MEDICARE remains one of the most reasonable buys in health insurance today. The problem is that retired workers must have MEDICARE and a supplemental health plan to protect themselves against catastrophic illnesses.



Fringe Benefit Center representatives Joyce Sekulich (left) and Loretta Ramirez (right) are available to assist members with fringe benefit questions.

Fringe Benefit Center gets new 'on line' program to provide fast, accurate service

The Fringe Benefit Center has a new tool to assist Operating engineers with their Health and Welfare claims. The Center is now plugged into the Trust Fund Office computers and has on-line access to claims filed by Local 3 members. This new computer capability helps the Fringe Benefit Center staff to answer direct questions about hospital and medical claims without interrupting the work flow at the Trust Fund Office.

The Trust Fund Office adjudicates or settles claims using a computer with specially designed programs for the Operating Engineers Health and Welfare Plans. Incoming claims are screened for accuracy and completeness and then entered into the computer. The computer performs the actual settlement of the claims applying all of the Operating Engineers Health Plan rules when the claim is entered.

In turn, a check and an explanation of benefits is issued automatically. Finally, the computer files the completed claims information in its memory banks for future use. The whole process is done live and takes only minutes.

In the past, the Fringe Benefit Center did not have any "live data" at their fingertips. Now, thanks to applied employer benefit technology, the Trust Fund Office has placed two computer terminals in the Fringe Benefit Center that allow the staff to instantly locate and research all hospital and medical claims that have been submitted and are up on the system. This will help them in assisting Operating Engineers with questions about their claims and helping those who may have submitted incomplete claims. The results should be faster service and quicker answers.

At least two years, says backer

Peripheral Canal issue to go on shelf

A prime backer of the Peripheral Canal said last month the issue will be put on the legislative shelf for at least two years.

"I don't think any proposal for a canal is the next step this year or next," said Sen. Ruben Ayala, D-Chino, chairman of the Senate Agriculture and Water Resources Committee.

Voters rejected the canal in the June 1982 primary.

Ayala made the comment after a meeting with about 50 canal proponents to work toward a compromise solution to the state's water problems.

Ayala said the consensus was that there must be an interim solution to moving more water through the Sacramento-San Joaquin Delta.

But Ayala said he still believes the Peripheral Canal is the ultimate solution to the state's water problems, particularly that of providing enough water

to the south.

While general agreement was reached to work together, the conferees also made it clear that working out a compromise will not be easy.

Bill DuBois of the California Farm Bureau noted that in eight Farm Bureau county chapters, "under no circumstances would they accept a Peripheral Canal."

Another speaker noted that "any solution we offer would have to have the support" of farming giants J. G. Boswell Co. and Salyer Land Co., which bankrolled the anti-Peripheral Canal campaign.

Others suggested that a new canal or other water facilities should be built in stages. "I'd like to see us building parts of the project every year," said Lin Burzell of the San Diego County Water Authority.

RETIREE MEETING SCHEDULE

- Stockton:** 2 P.M. Feb. 1, (Tues.)
Operating Engineers Bldg.
1916 North Broadway, Stockton, CA
- Concord:** 10 A.M. Feb. 2, (Wed.)
Sheraton Airport Inn
45 John Glenn Drive, Concord, CA
- Oakland-Hayward:** 10 A.M.
Feb. 3, (Thurs.)
Sunol Valley Country Club
Hwy. 680 & Andrade Rd., Sunol, CA
- Fresno:** 2 P.M. Feb. 15, (Tues.)
Laborers Hall
5431 E. Hedges Ave., Fresno, CA
- Auburn:** 2 P.M. Feb. 17, (Thurs.)
Auburn Rec. Center
123 Recreation Ave., Auburn, CA
- Sacramento:** 2 P.M. Feb. 22, (Tues.)
Holiday Inn South
4390 47th Ave., Sacramento, CA
- Salt Lake City:** 2 P.M. March 2, (Wed.)
Operating Engineers Bldg.
1958 W. N. Temple
Salt Lake City, Utah
- Reno:** 2 P.M. March 3, (Thurs.)
Carpenters Hall
1150 Terminal Way, Reno, Nevada
- Santa Rosa-Ukiah:** 2 P.M.
March 10, (Thurs.)
Veterans Memorial Bldg.
1351 Maple St.
Santa Rosa, CA
- Watsonville:** 10:30 A.M.
March 16, (Wed.)
V.F.W. Post 1716
1960 Freedom Blvd., Freedom, CA
- San Jose:** 2 P.M. March 17, (Thurs.)
Holiday Inn Park Center Plaza
282 Almaden Blvd., San Jose, CA

WITH SAFETY IN MIND



By JACK SHORT, Director of Safety

10,000 injuries per year from battery accidents

The U. S. Consumer Product Safety Commission estimates that more than 10,000 persons receive hospital emergency room treatment each year



for injuries associated with wet cell batteries. The typical injury is a chemical burn caused by contact with acid in the battery.

Dry Cell Batteries

Dry cell batteries, such as carbon-zinc, alkaline, or mercury, are used in battery-operated toys, flashlights and radios,

as well as for other household uses.

The following battery-related accidents are taken from CPSC files:

One of two batteries in a hand-held slide viewer exploded and tore the back off the viewer. The battery contents splattered on the wall. No one was injured since the viewer was not in use at the time.

Four-year old Frances was playing with a battery-operated toy that resembled a flying saucer. As she whirled the toy, liquid from the batteries escaped and splashed onto her, causing chemical burns on her face.

These cases illustrate the following accident patterns associated with dry cell batteries and suggest ways to safely use such batteries.

1. Batteries explode. Sometimes this can occur by reversing the polarity of a battery in a group. Always follow directions for inserting batteries according to positive-negative poles. Use the right size and type battery to

prevent explosion. In addition, never dispose of batteries in an incinerator or fire, since intense heat may cause batteries to explode.

2. Battery leakage. The chemical substance leaks out of the battery and may cause chemical burns or skin irritation to the victim. Periodically check batteries inside flashlights, toys, and other battery-operated devices for signs of leakage or corrosion, and replace bad batteries. For products that are used infrequently, remove and store the batteries separately. Do not open a battery.

You should not attempt to charge dry cell batteries except for those labeled as rechargeable. Recharging a non-rechargeable dry cell battery will cause a build-up of gases; if a vent is not provided in the design of the battery, the gases may generate enough pressure to cause the battery to explode. Generally, the following kinds of batteries can be recharged, and are labeled as such: nickel-cadmium, silver oxide-cadmium, and some vented silver oxide-zinc, and some types of alkaline manganese-zinc designed for recharging.

Cases also have been noted in which children chew on batteries, thus releasing the chemical substance onto themselves. Caution children not to put batteries in the mouth; keep loose batteries out of the reach of children; and check whether batteries within toys are securely enclosed in the toy and are not readily accessible to young children. Immediately wash off any battery chemicals that leak on the skin.

Back Hoe Seat Hazard

The Division of Occupational Safety and Health has been notified by Alaska's Department of Labor that there may be a safety hazard to operators of certain rubber tire and crawler type tractors in which the back hoe seat is placed in the storage/travel position above the operator's head and shoulders.

When these tractors are operated, the seat is directly above and slightly to the rear of the operator's head (A below). As the tractor moves, particularly on hard or rocky ground, the seat, held only by a restraining pin, bounces up and down. In several instances, reported in Alaska, the restraining pin has failed because it either has sheared or become bent. When this happens, the 40-60 pound seat whips down (B below) onto the operator's head and shoulders. Several operators have been injured in this manner.

Instances reported in Alaska involved John Deere equipment, however, the purpose of this Alert is to warn operators to check carefully any equipment which has this raised seat capability, regardless of manufacturer. To prevent the potential hazard of failure of the restraining pin, the Division advises operators of this type of equipment to provide a supplemental fastener to ensure that the back hoe seat is positively held when it is elevated. Any operator who has questions about this matter should contact the nearest office of the CAL/OSHA Consultation Service.

Work in Marin County looks good for 1983

Work in Marin County has been good so far this year and looks better for the balance of 1983, reports Business Representative Don Jones.

At the present time, Basalt Rock is running three shifts and sometimes seven days a week with approximately 25 Operators and Oilers, furnishing rock to Dutra Const. for levees in the valley.

Paschen Pomeroy has 12 operators. Ferranti Const. has eight and Maggiora Ghilotti has five, all at the Sewer Treatment Plant in San Rafael. This is a \$44 million job and is 20% complete.

Dillingham Construction at the Mill Valley Sewer Plant has eight Operators on an \$18 million job that is 50% complete. Carl Olson has the \$14 million Tiburon Sewer Treatment Plant job, with eight Operators.

United Engineering, at Smith Ranch Road has two Operators and will probably be hiring more when ground conditions permit. This job is 25% complete at a cost of \$7.8 million. Ghilotti Bros has approximately 45 Operators presently employed at various job sites throughout the county.

There are many smaller county jobs in Marin, too numerous to mention such as slides and road repairs. Waldo Grade is moving along slowly, due to the rains. "One wonders if this could have been avoided had Caltrans moved a little quicker last year in getting the job started," Jones commented.

The following are uncoming jobs in this areas:

Sewer Plant in San Rafael will have a \$38 million contract going out for bid sometime in March.

W. R. Thomason has a \$6.5 million contract for the Sewer Treatment Plant in Novato.

Dillingham-Tokola, a \$52 million contract for deck replacement on the Golden Gate Bridge.

Other jobs already underway are a \$3.5 million building site at 4th and G Streets in San Rafael. L. G. Wentz is the contractor. J. A. Avella has a \$1.3 million office building under way at Smith Ranch Road.

To all the Brothers and Sisters who donated blood during our Blood Drive on January 27th, a "Big Thank you." These donations help all our members, especially the retired members who need the blood for emergencies. Those of you who did not get the chance to donate during the Blood Drive, can still do so by going to the Marin County Blood Bank.

Departed Members

AULD, Edgar 26981 Huntwood Hayward, CA	9/12/82	KING, Albert 1834 Dean St. Eureka, CA	9/22/82	RHODES, John F. 5442 A. St. Helena Hwy Napa, CA	9/2/82
BORDEN, Burrell 114 Anthony St. Santa Cruz, CA	9/4/82	McCULLOUGH, Jack P.O. Box 1930 Clearlake Hlnds, CA	9/15/82	SPERRY, Boardman 17411 So Bracy Bl. Tracy, CA	9/11/82
CALDWELL, Pat P.O. Box 233 Ferron, UT	9/30/82	MANKINS, Cliff P.O. Box 540 Carson City, NV	9/5/82	SWASEY, Cleve 702 El Portal Manteca, CA	9/16/82
CAMERON, Archie 367 E. Center Springville, UT	9/8/82	MARCHETTI, Quinto 2798 Aqua Vista Dr. San Jose, CA	8/25/82	TANABE, Isami 1211 Ala Pili Loop Honolulu, HI	9/21/82
CARNES, Chester 826 Key Route Albany, CA	9/23/82	MINNICK, William J. 1181 Gold Hill Rd. Placerville, CA	9/21/82	THOMAS, Lawrence 5400 Connie Lane Shingle Springs, CA	9/17/82
CASWELL, Robert 148 Polynesian Way Union City, CA	9/23/82	MONTOYA, Fred P.O. Box 294 Española, New Mexico	9/29/82	WADEMAN, Rudolph F. 124 Walnut Woodland, CA	8/30/82
COX, Ervin E. 790 Pine Ave. Pinole, CA	9/30/82	MOORE, Oscar 44790 Mt. Meadow Rd. Oakhurst, CA	9/1/82	WESTBERG, George 5385 Broadway Oakland, CA	9/21/82
DETHLEFS, Arthur L. 26 Holmwood Dr. Magalia, CA	8/30/82	MORENO, Ramon P.O. Box 3062 Auburn, CA	9/27/82	WILEY, Edward 36655 Darvon St. Newark, CA	9/12/82
ERNST, George 531 First St. East Sonoma, CA	9/17/82	MORRISON, George E. 1240 Lone Napa, CA	9/14/82	WILLIAMS, Reed P.O. Box 1161 Kamarraville, UT	9/9/82
HARNES, Johnnie 1628 Dover Ave. Modesto, CA	9/15/82	OLSEN, Oliver 12401 Hwy 44 Millville, CA	5/22/82	WILLIAMSON, Norman E. 1149 W. Barberry Dr. Salt Lake City, UT	9/6/82
HENDERSON, Henry A. 17127 Sonoma Hwy Sonoma, CA	9/5/82	PRESTON, Al. E. 13175 E. Le Grand Le Grand, CA	9/17/82	DECEASED DEPENDENTS	
HIGBEE, Clias J. 168 Beryl Avenue Salt Lake City, UT	9/17/82	RAY, Rollin 12437 Saratoga Crk. Saratoga, CA	9/16/82	ANDERSON, Esther L. Wife of James W. Anderson	8/26/82
		RAVSTEN, Lester 10147 North 8600 West Clarkston, UT	9/6/82	BURGER, Tamara Wife of Joe Burger	9/27/82
				COWEN, Richard Step-son of Steve Doughty	8/22/82
				DE LA MARE, Patricia L. Wife of Richard De La Mare	8/29/82
				EKWALL, Lucille Wife of Ellis Ekwall	9/20/82
				ELBON, Margaret L. Wife of Richard Elbon	5/27/82
				HANSON, Val C. Wife of Phillip A Hansen	9/1/82
				FOLETTA, Helen Rose Wife of Henry Foletta	9/1/82
				JONES, James Son of Patricia Anderson	9/11/82
				MALARICH, Alice B. Wife of Rudy Malarich	9/10/82
				McCAFFREY, Catherine Wife of James McCaffrey	10/2/82
				MENDOZA, Corina C. Wife of Florencio Mendoza	12/10/81
				MIDDLEN, Lucille Wife of Everett Middlen	8/31/82
				STRAHL, Debbie Wife of Guy Strahl	9/4/82

Talking to Techs

By Frank Morales, Wally Schissler and Jerry Steele

The Tech Engineers Department completed negotiations with San Jose Water Works, for a two-year contract effective January 1, 1983, with a 7.5% raise in wages the first year, and 7.0% raise the second year, and other upgraded fringes. Al Erickson, the Union Steward, sat in on the negotiations, and when we brought the contract back to the members for ratification, Al explained the contract to the members, which was ratified by the members 100%.

The members in the Testing and Inspection Industry are doing very well at this time! As most of our brother and sister engineers know, work this past year on dirt moving projects is far behind the past few years. The Testing and Inspection Firms throughout the Bay Area are holding their own, with only temporary work slow downs. Work within the NDT Industry is still doing very well. High-rise buildings, underground projects and special lab projects are among the types of NDT work going strong. Sohio projects in Richmond and Alameda are starting to pick up once more. Six and seven days per week is now the schedule for x-ray and visual inspection on Stockton's modular project. The members who are not working should sign the out-of-work list in the District Office.

For those members who want to know more about unions — what they

stand for, how they work, etc. look into the City College of San Francisco, Labor Studies program. This is open to all persons over 18 and free to California residents. Classes begin Spring 1983. For additional information, contact:

Labor Studies Program
San Francisco Community College
District
33 Gough Street, S. F., CA
Sue Cobble, Labor Studies Coordinator, 415/239-3090

These classes are well worth taking, if you sign up for one class, you'll end up taking others. Take time to learn about the American Labor movement and your Union!

Teaching Techs

By Gene Machado, Administrator, Surveyors JAC

The winter months are here and work will come to a dribble until spring. If past experience is an accurate indicator,



class attendance has a tendency to drop. The NCS-JAC must charge each of you to make a strong effort to attend class — to catch up on class-work and to even get a few topics ahead of On-the-Job-Training. Proposed changes, including additional new topics, will be

added to the program. Since some changes will come faster than others,

the increase in difficulty will be gradual. However, anyone that is just staying up with required topics will fall behind, if your class activity doesn't pick up and get ahead during the winter months when there is more available time.

The NCS-JAC is proposing to increase the required On-the-Job-Training from 500 hours to 1000 hours in the first through fourth steps. Topics will be moved down from higher to lower periods, and new curricula will be developed for the gaps created in the higher steps. A general rearranging of all the steps is proposed. In order for some Apprentices and those Journeymen in the Journeymen Training Program to keep up with this On-the-Job-Training, you will have to apply more time and study. Much of the new curricula proposed will be of interest to those of you who are Party Chiefs as well as Certified Party Chiefs. When approved, these topics and class locations will be published in a future article.

The NCS-JAC needs some help from the Journeymen regarding the field calculators you are using. We need to know which brand you are using (HP, IT, etc.) and the area in which you need the most help to make them function — math, programming, or common use of field calculators. A letter to this office would help us in developing a program best suited to your needs. Please contact us at: 3620 Happy Valley Road, Suite 202, Lafayette, CA 94549.

For Journeymen who have completed Apprenticeships yet need to brush up

on topics, the Journeyman Training program (within the NCS-JAC) is available to you. Over the years, this program has had many more Journeymen enrolled than Indentured Apprentices. If you have questions on this, please contact us at (415) 283-4440.

Now, as in the past, the Journeyman Training Program is being developed around the Party Chief or those aspiring to be Party Chief. We are not interested in having you become just any Party Chief, but the best Party Chief. The question to ask yourself as Apprentices and Journeymen is if you actually are all that you can be, and if you are prepared to compete in today's market.

In order to maintain the advantage you have over non-Union and out-of-state firms, the Employer and the Union are providing a training program for your benefit. No other state has such a program. Unless you fully utilize this source of knowledge, we may lose our advantage over non-Union and out-of-state firms competing for contracts in our jurisdiction. Realistically, Journeymen without the latest training may also not be able to compete with new Apprentices coming out of the Apprenticeship program with up-to-date training.

As you have the advantage of experience, take the courses you need and stay competitive. It will personally benefit you and keep the NCS-JAC trained people more valuable to the employers. In present economic times, this is a necessity.

Alcoholism Recovery Program

WHAT IS ALCOHOLISM?

Alcoholism is a disease characterized by uncontrolled drinking. It is a progressive disease. That means it becomes worse as its victim continues his or her uncontrolled drinking. An alcoholic is a person who can no longer choose when, how often, and how much to drink and, particularly, when to stop drinking. If untreated, a victim suffers increased deterioration of physical and mental health and, almost invariably, early death.

IF ALCOHOLISM IS A DISEASE, CAN IT BE CURED?

The only "cure" known for alcoholism is abstinence. Alcoholism is treatable to the extent that people who stop drinking and stop punishing their bodies and minds can recover self-respect and return to meaningful lives. Science has not yet discovered a "cure" for alcoholism. You cannot be vaccinated or immunized against it. The majority of alcoholics need treatment, guidance, and day-by-day support to learn to live without the use of alcohol.

PHILOSOPHY

The Operating Engineers Local Union No. 3 believes the personal lives of its members are their own affair. However, a member's sense of well-being directly affects job satisfaction and productivity. Personal, health and social problems can seriously impair interests and attitudes toward work. The Operating Engineers Local Union No. 3 believes that alcoholism is a health problem from which there can be recovery. Should a personal problem affect the member's health, personal life or job performance, the Union believes that by assisting in the solution of that problem it will benefit the member, the employer and the Union.

WHAT IS ITS PURPOSE?

The purpose of the Alcoholism Recovery Program is to help members and their families resolve alcohol related problems which are affecting their lives and/or their work. The program enables the member to avoid serious health impairment and declining productivity.

IS IT CONFIDENTIAL?

Any contact with the Alcoholism Recovery Program is treated in strict confidence. All individuals contacting the program are assured that their problem, its source, treatment or disposition will be handled in total confidentiality. Program records are confidential.

THREE METHODS OF REFERRALS

1 Self-referral: Any Union member or family member may use the program. Or make a phone call to any of the listed coordinators to set up an appointment at a convenient location and time. At this meeting an assessment of the severity of the problem will be made by a trained person and appropriate action will be suggested. The contact is confidential.

2 Union referrals: Shop-Steward, Business Representatives, brother and sister members are encouraged to ask a troubled member to seek assistance from the Alcoholism Recovery Program as a way of looking out for fellow union members. The referral is confidential and will result in the opportunity for assessment of the problem with the troubled member.

3 Management referrals: Sometimes the contact about a troubled Union member may come from the employer, based on job performance. That member should be referred to a trained coordinator of the Alcoholism Recovery Program for problem assessment. The decision to seek help, however, is maintained by the member. Confidentiality is assured.

WHO TO CONTACT

Anyone contacting the Alcoholism Recovery Program can arrange for an interview. Whether or not a personal problem has affected the job, an assistance interview is encouraged if the problem is causing interference in day-to-day living. An interview appointment can be made by contacting the Director or the coordinator in your area.

Nate Davidson, Director
ALCOHOLISM RECOVERY PROGRAM
474 Valencia Street
San Francisco, CA 94103
415/431-1568

Alcoholism Recovery Program Coordinators

San Francisco	415/431-1568
Nate Davidson	*415/573-1330
Archie Headley	415/626-7835
Ignacio/Santa Rosa/Eureka	*415/686-1600
John Smith	707/545-1724
John Smith	*707/538-3940
San Mateo	415/348-7835
Joe Oxendine	*415/967-4544



Oakland/Fairfield	415/638-7277
Archie Headley	*415/686-1600
Steven Stromgren	*415/634-1603
Stockton/Ceres/Fresno	209/944-5603
Norby Flanagan	*209/275-6648
Marysville/Redding/Sacramento	916/743-7321
George Morgan	*916/755-0292
Larry Uhde	916/383-8839
Bill Marshall	*916/456-4124
Bill Marshall	916/383-8480
Bill Marshall	*916/687-6494
San Jose	408/293-7541
Joe Oxendine	*415/967-4544
Robert Beall	*408/972-1019
Reno	702/323-2539
Mike Bailey	*702/849-1792
Salt Lake City	801/532-6091
Don Strate	*801/943-6210
Rickie Bryan	*801/465-3136
John Thornton	*801/756-4915
Honolulu	808/847-5523
Allen Souza	*808/488-1436
Rancho Murieta Training Center	916/354-2029
Dick McGill	916/354-2029

*Denotes home phone

ATTEND YOUR UNION MEETINGS

All District Meetings convene at 8:00 p.m. with the exception of Honolulu, Hilo and Maui, which convene at 7:00 p.m.

February

- 1st Stockton: Engineers Bldg., 1916 N. Broadway
- 3rd Oakland: Labor Temple, 23rd & Valdez St.
- 15th Fresno: Laborer's Hall, 5431 E. Hedges

22nd Sacramento: Laborer's Hall 6545 Stockton Blvd.

March

- 2nd Salt Lake City: Engineers Bldg., 1958 W.N. Temple
- 3rd Reno: Musicians Hall, 124 W. Taylor
- 10th Santa Rosa: Veterans Bldg., 1351 Maple St.
- 17th San Jose: Labor Temple, 2102 Almaden Rd.

April

- 5th Eureka: Engineers Bldg., 2806 Broadway
- 6th Redding: Engineers Bldg., 100 Lake Blvd.
- 7th Yuba City: Yuba-Sutter Fairgrnds. Expo Hall or Arts/Crafts Bldg., 442 Franklin Rd.
- 14th San Mateo: Electricians Hall, 300-8th Ave.
- 27th Honolulu: Washington Intermediate School, 1633 S. King St.
- 28th Hilo: Kapiolani School, 966 Kilauea Ave.
- 29th Maui: Kahului Elementary School, 410 S. Hina Ave., Kahului

Dues Schedule 10/1/82-9/30/83

- Local 3\$144 (Per Qtr.)
- Local 3A\$141 (Per Qtr.)
- Local 3B\$144 (Per Qtr.)
- Local 3C\$141 (Per Qtr.)
- Local 3E\$141 (Per Qtr.)
- Local 3R\$141 (Per Qtr.)
- Local 3D*Variable by Unit

The dues rate for the periods 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.

LOCAL 3 MEMBERS—Save dollars on your Disneyland trip. Ask for your free membership card. Mail this coupon below to:

Attn: M. Kelly, Operating Engineers Local Union No. 3, 474 Valencia Street, San Francisco, California 94103
Please send me: A Membership card for the Magic Kingdom Club

My name is: _____
(PLEASE PRINT ALL INFORMATION)

Address: _____
(Street number & name, or box number)

City, State & Zip Code _____ Social Security Number _____

CREDIT UNION INFORMATION

Dear Credit Union:
Send me the following brochures, kits or applications.

- | | |
|---|---|
| <input type="checkbox"/> Phone-A-Loan Application | <input type="checkbox"/> Membership Card |
| <input type="checkbox"/> Tax-Savers Certificate | <input type="checkbox"/> Money Market Certificate |
| <input type="checkbox"/> Vacation Pay Kit | <input type="checkbox"/> Save From Home Kit |
| <input type="checkbox"/> Easy Way Transfer | <input type="checkbox"/> Loan Plus |

(my name) _____

(social security number) _____

(address) _____

(city) _____ (state) _____ (zip) _____

Operating Engineers Local Union No. 3 CREDIT UNION
P.O. Box 2082, Dublin, CA. 94566

IMPORTANT

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

REG. NO. _____

LOCAL UNION NO. _____

SOC. SECURITY NO. _____

NAME _____

NEW ADDRESS _____

CITY & STATE _____ ZIP _____

Clip and mail to Engineers News, 474 Valencia St., San Francisco, CA 94103
Incomplete forms will not be processed



Grievance Committee Election

At its meeting on January 11th, the District 4 membership re-elected the following to serve on its Grievance Committee for the ensuing year: Brothers Joe Biasca, Jay Powers and Darrel Robinson.

At its meeting on January 12th, the District 7 membership elected the following to serve on its Grievance Committee for the ensuing year: Brothers Darrell Gouldsmith, Felix Torres and Jack Griner.

At its meeting on January 13th, the District 6 membership elected the following to serve on its Grievance Committee for the ensuing year: Brothers Cy Shephard, Gene Garewal and Robert Newvine.

At its meeting on January 20th, the District 1 membership elected the following to serve on its Grievance Committee for the ensuing year: Brothers Hal Cooper, Robert Evans and James Derby.

Fringe Benefits

(Continued from Page 8)

ber's accounts. It is possible to have a monthly transfer for special purposes such as installment loan payments and Individual Retirement Account deposits.

APPRENTICES — During the summer months we are planning to attend one session of each class at Rancho Murieta to inform you about Local 3's fringe benefit programs and what they mean to you and your family.

Caltrans speeds projects

(Continued from Page 1)

Truckee and a \$2.1 million project to repair the highway at Blue Canyon.

- Projects totaling \$5 million to replace broken slabs and install edge drains on I-580.
- A \$2.2 million project for reconstruction and resurfacing on Highway 4 in Contra Costa County.
- A \$1.5 million project for roadway reconstruction on I-680.

Stapleton gives semi-annual report

(Continued from Page 1)

jobs, but once again it's the working men and women that are taking the brunt of the tax burden."

He noted that big business received over \$8 billion in tax relief this year. Under the "trickle down theory," this money was supposed to stimulate the economy and create more jobs. "Now Reagan finds what we knew all along," Stapleton said, "that the money isn't trickling down."

"If that same \$8 billion had been put into public works projects, it would have created a million jobs," Stapleton said. "I'm not a politician per se, but I'm becoming one damn fast. We are going to have to take an active position in politics to fight for the jobs we need."

Stapleton emphasized that "our way of looking at things politically is a little bit different than that taken in the past.

We're going to come down to you and ask you to participate—not only in politics but in stop work and other union activities."

We need to be unified and support one another as union members. Stapleton observed the fine work done recently by a number of retirees in the Redding and Fresno districts who participated in roving pickets on some collective bargaining disputes in those areas.

The Business Manager reported in closing that the health and welfare plans are "good and solid at this time," despite the economy. This is also true of the pension and other trust funds.

"We are working in your behalf and all of the officers, I am really proud to say, work as a team," Stapleton declared, "and with your help, that's what will pull us through these troubled times."

GRIEVANCE COMMITTEE ELECTIONS

Recording-Corresponding Secretary James "Red" Ivy has announced that in accordance with Local 3 By-Laws, Article X, Section 10, the election of Grievance Committeemen shall take place at the first regular quarterly district or sub-district meeting of 1983. The schedule of such meetings at which the Grievance Committee members will be elected is as follows:

February

- 1st Stockton: Engineers Bldg., 1916 North Broadway, Stockton
- 3rd Oakland: Labor Temple, 23rd & Valdez St., Oakland
- 15th Fresno: Laborer's Hall, 5431 East Hedges, Fresno
- 22d Sacramento: Laborer's Hall, 6545 Stockton Blvd., Sacramento

March

- 2nd Salt Lake City: Engineers Bldg., 1958 W.N. Temple, Salt Lake City
- 3rd Reno: Musicians Hall, 124 West Taylor, Reno
- 10th Santa Rosa: Veterans Bldg., 1351 Maple St., Santa Rosa
- 17th San Jose: Labor Temple, 2102 Almaden Rd., San Jose

Pertinent excerpts from Article X of the Local Union By-Laws, Grievance Committees:

Section 1

District and Subdistrict Grievance Committee.

(a) There shall be a Grievance Committee in each District and Sub-district. It shall consist of five (5) Members —

one (1) District Executive Board Member, or Sub-district Advisor, if a Sub-District;

one (1) District Representative or Sub-district Representative; and

three (3) Delegates, who shall be registered voters in the District or Sub-district, elected by the Members.

Section 4

No member shall be eligible for election, be elected or hold the position of Grievance Committee Delegate:

(a) unless he is a Member in good standing in the Parent Local Union and a registered voter in the District or Sub-district in which he is a candidate when nominated;

(b) unless he was continuously a Member of the Parent Local Union for not less than two (2) years next preceding his nomination;

(c) if he is an Officer of, or is on the full-time payroll of the Local Union; and

(d) if he is an owner-operator or a contractor.

No member shall be nominated unless he is present at the meeting, or unless he has filed with the Recording-Corresponding Secretary a statement in writing, signed by him, to the effect that he is eligible to be a Grievance Committee Delegate and will accept the nomination if nominated.

Section 10

The term of office for the three (3) Delegates of the Grievance Committee shall be for one (1) year, and the election shall take place at the first District or Sub-district Meeting of the year in each respective District or Sub-district.