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AFL-CIO jobs program

For a special 8-page report on a jobs program proposed by the AFL-CIO, turn to page 5.



The shadowy world of the union buster

Meet the management consultant.

It's not easy, because he plies his trade in the recesses of the anti-union structure, invading the workplace under management's cloak.

You can feel his presence with the dissension and fear he creates. But you seldom know who he is.

He wants it that way.

Typical is Alfred T. DeMaria, a high-priced specialist in contriving union decertification elections. Profiled recently in the Washington Post, DeMaria prefers that unions don't know he's on the scene.

"I don't want the union to have the political advantage," he is quoted as saying. "They will tell the workers, 'Look, the company hired this guy from New York City.' I try not to let the union take that potshot at me. I don't think it's fair."

Yet DeMaria and the legion of 1,500 practicing union-busters think it's fair to advise employers on how to sidestep,

circumvent and stretch the labor law to prevent workers from exercising their free choice of union representation. Employer violations of worker rights continue to soar.

There are no ground rules for union-busting campaigns. They're tailor-made for employers, whether in fighting union organizing, resisting a contract agreement or in fomenting union decertifications.

Common elements

But they have three common elements, according to the House Subcommittee on Labor-Management Relations which investigated management consultant activities some years ago:

- Their principal agent is the "frontline" supervisor who carries out consultant strategies. In day-to-day contact with employees, the supervisor pushes the campaign while ferreting out employee sentiments to relay to

management.

- Under the guiding hand of the consultant, the supervisor controls workplace communications, spreading management's message while keeping employees from hearing the union side.

- Behind the scenes, the consultant manipulates the campaign through delays and discharges to keep workers from exercising their rights through representation elections or collective bargaining agreements, despite the fact the federal law encourages these processes.

Supervisor's role

The frontline supervisor "is probably the most important aspect of the consultant-led campaign," the panel found.

From the supervisor, the consultant develops a "detailed, in-depth picture of just how each and every employee

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Second in a series

Local 3 fights classic union bust at Quinn Company

By James Earp
Managing Editor

The onset of union-busters into the workplace is not something that is happening only to "the other guy." For the past four months, Local 3 has been battling a classic union busting operation at Quinn Company.

A Caterpillar repair shop employing about 110 Local 3 members in Fresno and Salinas, Quinn has been signatory to a Local 3 agreement for nearly 20 years. During most of this time, the company was generally what could be considered a "fair" union contractor.

But last November the atmosphere changed dramatically. At a captive audience meeting management presented a profit sharing plan to the employees that on the surface looked very appealing. It was no coincidence that a management generated petition for decertification was also passed around at the meeting.

The implication was clear. Vote the union out and you can have a profit sharing plan that will supposedly give you thousands of dollars. The petition was then filed with the NLRB and Local 3 notified of a pending election.

In the ensuing days, Local 3 obtained authorization cards from a majority of the Local 3 members working at Quinn recognizing the union as their bargaining representative. A letter was sent to Quinn attorneys requesting a card count, which would have eliminated the need for an NLRB Election.

Quinn initially agreed to a card count, but when they realized that a majority of the employees wanted to be represented by the union, they backed off and tried to stall as long as they could.

It was at this point that the election campaign began to take on a darker tone. One-on-one confrontations increased. Letters on the election began to pour out of Quinn's office almost daily.

More captive audience meetings were held. Promises were allegedly made to union supporters of management positions if Local 3 was voted out. Strange individuals were spotted going through company personnel records.

Upon further investigation, Local 3 discovered that Quinn had hired Modern Management Inc., one of the biggest union-busting operations in the nation (see front-page article). It was clear that Quinn was willing to pay a very high price to get rid of the union.

As *Engineers News* goes to press, the battle wages on. Charges of unfair labor practices filed by Local 3 against Quinn have been upheld by the NLRB and a complaint is being prepared against the company.

Mayor attends ceremony at Todd Shipyard

San Francisco Mayor Dianne Feinstein (bottom photo) kicked off an "appreciation" ceremony for Todd Shipyards Corporation this month, following the company's take-over of the ailing Bethlehem operation.

With the signing of a 30-year lease, Todd committed itself to a multi-million dollar capital improvement program which will make the newly acquired 50-acre San Francisco yard an integral part of Todd's tri-coast facilities.

The San Francisco shipyard has one of the nation's largest floating drydocks, which makes it capable of servicing the world's largest tankers.





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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The true test of a metal's strength is its ability to withstand stress. That is why steel alloys are used so extensively in building bridges and skyscrapers. Steel is hard but not brittle, flexible but not too soft.

I think the same can be said of the trade union movement. We have survived over a hundred years of constant stress because of our ability to withstand tremendous pressures from many different fronts. We have learned to be flexible when necessary but never to bend so far that we have run the risk of breaking.

In the midst of the worst economic crisis in 50 years, there are few who would dispute the fact that we are facing one of our greatest challenges in history. Not only are we struggling to pay the mortgage and put food on the table, but we are fighting to preserve our trade union heritage.

The trends that we have warned would come have finally arrived at a frighteningly rapid pace:

- Armed with the latest technology and aided by a crippling economy, modern union-busters are making major inroads into the construction industry. Many supposedly "good" employers are abandoning their union agreements in a stampede toward open shop.

- Closely connected with the rise of the union-buster is the recent growth of the open shop movement. The Associated Builders and Contractors—an open shop construction organization—now boasts over 16,000 members. In many sectors of the country, union construction is now becoming the exception rather than the rule.

- Our entire economy is in the process of a complete restructuring. Major "smokestack" industries like steel, automobiles and textiles

"We must realize that the union contractor is no longer to be considered an adversary. Our enemy is the open shop contractor and his ally, the union buster."

which built this country are being abandoned for industries in high technology and information processing.

Working men and women are facing the hard reality of this trend. Nearly every week we read of a major industrial plant shutting down and moving its operations to some Third World country where wages are cheap and unions do not exist.

How well the labor movement can withstand these pressures depends largely on our ability to adapt to a changing economy. More than ever before we must be able to discern when to stand our ground, when to press forward and when to be flexible.

It will require great commitment on a trade union movement whose numbers are increasingly composed of young and largely untried members. It is a great challenge.

How will we be affected in the construction industry? I am convinced that the great challenge to the building trades will be to become more competitive with the open shop sector without giving up our most important collective bargaining powers.

The issue is not how much we get paid, but

how we will do our work. Most contractors are willing to pay a qualified journeyman his wages and fringes. He is worth the money. But they are not willing to put up with excessive jurisdictional disputes, tardiness and sloppy work practices.

We must realize that the union contractor is no longer to be considered an adversary. Our enemy is the open shop contractor and his ally, the union-buster.

As trade unionists, we must make an effort to be informed of what is happening in our industry. We must be able to separate the things we are willing to fight for from the things that are not as important. The old argument that "this is the way it has always been" is no longer valid.

I am encouraged with the efforts that are being made by the building trades and union employers in some areas of the country to work together in combatting the open shop movement.

In Philadelphia, for instance, union contractors and the building trades have entered into a cooperative effort dubbed Operation MARCH (Metropolitan Area for Recovery and Construction Harmony). The goal is to make unionized construction more efficient and productive.

If this plan succeeds, the key will be in the fact that both sides of the table are willing to make concessions—not just the unions. These are the kinds of actions we must take if we are to prosper in the coming years.

We can prove once again what we have always been able to prove—that even in this economy, the union contractor has the most highly trained craftsmen and the ability to build the highest quality product at the most effective cost.

The world of union-busting

(Continued from Page 2)

is likely to vote. The data, which can be updated frequently, is invaluable in designing and orchestrating the anti-union campaign."

With this information, the subcommittee report explains, the consultant "develops issues designed to capitalize on the employees' greatest concerns...weaknesses in the union's position are exploited and strengths attacked."

By this time, the consultant has transformed "the work environment into one of great anxiety and pressure which workers associate with the presence of a union."

When workers persist in their determination, the consultant tries to manipulate the law to avoid fair elections. Union supporters are fired, and each legal decision against the employer is appealed.

Justice delayed is justice denied, and the remedies of the National Labor Relations Act are insufficient to prevent this from happening.

The subcommittee found that consultants "lead" employers into violations "since the monetary cost of any possible legal liability is less than it might be if they had to deal with an organized workforce."

Each management consultant firm has its own techniques and strategies. Some are less subtle than others, but typical are these examples of several of the more notorious consultant firms.

'Biggest in the business'

Modern Management (MM), based in Deerfield, Illinois, is a nationwide company best known for working with hospitals but with a broad clientele in insurance, manufacturing, retailing, banking and among universities. MM describes itself as "the biggest firm in the business."

It is also one of the most flagrant in giving advice to employers who end up violating the law. MM's campaign for St. Elizabeth's Hospital in Boston several years ago was typical: 38 unfair labor practice charges against the employer, including threats, intimidation, interrogation, surveillance, suspension and discharges for union activity.

Periodically, MM outlines its strategy for employers in management seminars, as it did in coast-to-coast sessions presented by Professional Seminar Associates on "Avoiding Unions."

When facing an organizing campaign, MM warns employers that "union attitudes" can be found among those with sympathy for the underdog or favoring "liberal causes," or active in tenant and consumer rights groups.

MM drafts a letter over the signature of the chief executive, explaining

the company position in an effort to "impede, and if possible, defeat union efforts to obtain a showing of interest."

"The point," according to MM strategy, "is to spar aggressively and exploit opportunities without creating more interest in the subject than the situation requires."

MM tells management that workers should not be expected actually to withdraw union support as a result of these tactics. Rather, "the impression can be created that some employees actually want to withdraw, then doubts in the minds of others may be raised about the solidarity of existing union support."

Hand-carried messages

To make certain the messages reach the employees, MM advises they should be "personally hand carried by the supervisor to employees on work time, at their work stations."

As the campaign progresses, MM has a tactic it calls "counterpunching," which is to "create doubt in the minds of employees about the union's credibility and to remove doubts, if any, about the employer's temerity."

Supervisors, in MM's terminology, are "precinct captains...not neutrals, not spectators, they are involved."

MM strategy calls for isolating the union committee and union supporters. They are harassed and threatened with unsatisfactory work records, with verbal and written warnings, suspensions, and as a last resort, discharges.

When it finally comes to an election, MM tells management to seek as large a unit as possible, aiming at a ratio as low as one supervisor for each ten employees. And then the stall when the NLRB processes begin:

"As a rule of thumb, go to a hearing—don't consent to an election." MM advises. "Time works on your behalf. Let them know you are prepared to go to a hearing." However, if you get the time you want and the unit you want, then go for a stipulated election."

West Coast Industrial Relations Association (WCIRA) favors "ventilation meetings," described on a Los Angeles Times article a few years back:

"They were captive-audience meetings in which workers were called in during working hours, off the job, and they went into a room where they met one of the representatives of the West Coast Industrial Relations Association. In the first round they took people in groups from eight to 12 to 15 at a time and meetings lasted from an hour to two hours. It took them a week to run almost all of the 800 employees through these sorts of meetings."

Mostly, the sessions elicited employee complaints about company personnel practices, with the WCIRA representatives indicating nothing could be done about it because of a pending union election.

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Utah approves \$65 million bond package

Thanks to Governor Matheson the Utah Legislature approved a \$65 million bond package to help pay the state's portion for construction of the Interstate highway system, reports Business Representative Don Strate. Governor Matheson asked for \$165 million for roads, water, sewer and building projects, but the highway work was all that was approved.

There will be about \$1 million spent on I-70 for minor stream crossing and interchange work. There are also 10 miles of surfacing to be done on I-70 at a cost of \$15 million and a section of I-15 near Scipio at a cost of \$17 million.

The Department of Transportation expects to let four bridge structures on I-215 near the Salt Lake International Airport. Also, they will let the bid for surfacing the section of I-15 near Nephi. In all the 1983-84 highway construction season should be much better than in

the past several years.

Culp Construction has started construction on the Broadcast House at the Triad Center in downtown Salt Lake. This is the first of a \$410 million complex, which includes 20 office buildings, shops, condominiums, theaters and recreational facilities to be built over a ten year period. Culp's contract is for \$28 million and the eight story structure should be completed in January 1984. Culp is working a ten hour shift and considering a double shift when the weather warms up.

Cannon Construction has started their project on the Triad Center consisting of a 3 story underground parking garage and a ten story office tower called the North Plaza Complex. Cannon has installed a 3908C Leiber tower crane for this job. The crane is one of six existing in the United States at this time. It is a freestanding tower crane

which is 200 feet tall with a 200 foot boom. The crane has a lifting capacity of 6610 pounds at the tip and 35,000 at the butt. The rig can reach all areas of the job with no problem.

Business Representative Jim Bogle reports that W. W. Clyde's railroad job for the Moon Lake Power Project has wound down because of the cold weather. They have only a finishing crew and one mechanic.

The Tutor-Saliba-Mittry job on Rock Creek Dam has been shut down for the winter. J. F. Shea's job at the Vat Tunnel have about 2,000 feet of cement lining to be done according to Ed Marcus, Project Manager. It will be completed by the end of February.

Ohbayashi-Gumi on the Strawberry Tunnel will be shut down for four to six months to wait for new cement lining forms.

Stormy weather shuts down work in Marysville

The work picture on the East Side is still down because of the stormy weather, reports Marysville Business Representative Dan Mostats.

Tenco Tractor, this year, has more work than they have had in the winter months for a long time. Kaweah Construction will begin work next week on the expansion of the filter plant in Oroville for the Thermalito Irrigation District. The City of Marysville is putting together a plan for a subdivision behind Ellis Lake in Marysville.

Ray Bertelsen of Marysville was the low bidder on the Sewer Treatment Plant Project in Oroville and will begin work anytime now.

We have completed and ratified the renewal agreements with Yuba-Sutter Disposal, Auburn-Placer Disposal, Oroville Solid Waste, and Western Placer Recovery. The Auburn-Placer Disposal agreement did not expire until June, 1983, however, we were able to negotiate a change of the agreement dates with the employer, and our members will enjoy their salary increases for an additional five months.

The Department of Water Resources is planning to do some work at the fish hatchery in Oroville this year.

Plans are also expected this month for a new U. S. Post Office to be built in Olivehurst.

The Department of Parks and Recreation is putting out to bid this month a project for lighting and restroom facilities at the Lake Oroville Visitors Center.

Business Representative George Morgan reports that work on the West Side in District 60 is like everywhere else — slow. James L. Ferry got the finishing touches done on the Black Butte Dam. This project was a good winter job for the Brothers.

A good dirt job will be bid on February 16. The job will be just north of Gridley CA at the Warming Basin. This project will be in the neighborhood of \$1-1/4 million, and will be let by the Department of Water Resources. It consists of holding ponds and some pipelines, and will be used for raising fish.

There is supposed to be a lot of secondary road work done this year. There is approximately \$200,000 worth of overlay going to be let February 7th. This project will be at Highway 99 and Franklin Road in Yuba City.

"I was in Yreka Tuesday night with Redding District Representative Don

Doser, and it really felt good to see so many good union members at our Job Stewards meeting," Morgan commented. "Many of them drove long distances in blowing snow. I want to personally thank the 12 Job Stewards in Siskiyou County for attending our meeting."

Getting back to the Marysville area, with the help of our Officers and District Representative Dan Senechal, we now have the Peterson Tractor Agricultural Shop in Willows signed to an agreement.

Now is the time for all good union members to come to the aid of their union. In all phases of the building industry, unions are taking concessions, and this is a bitter pill to swallow. The truth of the matter is, if all good union Brothers and Sisters would stick together and get out the vote, not only the members but their spouses, friends, and neighbors, then Ronnie would be the one standing in line looking for work, not our members.

This coming year is going to be tough

and, Brothers and Sisters, we are going to have to get behind our Officers of this Local and support them, and all other crafts are going to have to stick together.

The picket on the Aggregates Products main gate in District 70, which is a sanctioned picket, sees union members going straight through it. This is not good.

Blood Bank

The San Francisco District encourages its members to come forth and donate their blood to the Operating Engineers Local 3 Blood Bank. A Mobile Unit will be stationed on the Local 3 parking lot to receive blood donations on Saturday, March 12th between 9:00 a.m. and 12 noon. The Local 3 parking lot is located on Valencia Street, between 15th and 16th Streets, San Francisco.

The world of the union-buster

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Management promises

"They left it," the article said, "with a very strongly implied promise that if the people voted against the union the company was going to make improvements and changes concerning the problems that they heard employees raise."

In promoting decertification, another union-busting firm — University Research Center — favors probing deeply into employee sentiments: "To uncover employee thinking requires a sophisticated system of employee interviews and remedial response...It has to be a systematic effort, continuous and handled with care."

"This is also the basic method used in all successful union-avoidance efforts, our research indicated. It is always wiser to strive to avoid unionization than attempt to decertify a union once it is in place."

When they aren't supplying union-busting strategy in company campaigns, consultants are selling their wares through seminars, usually running from one to three days and starting at a minimum \$300 daily rate.

Here are some of the standard seminar subjects and sponsoring consultants:

"Making Unions Unnecessary" and "The Process of Decertification," Executive Enterprises; "Defending Union-Free Status," Criterion Development; "Update — Staying Union-Free," Western Carolina Industries; "Avoiding Unions," Professional Seminar Associates.

Ties to academia

To give greater legitimacy to their seminars, consultants frequently tie in with colleges and universities. Among those identified with courses on how to defeat or decertify unions are the University of Denver Law School, the Delaware Law School, the University of Baltimore School of Business, and the University of Wisconsin Extension School.

"Seminars give the participants only a taste of what they might expect if they avail themselves of the more complete services of the seminar leader," the subcommittee report states. "They create the impression that the safest and best means of avoiding unionization is to hire the consultant."

Credit Union Report

Here is some important information for savers.

Stop Withholding — Starting July 1, 1983, banks, savings and loan associations, money market funds, credit unions and other payers of dividends and interest are required, under the provisions of the Tax Equity and Fiscal Responsibility Act of 1982 (TEFRA), to withhold 10% of the income you earn on your savings.

There are exemptions to the 10% withholding for people of modest incomes and senior citizens. Those who qualify for the exemption are required to file an exemption certificate with each financial institution in which they have savings.

Otherwise, those institutions will have to withhold dividends or interest, even if the account owner qualified for an exemption.

This is not an additional tax. It is more like "an early tax payment" since you are required to pay income taxes on the income you receive from our savings unless you do not earn enough to report that income.

Write your Congressman and Senators — There is still time to try and stop withholding since it does not go into effect until July 1st. There are now three bills before the United States Congress calling for repeal of the 10% withholding.

Your Credit Union has joined a nationwide campaign to stop withholding. Please write your local Congressman and both your United States Senators, urging their assistance in repealing the withholding. Try to have every registered voter in your household write a letter in their own words. Send the letters, with the appropriate names to:

The Honorable
House of Representatives
House Office Building
Washington, D. C. 20515

The Honorable
United States Senate
Senate Office Building
Washington, D. C. 20510

Escheat Law — Every state now has an escheat law that requires financial institutions to transfer dormant savings accounts to the state.

The laws generally read that after a "fixed period" of time of "no activity" on the account that the savings must be transferred to the state. The "fixed period" generally ranges from seven to 14 years.

The "no activity" may vary from state to state but usually means that the account owner has not made a deposit, withdrawal or expressed an interest in the account during the defined "fixed period."

Though your Credit Union's principal place of business is in California, other state governments could require your savings to be transferred to them if your account does not show some activity during the "fixed period."

How can you prevent your money from being transferred to any state?

First, your Credit Union will make every effort to contact you before we are required to transfer your account. You should, therefore, keep us aware of your current address.

We will notify you in writing at the address shown on our records if your savings are scheduled for transfer.

You should also not let your account go without some type of activity for more than seven years. Make regular or periodic deposits. Make a withdrawal of your dividends or interest. Or write us a letter expressing an interest in your account.

You should do this with every savings institution you have deposits in.



By HAROLD HUSTON, President

A Personal Note From The President's Pen

First, please let me say "Thank You" to the 465 brother and sister engineers who attended the Semi-Annual Meeting held in San Francisco on January 8th. We appreciate your interest and support you have expressed to us. I believe by working together as a team we can accomplish our goals.

The round of District Meetings and Retiree Association Meetings were well attended in each district. We appreciate your many kind remarks spoken at these meetings and will do our best to always give to you our 100% effort. We are a service organization and you are entitled to the very best service possible!

New service for Retirees on Medicare

Your Officers and other Board of Trustees instructed the Trust Fund office to study the feasibility of providing Medicare claims services directly through the Trust for those covered Operating Engineers and dependents. The problem has been retirees eligible for Medicare are required to file all claims with Medicare first for coordination of benefits. We know you are well aware of the difficulty retirees have in filing for and receiving these benefits. Physicians and other health care providers generally will not assist retirees in completing Medicare forms; however, they do provide itemized billings. Some retirees find Medicare forms confusing and filing procedures complicated. Medicare is most often slow in settling claims and responding to inquiries.

There are over 5,000 retirees eligible for Medicare who could be affected (70%). Claims statistics show that retirees file approximately 7,000 claims monthly. Of that, 5,000 claims were first filed with Medicare and then sent to the Trust Fund Office after they had been settled.

The Officers of Local 3 are pleased to announce a new simpler claims filing procedure for retirees and their wives. We will now file your medical claims with Medicare for you.

Effective March 1, 1983, retirees who want to use the new service may just send their claims directly to the Trust Fund Office without having to submit them first to Medicare. The staff at the Trust Fund will review all claims for completeness and forward them to Medicare for payment of Medicare's part of the claim. Medicare will send the Advice of Payment and, if applicable, their check to the Trust Fund. The check will still be made out to you, the retiree. The Trust Fund will then prepare its check and send it to you with an Explanation of Benefits statement showing the amount charged and the amount paid by Medicare and the Trust. The amount of the bill

remaining to be paid by you will be clearly shown.

The new procedure will allow you to file your claims only with one office, the Operating Engineers Trust Fund, rather than two.

This Medicare claims assistance program is completely optional. If you and your doctor find the current procedure works for you, continue to use it. If, however, you want help in getting your claims processed without any hitches you are welcome to use the new one-step assistance program.

During the month of February, the Trust Fund will be sending you a packet of material explaining how the new procedure works and giving you two identification cards for use by you and your wife. The packet will include a supply of Medicare claim forms with the address of the Trust Fund Office. You will be asked to complete some sections of the form, not all, and sign the claim form, then submit the form to the Trust Fund with *itemized* bills from the provider service. No Operating Engineers claim form will be required. Complete instructions will be provided in the packet and on the identification card. Hospitals will continue to bill Medicare directly as they do now. Your information packet will indicate how to obtain payment for Medicare deductibles on hospital charges.

You should note that this new service will not necessarily improve Medicare's processing time. We hope that by having the Trust Fund check the claim for completeness and accuracy, the processing will be made a little easier and somewhat faster. We do feel that the program will save some time in getting your entire claim processed because the Trust Fund will get the information it needs directly from Medicare and will already have some of the other information it needs to pay the claim.

Our main purpose is to help you achieve the maximum benefit from your plan with the least amount of effort.

As always if you want help in filing your claims, or need information on any of your benefits, be sure to call or write the Operating Engineers District Office nearest you or the Fringe Benefit Center or Trust Fund Office.

I would particularly appreciate your contacting me or any of the Officers should you have any problems with the new procedures. The assistance is being tried on a trial basis. We need to know how it is working for you.

As I stated in my last month's *Engineers News* article, we are most happy to report that 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 benefit 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.

Brother Fred Crandall, Chairman of the Retirees Association in Redding read the following old newspaper clipping at their last meeting. I thought it would be of interest to you, so I'm putting it in my news article, hope you enjoy it.

WHAT A JOB

The following office rules were posted in 1872 by the owner of a Boston carriage works as a guide to his white-collar workers.

- Office employees will daily sweep the floors, dust the furniture, shelves and showcases.
- Each day fill lamps, clean chimneys and trim wicks. Wash the windows once a week.
- Each clerk will bring a bucket of water and a scuttle of coal for the day's business.
- Make your pens carefully. You may whittle the nibs to your individual taste.
- The office will open at 7 a.m. and close at 8 p.m. Men employees will be given an evening off each week for courting purposes, or two if they go to church regularly.
- After an employee has spent 13 hours in the office, he should spend the remaining time reading the Bible and other good books.
- Every employee should lay aside from each pay a goodly part of his earnings for his benefit during his declining years, so that he will not become a burden on society.
- An employee who smokes Spanish cigars, uses liquor in any form, or frequents pool halls or public halls, or gets shaved in a barber shop will give us good reason to suspect his worth, intentions and integrity.
- The employee who has performed his labors faithfully and without a fault for five years will be given an increase of five cents per day in his pay, providing profits from business permit it.

We have had several contract grievances over the past few months which we have had to take all the way to arbitration. I'm happy to report we have won these arbitration cases which has given to several of our brother engineers several thousand dollars of back pay in wages and fringe benefits. We appreciate your 100% cooperation throughout the grievance hearings and arbitrations.

Some jobs opening up in Reno area

As spring approaches, a few jobs are beginning to open up in the Reno area, the majority of it being overlay work, reports Ed Jones, Business Representative.

Jobs recently awarded include G. P. Construction who was low bidder at \$1 million for a resurfacing job in Winnemucca on U.S. 95 from S.R. 289 (Winnemucca Blvd.) to ten miles north. Also consolidated into this job will be the old U.S. 40, 0.2 to 1.7 miles east of the east Winnemucca Interchange.

Helms Construction was awarded a paving job in Esmeralda County on U.S. 6 from 7.3 miles east to Coal Dale Junction to 0.6 miles west, approximately 7.653 miles. Their bid was \$862,753.

Helms also got a \$1.8 million dirt work job at the Fallon Indian Reservation in Churchill County. The job involves concrete-lined canals and open drains with all associated structures and

crossing with headwalls.

Frehner Construction out of North Las Vegas will do an overlay job in Mineral County on U.S. 95 between 3.9 miles south of Mina and 0.4 miles north of Mina, consisting of 4.9 miles. Frehner came in at \$792,293.

In the immediate future we can look forward to these jobs coming up for bid — 11.5 miles of overlay located on U.S. 93 from U.S. 50 in Ely to McGill, going to bid in mid-February and estimated at \$1,632,000; overlay consisting of 14.12 miles on U.S. 95A from Silver Springs to Fernley, estimated at \$2 million, going to bid approximately March 1st.

Also coming up for bid in March is an estimated \$6.2 million of blacktop work on I-80 from ten miles east of Battle Mountain to three miles east of the Lander/Eureka County line and will include approximately 13.97 miles.

"We have no estimate yet on 20 miles

of resurfacing from Hawthorne to Mina, but this job is expected to go to bid in early March," Jones stated. In Elko, on Idaho Street from the west to the east interchange, 4.94 miles of paving should go to bid around April at about \$3 million.

The engineering design work for Glendale Avenue from the Truckee River to Stanford Way will be complete by the end of February 1983 and bids for the project will be opened on March 30, 1983. If bids are acceptable, it is anticipated that a contract will be presented to the Washoe County Commission on April 12th and the contract will commence work by May 1st.

The project will include six travel lanes westerly from Rock Boulevard. There also will be a two-way turning lane, parking lane on each side, curb and gutter and a revised storm drain system.

Piombo Company low bidder on I-580 project

Oakland Business Representative Tom Butterfield reports that Piombo Construction is low bidder on a new stretch of highway 580 in Castro Valley for \$28 million. There are 870,000 yards to move and eleven bridges to be completed in 1986.

They still have 1 million yards to move and four more bridges to build on their highway 580 job now underway. This job should be completed in late 1985.

Oliver de Silva will spend another \$15 million this year at the Hacienda Business Park job in Pleasanton with two railroad undercrossings and a freeway interchange at Hacienda Dr. and highway 580.

Nine building sites are now under construction and should last for the next two years.

Federationist



JOBS: THE AGENDA FOR RECOVERY

Editor's Note: The following eight pages are major portions of a special report published by the AFL-CIO Federationist. It is an excellent summary of the economic problems that are currently afflicting the American workforce and what actions can be taken to put America back to work.

Introduction

SINCE JULY 1981, the American economy has been in a nosedive: Unemployment has reached post-depression depths, human suffering has spread across the land and growing numbers of plants and factories have been idled.

Twelve million American workers are now officially jobless. Almost half the labor force is feeling the impact of the Reagan recession-depression with lost jobs, reduced worktime and earnings, and lost opportunities. And the Administration's programs offer no hope for the jobless in 1983.

Early last year, the AFL-CIO pointed out the need for large-scale anti-recession job-creation measures to put America back to work. This February the AFL-CIO Executive Council will carefully review the economic situation and present a detailed program to end the recession, protect its victims, and deal with fundamental problems that are

adversely affecting living standards and the basic strength of the nation. An effective and permanent end to the tragedy, waste and hardship of unemployment is our goal. This issue of the Federationist contains an outline of the AFL-CIO agenda as prepared by the Department of Economic Research.

Today's recession-depression is further complicated by a major turndown in the world economy. Further aggravating the economic downturn are unfair trade practices and an overvalued dollar.

Technology is also changing the structure of the U.S. economy, the mix of industries, the location of industries and jobs, occupations and education and skill requirements, often displacing workers with a long history of regular employment. Robots in the factory, word processors in the office, scanners at the check-out counter, push-button banking, gene-splicing in the laboratory, and computers in the home—all of these are hitting white-collar and blue-collar workers, workers in goods-producing industries and workers in

service-producing industries.

Many minority and disadvantaged workers still suffer from discrimination and inadequate education, little work experience, and few job skills.

Public investments have fallen far behind in providing basic support facilities critical to private-sector jobs, investment and productivity like roads, bridges, water and sewer systems, transportation and port facilities. America's infrastructure is rapidly deteriorating and seriously holding back economic progress.

The misallocation of money and capital is exemplified by the merger mania of big corporations, big banks, and other financial institutions and the speculative fever of the stock and commodity markets. Without any effective control big business mergers soak up credit and along with the tight money policy of the Federal Reserve bid up interest

rates. The result is a loss of capital for productive private and public enterprise, and housing. Conglomerate mergers increase the concentration of wealth while the power of workers and other taxpayers to maintain a healthy, pluralistic, democratic society is weakened.

The gaps and disparities in income between families have widened considerably and poverty is on the rise. A two-tier economy at home and an energy cartel abroad have inflated prices for limited supplies of scarce resources, including necessities, such as fuel and food. Traditional weapons of monetary policy to fight inflation, with high interest rates as the cutting edge, have been counterproductive. Short-term gains on the price front have been bought at a huge cost of unemployment and loss of national product and income.

New economic policies are needed to cope with the recession-depression.

An Anti-Recession Program

First of all, America must have a dramatic expansion of job opportunities. The job situation is a catastrophe and large-scale direct job generating programs must be the first priority of governmental economic policy.

Job creation is a moral, social, political, and economic imperative. Unemployment generates tremendous social losses which include physical and mental illness, family disorganization, social alienation and crime.

For every one million jobless workers, America foregoes the production of \$100

billion in goods and services and the federal treasury loses \$30 billion.

Job opportunities must be made available to unemployed men and women who cannot find jobs in the private sector. This means there must be direct, targeted and adequately funded large-scale public employment programs. It also means quick action to get essential public works under way immediately.

When the private sector cannot provide enough jobs, the federal government must step in. That is the mandate of the Employment Act of 1946, reaffirmed in 1978 by the Humphrey-Hawkins Full Employment and Balanced Growth Act.

The Reagan Administration's response to joblessness is essentially a hands-off approach—let the market take care of the problem. Supposedly, people will find jobs by relocating or by looking harder. Mismatches in skills and location are indeed problems. However, it must be recognized that the number of unemployed persons far exceeds job opportunities now available or likely to become available under the policies of this Administration.

Public works jobs can be generated through renewing the urban infrastructure of sewers, water systems, streets and bridges and upgrading the nation's transportation network so people and goods can move efficiently. Railroads, highways, port facilities, and airports are in desperate need of rehabilitation. Urban mass transit systems need support and modernization.

Housing is essential to the anti-recession job-creation effort. More government support will increase the supply of housing for low and middle-income families. Expansion of existing housing programs will create jobs in the construction industry where one in five workers are unemployed and help reduce inflation in housing by expanding the supply of affordable homes.

Inflation must be fought through attacking directly the key sectors of inflationary pressures, and this includes specifically an attack on high interest rates.

Lower interest rates are essential. Congress must press the Federal Reserve to ease the money supply and lower interest rates. Legislation should be enacted to assure availability of existing credit and to selectively allocate credit. Lower borrowing costs are necessary to stimulate the housing, automobile and other hard-hit industries, investment in productive plant and equipment, state and local public investment.

Unemployment insurance and trade adjustment assistance are essential to alleviate the suffering of the unemployed and other victims of the Reagan recession-depression. Congress should improve and extend unemployment insurance benefits and restore trade adjustment assistance for workers who lose jobs because of imports.

Health insurance protection for the unemployed must be secured through congressional action. And Congress should reverse the Reagan Administration's attack on the nation's system of Medicaid and welfare, food stamps, and human services.

These basic programs help people who are unemployed, weak, or helpless. They maintain income and the consumer buying power which gives stability and resilience to the economy.

The stimulus and support of those programs for the economy would be timely. Record overall unemployment and record construction industry joblessness now prevail. High unemployment and slow real growth in GNP are expected to remain for many years even under the most optimistic assumptions and economic projections. Overall unemployment and construction unemployment will decline very slowly as new entrants into the job market seek jobs while record numbers are presently jobless. Any recovery in the economy is expected to be slow and weak. The recent declines in interest rates though welcome will not translate into a boom nor generate high levels of employment.

To meet longer-term fundamental issues, a comprehensive reindustrialization program should be undertaken to bolster the nation's growth and productivity.

Business, labor, and government, working together, can strengthen America by helping to generate and channel private and public investment to modernize basic and essential industries, public infrastructure, and lagging geographic areas. This long-run reindustrialization program would include effective employment and training programs.

All these programs—those for quick anti-recession job-creation and alleviation of human suffering and those to deal with long-term fundamental problems—are aimed at social justice and economic progress.



Public Works

Investments in public works provide jobs and an essential underpinning for economic growth and a critical complement to private sector investment, and productivity. For years this nation short-changed investments in public facilities related to health, education, energy, safety, solid waste removal, water supply, parks, highways, bridges, ports, railroads, and urban transit. The result is a huge backlog of public capital needs and a major impediment to growth and the attainment of the nation's productive potential.

An efficient public transportation system significantly enhances private sector productivity. Conversely, the current state of disrepair in our highways, bridges and transit system causes delays which in turn limit growth and raise costs. The job of rebuilding the nation's transportation network has begun with the highway and mass transit program enacted last year. It is expected to provide about \$5.5 billion dollars in 1983 and over five years some \$33 billion dollars for repair and improvement of highways, bridges and mass transit facilities.

While a step in the right direction, it falls far short of needs. Over the next ten years, one trillion dollars are needed to rehabilitate highways and bridges, and another forty billion dollars are required for urban transit systems. Obviously, the transportation program could be expanded to fill a basic public need as well as provide needed jobs.

The crucial role of public capital formation and public investment is all too frequently forgotten. The Reagan Administration's 1981 tax cut is, of course, a prime example of a one-sided attempt to promote private capital investment and ignore needed public improvements. The effect was a diversion of huge amounts of money that could have been channeled and directed to public investments essential to jobs and revitalizing and rebuilding the nation's cities, industries and distressed areas. The huge revenue drain also drove up interest rates to a level that sharply restrained private investment and public sector improvements.

Well-known analysts of the sources of productivity growth have tried to highlight the often overlooked but crucial role that public capital formation plays in increasing the nation's output. They have pointed out that the role of private capital formation is far less important in fostering growth than is popularly believed. In his major study of the sources of economic growth, Edward F. Denison found that private investment accounted for only 15 percent of the nation's long-term growth. At 40 percent, the largest single source of growth was the general advance of knowledge, much of which is a product of public investment in research and education. More recently Denison has observed that the revised GNP data should help policymakers recognize the ineffectiveness of tax cuts designed to stimulate productivity growth. He adds "that government support for investment in human capital, infrastructure, and research and development, are currently receiving short shrift" (*Business Week*, September 13, 1982, p. 22).

The deterioration in highways, bridges, and transit systems is not unique. Serious

The AFL-CIO Agenda for Progress through Jobs

Public Investments to Create Jobs and:

- Renew and rebuild the nation's infrastructure.
- Expand and improve local community services.
- Train workers in skills that are in short supply.
- Increase the supply of housing for low- and middle-income families.
- Begin restructuring and revitalizing the nation's industrial base.
- Protect the unemployed and boost consumer purchasing power with extended unemployment insurance benefits and health care coverage.

Monetary Policies to Create Jobs and:

- Lower interest rates to stimulate the economy.
- Channel available credit to job-creating, economy-building, productivity-increasing investments.

International Trade Policies to Create Jobs and:

- Advance U.S. interests in fair international trade and investment.
- Stop job-destroying, economy-damaging outflows of U.S. technology, capital and productivity advantages.
- Restrict imports that are adding to recession, joblessness and erosion of U.S. industrial base and set auto domestic content requirements.
- Carefully manage foreign grant, insurance and loan programs to safeguard U.S. interests.
- Enforce existing trade laws which promote fair trade.

Anti-Inflation Policies to Create Jobs and:

- Attack the specific causes of inflation.
- Prevent tight-money, high-interest rates which place the anti-inflation burden on workers and the poor.
- Meet revenue needs through a healthy economy and a fairer and more productive tax structure.

inadequacies exist in every other type of public capital stock.

■ Waste-water treatment facilities are so overburdened that a large number of communities cannot allow firms to build new plants or expand existing plants. A recent Joint Economic Committee study points out that cities like Newark are on a sewer replacement cycle that would result in new facilities in 300 to 500 years.

■ Water supply systems are slowly decaying. In many older cities like Philadelphia, Boston and Chicago, more than 15 percent of the water supply simply leaks out of the system due to corroded pipes. This worsens water shortages, raises water bills, and can even cause street cave-ins.

■ A study conducted a few years ago by the Interior Department found that extensive rehabilitation of recreational facilities is needed in older cities and suburbs. In eight of 21 core cities surveyed, the cities' rehabilitation costs were greater than their annual park and recreation expenditures.

■ Over one-half of the nation's 3,500 jails are more than 30 years old, and it is estimated that between 1,300 and 3,000 of these must be either totally rebuilt or substantially rehabilitated during the 1980s. In addition, resources will be needed to expand these facilities.

Not only has this neglect of public construction reduced the services that flow directly from public facilities, as well as the

private output these facilities support, but it has contributed to the underutilization of human resources, particularly in construction. The 1982 trough in public construction expenditures coincided with a peak for total construction unemployment at 23 percent. The construction unemployment rate is normally higher than the rate for all industries. The only years during the past two decades in which construction unemployment did not exceed eight percent were the four years from 1966 through 1969. Not coincidentally, those were the only years in which total public investment in structures and equipment exceeded \$300 per person, measured in 1972 dollars. It is evident, therefore, that public investment creates jobs as well as an environment conducive to economic growth.

The experience in the 1960s and 1970s demonstrates that accelerated public works programs can be effective in providing jobs and restoring economic growth. An evaluation of the 1976 Public Works Act clearly illustrates the potential of these programs. The program was a large success in aiding the recovery from the deep 1974-1975 recession. The \$6 billion spent as part of the Local Public Works Program generated 110,000 direct onsite jobs and 66,000 jobs in firms supplying building materials. The added income of these workers resulted in additional sales and production, and is estimated to have generated an additional 249,000 jobs throughout the economy. The total—425,000

job years—represents an average cost of \$14,000 per person year of employment.

This experience also refutes the claim that such programs are "procyclical"—that is, by the time public works projects get started, the recession is over and they then cause inflation. In the 1976 programs, except for isolated incidents, decisions on applications were made within 60 days and construction started within 90 days. Projects can also be small and of short duration. The average project funded under Round II of the program was under \$500,000 and the average project duration was only 10.4 months. Finally, funds were successfully targeted to the areas that were most in need. The average unemployment rate for areas receiving Round II funds was 9.4%, substantially higher than the national average.

Within the framework of an ongoing program of public capital formation, projects specifically designed to be brought on stream quickly to generate jobs and counteract recession, could be easily identified without in any way detracting from the long-term continuing program to revitalize the nation's private capital.

The expense of these jobs would, of course, be offset to some degree by the resultant reduction in welfare benefits and unemployment insurance payments. In addition, the government would gain tax revenues both from the direct and indirect jobs and economic activity generated by the projects. Equally important is that these projects are investments—they produce the facilities that are of continuing value to society with pay-offs far into the future.

Housing

The nation is in the midst of a deep and prolonged slump in housing production. This has worsened the underlying problems of housing inadequacy and affordability. The immediate crisis is the direct result of the Reagan Administration's tight money policy, budget cuts, and recession. In 1982, housing production has fallen to half of the 1978 building rate.

Construction industry unemployment was 23 percent in November 1982, a record high level for these figures which have been collected since the 1940s. Industries which depend on housing, such as forestry and mining, and manufacturers and suppliers have been

adversely affected by the housing slump as well.

The housing shortfall, which has grown as housing production declined from a level of 2 million units in 1978, has created shortages in many areas and rising housing prices. Over the year ended October 1982, for example, residential rents rose faster than general price levels. The result has been unaffordable homes, a near-record low national rental vacancy rate, a bidding up of rents, families forced to double up and a rising number of homeless people. The recession has devastated many communities and whole states, leading to rising defaults and foreclosures as people who are laid off are unable to keep up the payments on their homes.

A combination of pent-up demand, and a decline of mortgage interest rates to a 12-13 percent range, caused the seasonally adjusted annual housing starts rate to rise to 1.4 million in November. However, this rate is still far below national housing requirements and reflects only the upper income layer of the home sales market and the tail end of the government-assisted program pipeline in the rental segment. More positive action will be needed to achieve a sustained higher level of housing construction.

In past recessions, housing was revitalized through such programs as below-market interest rate subsidies and rental assistance for low-income households. The Reagan Administration is moving in the opposite direction, however, calling for cutbacks or elimination of such basic supports.

In early 1982, the Administration set a 1983 budget with sharply reduced government support for home building and has advocated replacing direct housing programs with a voucher system. This would add nothing to the supply of available housing, and at the same time add to the inflationary demand pressures in the many local communities where housing is in short supply.

The number of additional new and rehabilitated housing units built with government assistance was reduced to a trickle under the fiscal 1983 continuing resolution enacted into law in December 1982. Under the stopgap funding law, the Congress provided funds for 1983 mainly to support existing units, including units already assisted but shifted from one program to another. Meanwhile, no funds went for new construction under the low-rent public housing program, while there were only 14,000 units of new housing for the elderly and a couple thousand units for Indians.

Funds for public housing were left out with the understanding that there would be an agency speedup to bring already funded projects in the processing pipeline to construction and that added funds for public housing new construction would be considered for the next fiscal year.

A good start can be made on catching up with housing needs while at the same time contributing to a broader anti-recessionary economic program.

A program which provided 250,000 new assisted housing units annually, which was about the level of assisted housing starts prevailing in the 1970s, could make a significant contribution to closing the gap. The assistance for 250,000 units annually would be for rental and homeowner units for lower income families in urban and rural areas. It would include assistance under already authorized programs in addition to activity under a modified homeownership assistance program, a new rental housing production program, and a new initiative for the expansion of housing and related facilities for the elderly.



Type of Assistance	Units
Homeownership Assistance	50,000
Rental Housing Assistance for Elderly	20,000
Low Rent Public Housing	55,000
Rental Housing Production Program	40,000
Rural Housing	65,000
Elderly Housing Initiative	20,000

Funds to begin a mortgage foreclosure relief program for conventional financed homes is a needed element of a housing stimulus program. This program is needed to protect people and to assure that home values and the market for housing does not collapse under an avalanche of foreclosures. Similarly, rental emergency funds should be available to forestall evictions.

In addition, we oppose legislation that would completely "privatize" the Federal National Mortgage Association and the Federal Home Loan Mortgage Corporation.

Each of the rental programs could have limited authorizations, so that the number of units could be allocated, in projects not to exceed 100 units each, among local housing authorities and other agencies with know-how for present programs and for the new rental housing production program. HUD might also give priority for rental housing projects to those sponsors who already have a locally approved site.

In addition, funds should be provided for a much needed, large public housing modernization effort, which could serve the purpose of preserving and upgrading low-rent public housing projects which need refurbishing to extend their economic life, and have an immediate jobs impact.

The new construction would provide thousands of man-years of work in construction

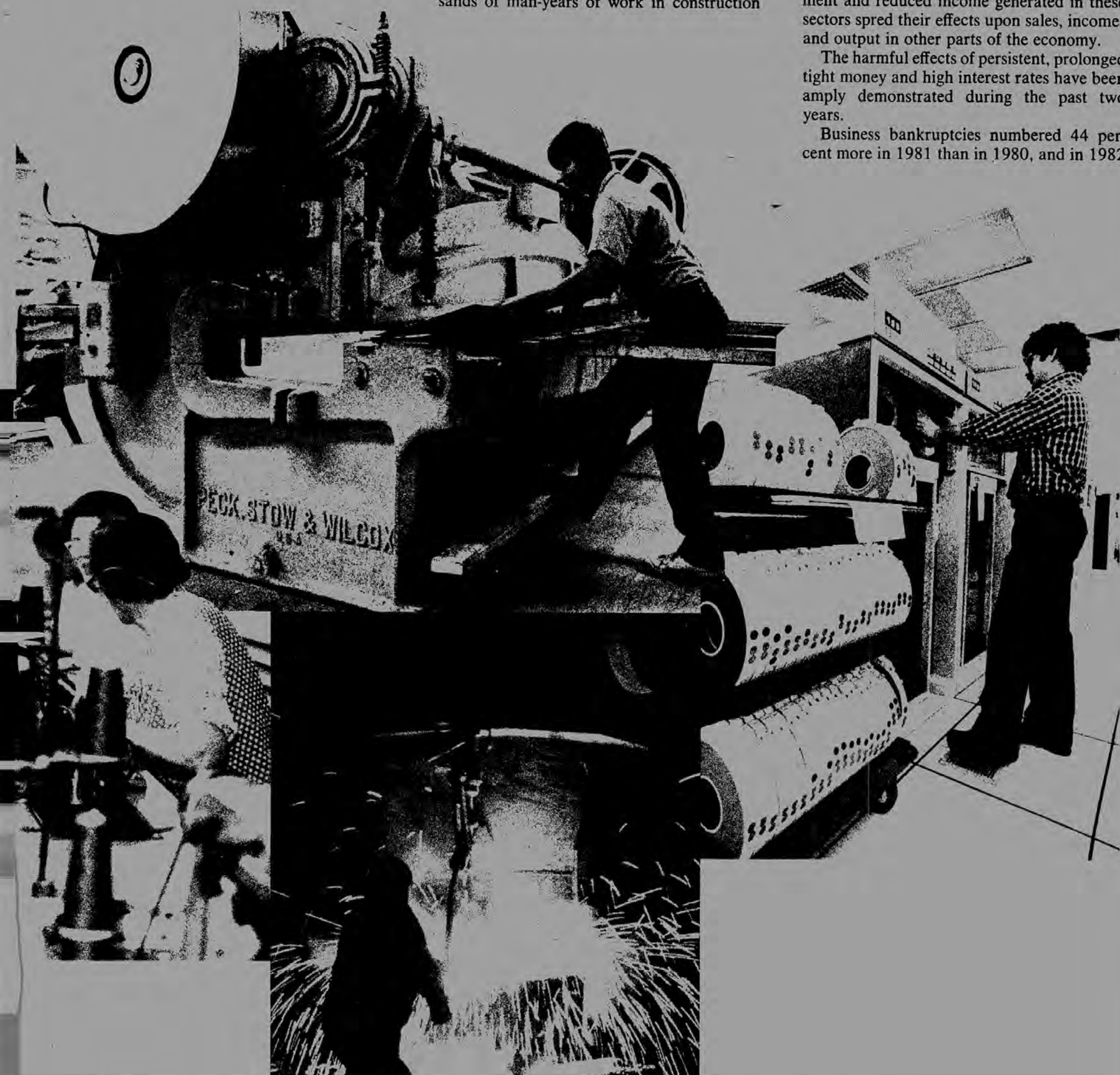
and supplier industries. Public housing modernization would provide about 37,000 jobs per \$1 billion in outlays. The multiplier effects, as wages and profits from construction and materials production are spent on other products and services, would almost double the number of jobs initially generated.

Monetary Policy and Interest Rates

The tight money policies pursued by the Federal Reserve Board pushed interest rates to record 20th Century levels in the 1980s. The result was the major curtailment in economic activity, pushing the economy into the recession. The impact was felt, first and most severely, in residential and local public construction. The automobile and farming sectors were also depressed. The high unemployment and reduced income generated in these sectors spread their effects upon sales, incomes and output in other parts of the economy.

The harmful effects of persistent, prolonged tight money and high interest rates have been amply demonstrated during the past two years.

Business bankruptcies numbered 44 percent more in 1981 than in 1980, and in 1982



they are 49 percent above 1981. The unemployment rate rose from 7.4 to 10.8 percent, leaving 12 million unemployed. Manufacturing capacity utilization was reduced from about 80 percent to 68 percent. And, as the high interest rates took their toll, men and machines were idled in manufacturing, in construction, in extractive industries, and in farming. The effects have spread to other economic activities.

In March 1980, under authority of the Credit Control Act of 1969, there was a departure from the overall tight-money policy by way of a brief implementation of credit controls. This was helpful in bringing down interest rates and pulling the economy out of the short recession which began in January 1980.

The downturn in aggregate economic activity in 1980 had been preceded by a decline in the interest rate-sensitive housing sector, as interest rates kept rising. However, after credit controls were instituted, interest rates on new mortgages for which loan commitments were made rose one more month to a peak of over 16 percent in April and then declined to about 12½ percent in July. The annual housing starts rose from the May low of 938,000 to about 1,550,000 toward the end of 1980. The prime rate charged by banks declined from 19½ percent in April to 11 percent in July when the decline in industrial production was reversed and the economy began to pick up.

Authority for credit control implementation, which expired this past June 30, is essential to have as an alternative or supplement to monetary policy. It is needed, so that it can be used to help restore economic recovery with stability and help the country become more productive and internationally competitive. The President should have the authority, and legislation to reestablish it should be enacted.

In addition, there is a need to reconstitute the Board of Governors of the Federal Reserve System, so that there will be a broader representation of economic interests. Four of the present seven governors were employees or officials in the Federal Reserve Bank system during their careers; one had been a commercial bank officer; one had been in private finance and also Chairman of the Federal Home Loan Bank Board, and one had been an economics professor. These members cannot adequately share the perspective or represent the interests of labor, agriculture and small business which are subject to the risks and hardships brought on by prolonged periods of high interest rates. Legislation should be enacted to reconstitute the Board of Governors, so that a wider spectrum of interests and concerns will be represented.

Trade

Unfair trade practices and an overvalued U.S. dollar have added to the recession's severity and sharply clouded the outlook for recovery.

In 1982, imports will exceed exports by over \$40 billion and for 1983 a deficit almost double that amount is expected.

In manufactured products, the U.S. trade surplus in 1981's first 9 months shifted to a \$7.7 billion deficit of more imports than exports during the first nine months of 1982.

Exports have fallen off in the industries which were America's pride: Capital equipment—industrial machinery, computers, communication, autos and aerospace, showed a drop in the trade surplus of \$10.4 billion—a 50 percent fall-off in a single year. Imports have been growing in all of these categories. There was for example, a doubling of semi-conductor imports in the first 8 months of 1982.

A high and rising dollar (up 30 percent against major trading partners' currencies) has spurred imports of manufactured products and made it even more difficult for the U.S. to sell abroad. The Japanese yen has declined by 21 percent and the German mark by 22 percent against the dollar between January 1981 and November 1982.

Fair trade must become a reality. A first step toward achieving that reality requires a recognition that misguided U.S. international trade, monetary and investment policies have been key factors contributing to the destruction of basic U.S. industries.

A clear relationship between growth of imports and job displacement is evident in a number of industries. For example, imports of automobiles rose 41.5 percent between 1979 and 1982, while employment dropped 46.9 percent. Imports of apparel rose 25.9 percent, while employment dropped 23.3 percent. Footwear imports rose 12.8 percent and employment went down 23.9 percent.

A loss of almost 3 million jobs in manufacturing from July 1979 to November 1982 included hundreds of thousands of jobs related to these trade facts of life. They cannot be ignored.

In rich countries and poor, the U.S. ability to export is retarded and imports to the U.S. encouraged as the combination of other nations' trade barriers and this nation's open markets squeezes the U.S. economy.

Industrialized nations have cut back on imports as a result of the recession and developing countries have cut back on their imports to meet their financial problems. The result is fewer American exports and fewer export-related jobs.

Unless the government takes action, however, the chance to "Buy American" may fade entirely. A domestic content bill for automobiles is a major goal because it is fair and because it tries to assure that Americans will have a chance to benefit from the U.S. auto industry—as workers, as consumers, and as business suppliers. For every one job in autos, for example, there are over two jobs in supplier industries.

The Administration must also recognize that trade-related job losses are rapidly spreading beyond manufacturing and into service industries. Exports of jobs in services have already begun through the runaway shop, the runaway ship, and the runaway film and computer service. Imports of services have cost construction jobs and theatrical jobs, while other types of service jobs also have been eroded. But as important, this nation's economy and industries are interrelated, and for every manufacturing plant there is a set of service jobs, and each affects the other.

These are not old problems, but new ones in a changing world. What is old is the simplistic dialogue of "free trade" vs. "protectionism." Governments of other nations often regulate imports as a matter of course. The U.S. needs clear limits on certain imports until the nation's future is assured.

Other issues arise from U.S. laws that are geared to encourage investment abroad and technology outflows. At a time when the nation must rebuild its industrial base and improve its "competitiveness" the newest processes are up for sale to the closed economies of the world. Brand new technological processes invented in the U.S. are sold or licensed for production and use abroad. Employment is often created for foreign workers who make products such as steel and auto parts that compete in the U.S. markets with firms and industries that can no longer afford to invest in new production here.

Productivity of the U.S. economy is still the highest in the world, but other nations are rapidly catching up. Technology outflows and capital outflows are swift and in most economies subject to a variety of controls, monitoring and regulation. Closed economies abroad invite producers and investors who build the jobs of tomorrow. The U.S. market is now flooded with the result as today's jobs and those of the future are constantly being exported.

Because of these factors, fair trade accompanied by efforts to slow down the outflow of technology and capital are essential elements in an anti-recession program. Both tax and trade provisions are needed to accomplish this goal, including:

- Placement of temporary restrictions on harmful imports during periods of recession and high unemployment to prevent increased joblessness, added penetration of U.S. markets by foreign producers and a further weakening of the U.S. industrial base.

- Enactment of an auto domestic content law to protect the continued U.S. capability to produce autos. Buy American must be more than a slogan. It must be an achievable result.

- Action to assure that a portion of U.S. raw material exports, including grain, logs and other commodities, is processed in this country.

- Establishment of bilateral shipping agreements and adherence to cargo preference laws.

- Commitment that foreign grant, insurance and loan programs, such as the Export-Import Bank, are carefully managed to safeguard U.S. interests at home and abroad. Despite defects of the Ex-Im Bank, funds must not be slashed until other countries cut or eliminate their subsidy programs. Ex-Im Bank funds and guarantees must not be extended to any communist countries.

- Vigorous enforcement of reciprocity provisions of the Trade Act.

Unemployment Insurance Benefits

Millions of jobless workers are in disastrous circumstances because they are without the protection of the unemployment insurance system. Only 45 percent of the 12 million workers officially counted as unemployed are receiving unemployment compensation benefits. In contrast, during the 1974-1975 recession 75 percent of unemployed workers received benefits. Since July 1981, over 5 million workers have exhausted their regular benefits and another 1 million long-term jobless workers have lost their extended benefits. Of the 900,000 unemployed workers receiv-

ing federal supplemental benefits, 135,000 have already exhausted or will exhaust these benefits soon. The remaining 765,000 will run out of benefits in the coming weeks.

Since the program of federal supplemental benefits is temporary, hundreds of thousands of additional unemployed workers will receive either no benefits or benefits of reduced duration under the program.

Congress must restore immediately the protections of the extended benefit program that have been eliminated so that all unemployed workers have the benefits to which they are entitled. The extended benefits program provides income protection for long-term jobless workers and is an effective countercyclical mechanism in blunting some of the adverse effects of recession.

Inflation

Inflation-fighting policies should be directed toward the basic causal factors—particularly “supply shocks” in basic commodities, such as energy and food and sectoral problems in housing and health. Such specific actions would contribute to maintaining an orderly supply of goods and services needed for industries to grow and people to prosper.

The inflation deceleration of the past two years was partly fortuitous and mostly the result of the recession. Food price increases slowed dramatically as bumper crops in 1981 and 1982 replaced the shortfalls of 1979 and 1980 and energy price increases slowed to 11.7 percent in 1981 and to only a 1.9 percent increase rate in the 12 months ended October 1982. The crucial elements were the emergence of a world glut in petroleum supply early in 1981 followed by falling demand as a worldwide economic recession took hold.

Shelter price increases also slowed with a

virtual halt of house price increases in 1981 as sales fell off. Under the burden of high interest costs, sales of new and existing housing slumped almost 20 percent from 1980 levels, and the number of new private housing starts dropped to the lowest figure in 35 years. In the year ended October 1982, the increase in shelter prices slowed to 5.2 percent.

Medical care prices, however, have not responded to recessionary influences. They were still running at a 10.7 percent increase rate in October 1982.

Most of the drop in the consumer price inflation rate—nearly 93 percent—arises from the very factors that caused the original run-up. About 22 percent of the decline results from abatement of food price increases and about 31 percent from the drop in energy prices. A very large portion—nearly 40 percent—comes from a sharp drop in shelter cost increases. These were occasioned by the falloff in price increases for houses which accompanied the deepening recession. Toward the end of the period, mortgage interest rates declined, from close to 16 percent at mid-1982 to about 12-13 percent in the last quarter.

Wages have had little to do with the runup in prices or in the subsequent abrupt price deceleration. In 1979 and 1980, average hourly earnings rose 8.0 percent and 8.8 percent respectively—far below the rate of inflation. Wage increases have trended downward in 1981 and 1982, again in response to recessionary developments. In the year ended December 1981, average hourly earnings rose 7.3 percent, and average weekly earnings 6.1 percent. In the year ended October 1982, average hourly earnings were up 4.9 percent while average weekly earnings—reflecting a recessionary contraction in weekly hours of work—were up only 3.7 percent, well below the diminished consumer price inflation rate

of 5.0 percent. The downward movement of real wages does, however, feed into the general reduction in purchasing power which deepens the recession and prolongs economic stagnation.

The tight money, high interest rate solution of the Administration has been largely irrelevant to the nature of the inflation and has had disastrous consequences for the economy.

The AFL-CIO anti-inflation proposals are based upon the experience of recent years which conclusively demonstrates the need for programs that will avoid possible commodity supply shocks in the future.

Energy inflation must be dealt with through conservation and stockpiling as well the development of alternative types of energy. Natural gas prices should continue to be controlled. A standby energy program including provisions for allocation, rationing and energy price controls, if needed, should be enacted to deal with possible future emergencies.

Food inflation should be moderated by pursuing supply-and-demand policies that mitigate inflation and overcome the violent swings in farm commodity prices with their “boom and bust” results for American farmers. With so much of agricultural production destined for export, the nation should restrain agricultural exports in times of inflationary shortage and stockpile in times of abundance. The establishment of a National Grain Board is needed to protect the interest of the United States in foreign markets and to provide price and supply stability in U.S. markets.

Housing inflation should be fought by expanding the supply of housing and allocating more money specifically to finance mortgages. Government programs to promote increased housing construction, particularly for low- and moderate-income families, should be expanded rather than curtailed.

Medical care inflation would most effec-



tively be dealt with by enactment of a universal and comprehensive national health insurance system. Pending such reform, health care cost containment legislation, properly structured, should be enacted as an important interim step. The expansion of preventive health care—thereby reducing pressures on hospital usage — should be encouraged through further development of "health maintenance organizations" (HMOs).

Looking toward the future, the matter of specific price pressures which may be generated by the national defense buildup must be accompanied by appropriate economic policies. The defense sector can drain capital away from civilian industries and away from other government programs. It can bid away key human resources, such as scientists, engineers and skilled trades workers, as well as scare material away from the civilian economy. A materials allocation program, for example, would become a necessity if shortages and bottlenecks should develop.

A sector-by-sector anti-inflation policy should be undertaken that concentrates on dealing with the causes of inflation and rejects efforts to "cure" inflation by engineering recessions and unemployment.

Reindustrialization

The need for a national industrial policy in the United States is becoming more and more evident. The American economy is experiencing the highest and most extended period of

unemployment since the Great Depression. The growth of the economy has stopped in the 1980s and the U.S. position in world trade has deteriorated dramatically. In both the private and public sectors, the modernization of physical capital has been inadequate. The industrial base of the American economy is eroding and, there is no coherent national policy to reverse the trend.

Current levels of unemployment and idle capacity are causing the loss of hundreds of billions of dollars in product and income that can never be recovered. To carry forward a rational national industrial policy, a tripartite National Reindustrialization Board should be created which would include representatives of labor, business, and the government. The Board would develop a balanced economic program to insure the revitalization of the nation's sick industries and decaying communities, while at the same time encouraging the development of new industries with promise for the future. The Board would encourage productivity growth, dissemination of research and development findings, and a balanced use of the nation's resources. It would target industrial sectors and regions that particularly need help. The National Reindustrialization Board would also be directed to consult with, and be consulted by, the Administration and the Federal Reserve Board. The composition of the Reindustrialization Board should automatically provide Congress with a liaison with labor and industry.

This Board would also provide policy and

priority guidance for the activities of a financing agency, patterned after the Reconstruction Finance Corporation of the 1930s and 1940s. It would be authorized to make and guarantee loans to finance approved reindustrialization ventures. Private pension funds could be encouraged to make investments in such financing arrangements to support and expand industrial employment in the United States.

The Reindustrialization Board would bring together all of the elements in economic society. It would insure that the interests of workers, industry, consumers—all the people—are an integral part of the economic decision-making process.

The AFL-CIO has recognized for some time that both private and public capital facilities are deteriorating. The proposed new RFC would make, participate in, or guarantee loans to private business and local governments in the industrial sectors and geographic regions designated by the Reindustrialization Board. The actual lending and other financing functions carried on by the RFC would be under the Reindustrialization Board.

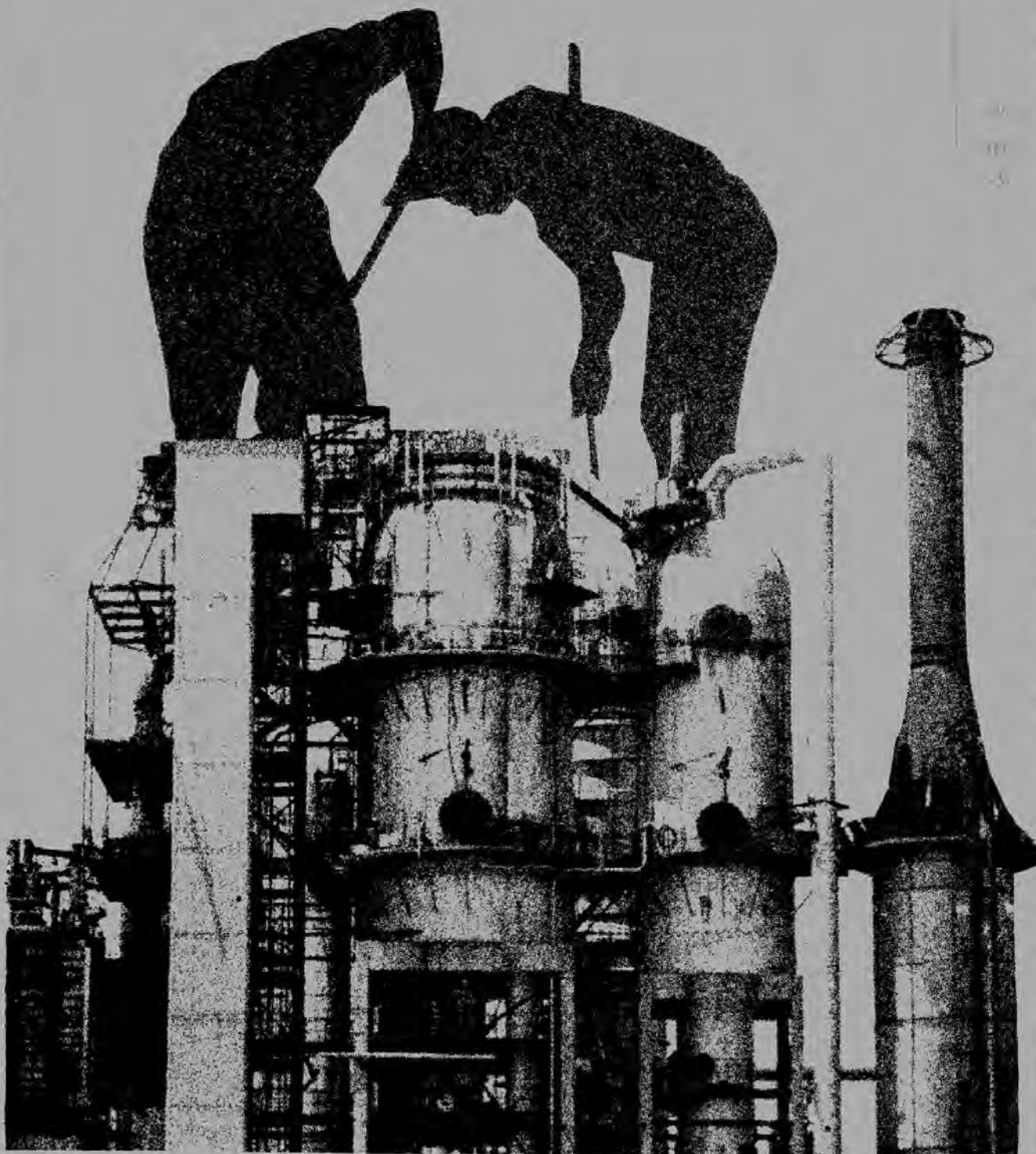
The RFC could handle loans to private business and to state and local governments. Each of the two lending "windows" would be operated under an executive officer appointed by the Board of Directors. The Board of Directors would also be required to see that there was coordination between the two lending units to maximize economic development in areas where new construction or improvement of public facilities is needed to enhance the efficiency of the private business activities being assisted. Public facility loans should also be available to other areas in need of such loans to renew or expand public facilities required in the local economy. The issuance of capital stock to be subscribed by the Secretary of the Treasury for the RFC would be authorized by legislation, with authority for the RFC to issue bonds.

Pension funds should be used for reindustrialization and expansion that provides employment, as long as there are adequate protections for the pension funds. The legislation should provide that all obligations of the Corporation which are purchased by employee pension benefits plans shall be guaranteed—backed by the full faith and credit of the U.S.

Conclusion

The policies that AFL-CIO is calling for are ambitious. They add up to a repudiation and a dramatic reversal of the policies of the Reagan Administration. We firmly believe, however, that such action is the key to progress. We also recognize that many of the job creating programs we call for will cost money and in the near term would enlarge the budget deficit even further. Deficit increases, however, could be blunted or avoided through tax policies that prevent some of the more inequitable and costly provisions of the Reagan Administration's tax cut from taking effect and by plugging some of the long-standing loopholes that hurt the economy and destroy jobs.

America needs jobs. There is no higher economic priority and no more urgent economic agenda.



Prospects look good in Santa Rosa

Work in the Santa Rosa area is pretty slow at this time, reports District Representative Chuck Smith, however, the prospects look very promising for the coming season. O.C. Jones has several million dollars in assessment work to start, weather permitting, as does Arthur B. Siri, Inc. The Laguna Sewer Pond, in Santa Rosa, should be awarded about the time you receive this issue of the *Engineers News*.

The Fountain Grove Ranch is coming right along and we look forward to a lot more work to be done on the project this year such as streets, underground building pads, etc. This will keep quite a few Brothers busy and also keep the Brothers busy at the rock and asphalt plants producing the needed materials.

Don't forget to put this date on your calendar, March 10, 1983, the date of the next regular, quarterly District Meeting which will be held at 8:00 p.m. in the Veteran's Building in Santa Rosa. Sincerely hope to see you all there.

A contract has been awarded to Townsend and Bottom, out of Salt Lake City, for the South Geysers Power Plant, reports Business Representative Bill Burns, and as soon as Pete Barretta

Lassen Park pipeline job down for winter

District Representative Don Doser reports that A & H Construction's — Lassen Park pipeline job is down for the Winter. Cal-Ore Constructors are busy working on Hiway 44 and Victor Avenue bridge, in between rain storms. Sure looks good to have some of the Brothers working.

Cal-Ore Constructors Hiway 44 job near Shingletown is down for the Winter with paving and cleanup left to do when work starts up again. Ferrante Construction is down for the Winter — too cold to work. They still have some paving and cleanup to do on their Hiway 97 job. A number of Brothers are waiting for this portion of the work to start in the Spring.

Teichert & Son is working on their I-5 project just north of Redding and also their I-5 job between Red Bluff and Glenn County line. This work is also being done between rain storms. Work at Herlong is also down. Stuckel Rock and Paving and Madonna will start back up in the Spring.

J. F. Shea Company will start on and off ramps at I-4 and Hiltop in the Spring - this will keep a number of the brothers busy right here at home. Tullis and Associates picked up a \$261,000 road job in Weaverville. C&C Meyers is still working at Dunsuir on their bridge job.

RETIREE MEETING SCHEDULE

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

is finished moving dirt that job will start about June of this year.

Peter Kiewit Sons' Co. is keeping twelve Brothers working on the Bottle Rock Power Plant and Kiewit-Pacific was low bidder on NCPA Unit #3 at The Geysers. The PG&E Unit #20 was out to bid on January 25th.

A Pre Job was held with Schneider,

Winter weather brings standstill to work in Sacramento district

District Representative Harvey Pahel reports that the work in the Sacramento area has come to a standstill now that winter has arrived. "I know from talking with a lot of the Brothers that this last year has not been a very good year for most of them," Pahel said. "This year should be a lot better as many contractors have said that they are bidding more jobs for 1983 and with the interest coming down there should be quite a lot of housing developments.

"Many of you Brothers know someone or have a neighbor that is working for some non-union company, and if you would talk to him or get in touch with one of the agents and we could talk with them, this would be one of the ways that all of us could work together to organize some of the non-union companies," Pahel added. "This would help every member of Local #3 as it would make more job opportunities for anyone on the out-of-work list and help everyone to make a good wage with all of us working together, Brothers, we can do much more together than with everyone just looking out for themselves. May your best month in 1982 be your worst month in 1983.

Homebuilding picking up

Business Representative Dan Carpenter reports that home building in the Sacramento area has picked up considerably in the last quarter of 1982 and is being put on record as being the best one in several years.

Building permits issued in Sacramento County's city and county building departments reflect what happened. In the last quarter of 1982, city county permits for single family home construction rose to 1,036 or more than double the 485 that were recorded during that period of the previous year. If interest rates remain at present levels, sales this year will top 1982 by 30 to 50 percent, according to a consensus of major builders from the Sacramento area.

In the dirt moving industry, it has been slow due to the heavy rains this winter. Underground work has continued at a slow pace with Teichert working on the Old Sacramento Museum, subcontractor to S.M.F. Corporation.

S.M.F.'s building job at Sixth and "J" Streets is coming along fast now since all the iron has been put in place. This project has kept at least one engineer working almost all year, and he is Brother Jim Wood, one of our Grievance Committee members.

SOFAR jobs looks good

Business Representative Hugh Rogan reports that, "the SOFAR Project is almost in our grasp!" We have been awarded the Water Rights. None of the opponents have appealed for a reconsideration of the Water Rights decision up to now. We under-

stand that the Bureau of Reclamation will appeal the decision but that is a matter of form. Meantime, negotiations go on with the Bureau of Reclamation, and it is expected or hoped that this can be settled.

If there is an appeal to the Water Rights Board, it is sure to be denied. Then, the opponents will have the right to take it to court. Everything possible is being done to prevent that from happening.

The BuRec has a very weak case because our water rights were filed before theirs were — ours in 1927. If they try to have our prior claim thrown out, their own prior claims in other parts of the State may be in jeopardy. David may have to fight Goliath again!

Now that the Water Rights have been granted, power purchase negotiations have accelerated. SOFAR is considered a good deal and it will sell. The FERC license should be coming through soon, and all systems seem to be "GO".

Meantime, back in the community there still seems to be basic misunderstandings about SOFAR. As a SOFAR supporter, you can continue to spread the word and correct with the FACTS:

- No dams on the river. The Forni diversion structure will not be visible from Highway 50.
- There will be 10 times more water in the South Fork during summer and fall than there is at present. The County isn't "trading off" its beauty!
- The bond market is in a healthy condition, and we would have no trouble selling the bonds to raise the money for construction.
- Lower interest rates and construction costs are making the project less expensive than originally estimated.
- EID will not manage construction of the project. That will be the responsibility of EBASCO and the SOFAR Management Authority.

Rancho Seco is going to be shut down February 15, 1983, for about four months for repair on the turbine deck and for a lot of changes in the reactor to meet the current Nuclear Power Commission's standards. Nuclear Power Systems out of New York has the contract to do the work. They also have the contract to do the maintenance work for 2½ years.

Granite Construction Co. has shut down at Rancho Murieta for the winter. They are digging the sewer ponds to recycle the water to put back on the golf courses. That will save a lot of water from the Consumnes River.

Brugh Construction Co. from Seattle, Washington, has started work on the first of many more electric forms to move in the Folsom area. Teichert Construction Co. did the excavation work.

FRINGE BENEFITS FORUM



By Art Garofalo
Director of
Fringe Benefits

At almost every Retiree Association meeting we have held so far this year we have been asked to re-explain the "guarantees" in the Pension and Retiree Welfare Plan.

Pension Plan

Those who retired prior to December 1976 had an option to receive their benefits one of two ways. 1) They could have elected a Joint and Survivor Benefit that would have substantially reduced their monthly pension checks, but in the event of their death monthly benefits would have continued to their spouse for her lifetime. Or 2) they would have elected the regular *unreduced* monthly pension benefit payable for their lifetime but also providing a "minimum guarantee" for at least 60 monthly pension checks.

The *Joint and Survivor* benefit had a substantial cost attached to it, it had to be requested prior to retirement and there was a 24-month waiting period before the coverage took effect. As a result, the vast majority of retiring Engineers never considered the option.

On the other hand, the *unreduced* regular pension provided maximum monthly benefits with a lifetime guarantee for the retiree with a 60-month minimum guarantee in the event of death before a full 60 payments have been made. This is the type of benefit most of those who retired before December 1976 receive.

Those retiring after December 1976 had three options to choose from: 1) they could elect to receive an *unreduced* benefit with the 60-month guarantee or 2) they could elect to receive a *slightly reduced* benefit with 120 months guaranteed or 3) they could elect to receive a *reduced* Husband and Wife Pension which provides for one half of the monthly benefit to continue to the spouse in the event of death. (The Level Income Option provides a 60-month guarantee.)

The 60-month guarantee feature works this way. If a retiree dies before receiving a full 60 monthly pension payments, the monthly benefit is continued to his beneficiary until a total of 60 payments have been issued. If a retiree dies after receiving 60 more pension payments, no further benefits are payable after his death.

The 120-month option provides the same sort of guarantee for a full ten years. The Husband and Wife Pension provides a lifetime guarantee to the spouse for one half of the monthly benefits.

Retiree Welfare

Life Pension Benefits, Retiree Welfare Coverage continues for the lifetime of the retiree. The Retiree Welfare Plan also has a 60-month minimum guarantee meaning that if a retiree dies before receiving 60 full months of Welfare Coverage, the coverage continues for his spouse until a total of 60 months has been provided.

The Welfare 60-month guarantee feature applies to all retirees retiring after December 1976 regardless of the Pension option selected.

Those who retired prior to December 1976 and elected the *Joint and Survivor* pension benefit have lifetime Retiree Welfare benefits for their spouse in the event of their death.

Talking to Techs

By Frank Morales, Wally Schissler and Jerry Steele

The Tech Department is happy to report that in talking to various Engineering firms in Local #3's jurisdiction, the work picture is looking better! The San Ramon-Livermore Valley area has quite a bit of construction going on now, mostly business and commercial parks. These businesses are going to generate a tremendous number of jobs, not only in the construction phase, but upon completion as well. This will, in turn, bring a demand for living facilities — homes — townhouses — condos and apartment complexes. This type of surveying will create much more work for the Techs, as opposed to business and commercial parks.

In response to questions regarding the Industrial Subdivision on Santa Teresa and Monterey Highway in South San Jose, the Tandem Corporation had plans for two projects which would have created approximately four hundred and fifty jobs. The projects, together, would have consisted of 6.5 million square feet of building area and would have taken about six years to complete. Unfortunately, the City Council voted it down.

We would like to extend congratulations to the following members for thirty "plus" years membership in Local #3:

James Jackman — SS# 559-26-4279
Dayton Byrd — 364-22-8700
Donald Davis — 443-26-1198
Owen Snyder — 172-16-5769
Dave Lyndall — 564-05-3712

Testing and Inspection work has slowed down due to the rain throughout the Bay Area. This slow-down is only temporary, as all indications are very good for a strong and productive 1983!

Non-Destructive Testing is growing larger every year, with a strong demand for skilled employees in all fields. We hope our members will take advantage of the colleges in this area, which offer classes to up-grade their skills.

Organizing the non-union is always a large part of your Tech Department's work load. Within the next few weeks, we hope to welcome a number of new members and companies to Local #3's membership.



Pictured above is one of Brian-Kangas and Foulk's crews of Redwood City working at the Redwood Shores project. From left to right are Bob Warman, Steve Franz and James Jackman, who is also the union Job Steward.

Teaching Techs

By Gene Machado,
Administrator, Surveyors JAC

The NCSJAC has been a forerunner in the enforcement of Apprenticeship Manning now over two years, and as a result, many other crafts are following in our footsteps using the guidance and benefit of the knowledge and exper-

ience gained by the past two years of our involvement.

The benefits gained by their participation is that more Awarding Agencies are becoming aware of their responsibility to Apprenticeship training and the California State Labor Code. Our findings were that the Awarding Agencies were as disrespectful of the law or more so than the employers.

In dealing with Apprenticeship Manning, the rate of pay plays a minor role in the enforcement as the Apprentice wage is set at a percentage of the Journeyman rate of pay. The NCSJAC has collected many certified payrolls of non-union employers and gained access to reports made by the State of California on all rates of pay by all firms performing survey work.

I would like to mention the highs and lows of firms hiring surveyors in Northern California so that you have a better understanding of why Local Union No. 3 and the employer groups they represent have an Apprenticeship Program and a Journeyman UpGrade Training Program.

When competing with low pay and cheap rates you have to have highly skilled workers that know their job and can do that job expediently and efficiently the first time. That is why you Journeymen earn the wages you do. The State of California figures have shown that Party Chiefs working for non-signatory employers ranged from \$6.50 per hour to \$13.50 per hour with the average number of Party Chiefs receiving \$9.14 per hour. This figure varies from area to area. The Fresno area runs just over \$8.00 per hour with the Stockton area running at \$11.00 per hour in the Marysville-Redding area at just under \$8.00 per hour and Eureka is just over \$7.00 per hour.

The Rodman/Chainman working for Non-Signatory Employers had pay ranges from \$4.00 per hour to \$11.00 per hour with the average Chainman

receiving \$7.00 per hour. No figures were run on fringe benefits and we will not venture a guess.

With Apprentice wages starting over the Non-Signatory Employers average rate of pay for Journeymen, you can put into perspective the monetary edge Non-Signatory employers seem to have over the employer groups represented by Local Union No. 3.

The education and training offered by your Apprentice and Journeyman UpGrade Training Program can put your employer in a competitive position only if you take advantage of the classes offered by the NCSJAC. Reaganomics, more than any other factor, has brought home the need of our Journeymen to be as highly trained as possible. The Employers have cut their work forces drastically and in doing so have had to take a hard look at the experience and proficiency of each employee, for the cuts that were necessary. Work will improve but at such a slow rate that the selection process will continue. The employer is interested in production and profit.

So do yourself a favor and protect your job and your work by enrolling in an Apprentice class or a Journeyman UpGrade Program now. We can help you to help yourself.

The NCSJAC is in the process of upgrading its curricula from the 1st through 8th steps, and as new programs are available, you will be notified via this article.

Standard First Aid Multimedia Course Available at Local Red Cross Centers

All courses are an eight hour course and a lunch will be required. Slacks are suggested for women. The fees vary from district to district. Red Cross will not take phone registrations. You must register by mail, or in person. Classes start promptly and no refunds will be made.

Weekday classes available are not listed here.

San Francisco \$25.00
1550 Sutter Street-415/776-1500, x. 230

Course #	Date & Time
022	Sat. 2/26, 9 a.m. to 5 p.m.
024	Sat. 3/5, 9 a.m. to 5 p.m.
027	Sat., 3/19, 9 a.m. to 5 p.m.

San Jose \$11.75
333 McKendrie - 408/292-6242

Course #	Date & Time
M417A	Sat., 2/26, 9 a.m. to 5 p.m.
M427A	Sat., 3/12, 9 a.m. to 5 p.m.
M435A	Sat., 3/26, 9 a.m. to 5 p.m.

Concord \$15.00
1300 Alberta Way - 415/687-3030

Course #	Date & Time
MM8	Sat., 2/26, 8 a.m. to 5 p.m.
MM10	Sat., 3/12, 8 a.m. to 5 p.m.
MM12	Sat., 3/26, 8 a.m. to 5 p.m.

Oakland \$15.00
211 E. 14th Street - 415/886-1000
Saturday, 2/26 8 a.m. to 5 p.m.
Saturday, 3/5 8 a.m. to 5 p.m.
Saturday, 3/12 8 a.m. to 5 p.m.
Saturday, 3/19 8 a.m. to 5 p.m.
Saturday, 3/26 8 a.m. to 5 p.m.

Sacramento \$12.00
2001- 21st Street - 916/452-6541

Course #	Date & Time
MM31	Sat., 2/26, 9 a.m. to 5 p.m.
MM33	Sat., 3/12, 9 a.m. to 5 p.m.
MM35	Sat., 3/26, 9 a.m. to 5 p.m.

If you have any questions on First Aid courses that cannot be answered by the Red Cross, feel free to call your NCSJAC at 415/283-4440.

Co-alcoholism: relatively new concept

By Nate Davidson, Director
Alcoholism Recovery Program

Co-alcoholics are people who have ongoing, "helping," rescuing relationships with alcoholics. Many people may be co-alcoholics: spouses, parents, lovers, children, doctors, nurses, psychiatrists, ministers, social workers, bosses, fellow employees and friends. Many co-alcoholics are married to or living with alcoholics, many are not. They have a need-to-be-needed and that need is supplied in the relationship or in thinking about the relationship. People act "co-alcoholically" when they take responsibility for something that is the drinking person's responsibility. Co-alcoholics intervene so that the consequences of drinking behavior do not fall on the drinker. These interventions may temporarily relieve the co-alcoholic's anxiety, but they result in stress and further crises which are life threatening to the co-alcoholic person. Recent studies indicate an extremely high suicide rate for co-alcoholics as well.

The concept of co-alcoholism is a relatively new one. The idea of reacting self-destructively to someone else's drinking is a concept many

people find difficult to grasp. Unfortunately, our society denies the extent of the problem of alcoholism and asking for help with it is stigmatized. So the overwhelming human suffering and terrible expense of co-alcoholism is still largely unrecognized.

On the job, co-alcoholics may be extremely responsible. However, they may also have poor relationships with a boss or co-workers due to their need to be in control of all situations. Many co-alcoholics also work at jobs greatly beneath their abilities, although their supervisors rate their performance as satisfactory. Like alcoholic employees, they may be in poor health, are frequently late for work or absent on Mondays.

In relationships, they typically feel helpless and hopeless. Since their self-esteem is low, they desperately try to control other people and circumstances, while inwardly experiencing fear, guilt, and anxiety. Like the alcoholic, they deny what is really going on: their feelings and thoughts, the extent of someone else's drinking, the crises, or that anything is wrong at all. Many of them grew up in alcoholic families, but carry the

traumas from that experience into adulthood and play out co-alcoholic patterns everywhere in their lives, not just with an alcoholic. Life is very serious to them and relaxing, doing nothing, or playing and having fun is usually not in their repertoire.

Co-alcoholics are not made the way they are by the drinker. Co-alcoholic recovery means the transformation of life-long habits of thinking and feeling and has little to do with the drinking person or whether drinking continues or not. Some of the major areas to be explored in co-alcoholic recovery are self-esteem, control, self-responsibility, dependency, the grieving process, feelings and their expression, self-compassion, obsessive thinking expectations, and having fun. Many co-alcoholics find that the development or resumption of a sound spiritual program in their lives to be essential to their recovery. Since co-alcoholic behavior has been learned, the relearning process is one which continues over a long period of time, even a lifetime.

One aspect of co-alcoholism is that it is an addiction to or obsession with alcoholics. This view has implica-

(Continued on Page 15)

Swap Shop: Free Want Ads for Engineers

FOR SALE: EQUIP. TRAILER 3 axle tilt 18000#, 20' deck, elec. brakes \$2,950. 68 CHEV. 1/2-ton stepside, 6 cyl., auto. trans. \$1,500. Ph. 707/795-7229 or 707/664-9153. Reg. #0693756. 12/82

FOR SALE: ARISTOCRAT 14' full self-contained, 110 & 12v & butane. \$1,850. Ph. 408/226-2286 after 5 p.m., Joe Cash. Reg. #1159674. 12/82

FOR SALE: '64' TRIUMPH 500 Daytona mostly orig. \$800 or mk offer. Ph. 209/923-4571 or 923-4622 after 4 pm. Roland Black. Reg. #1832632. 12/82

FOR SALE: 1/4 DRAGLINE BUCKET. \$700, best offer. Earl Kirk, 4711 Myrtle Dr., Concord CA 94521. Ph. 415/682-5326. Reg. #1235184. 12/82

FOR SALE: 2 BEDROOM HOME on 1.4 acres, fenced & cross fenced, 3 stall barn, other out bldgs. Monroe, Utah. Ph. 801/527-4245. Reg. #351398. 12/82

FOR SALE: DORSETT 17 1/2' BOAT. w/tr. deep hull, 150 hp mercruiser 1/0 motor. Gd fishing or ski boat, gd. cond. \$3,500. Sam Cheskey, 6130 Monterey Rd., San Jose CA 95138. Ph. 408/226-2614. Reg. #0330673. 12/82

FOR SALE: TWO TO-ACRE GOLD CLAIMS. Placer, located in Butte County. \$400 ea, easy access. W. E. Dixon, P. O. Box 52, Vacaville CA 95496. Ph. 707/448-6394. Reg. #0557469. 12/82

FOR SALE: 3.78 ACRES of the prettiest land around Valley Springs. Fisherman's dream. 7 mi. ea. way to three lakes, three mi. to golf crse. Forced to sell. Loyd Hack, 565 Mayten Dr., Livermore CA 94550. Ph. 415/447-9281. Reg. #1161107. 12/82

FOR SALE: .88 ACRE near Port Orford, Ore. 1 1/2 mi. to

beach. Power, pavement. A Preuss, 15880 McElroy Rd., Meadow Vista CA 95722. Ph. 916/878-2140. Reg. #1160259. 12/82

FOR SALE: 25 ACRES already plated & recorded into lots, existing well, overlooks 50-mi. lake in Idaho's remote hunting, fishing area. Nr. camping & rec. spot w/boat ramp. \$85,000, terms. Ph. Wes at 208/476-5707 or 208/476-4935. Reg. #0899758. 12/82

FOR SALE: 1979 KAWASAKI KX250. Mint cond., never raced or misused. Less than 100 hrs on bike. \$900. Rusty Jones, 525 Pine #2, Mt. Shasta CA 96067. Ph. 916/926-4749 or 4727. Reg. #1862204. 12/82

FOR SALE: 12 STRING GUITAR. MARTIN-SIGMA D12-28, 4 mos. old, still under warranty, beau. cond. Lists for \$590 w/case. Will sell for \$330. Call Jim Earp 415/431-1568 days, 707/778-7726 eves. Reg. #1689790. 12/82

FOR SALE: 1979 TRAVELEZE TRAILER 40' tipouts, used little, nice shape, tow w/p.u. King bd, queen sofa/sleeper, lg bath, ref. freezer, furn., a/c. Live in or rent. Set up nr Hogan Res., Calaveras Co. Ph. 415/439-9056 wkdays/evenings. Reg. #0413422. 1/83

FOR SALE OR TRADE: 2 BR, 1 1/2 BATH, DBL GARAGE (insulated) in So. Tahoe for home or mobile home on own lot bet. Santa Cruz & Watsonville area. Lester Walker, P. O. Box 11423, Tahoe Paradise CA 95708. Ph. 916/577-6412. Reg. #434521. 1/83

FOR SALE: HOUSE & LOT. 2 BR, hwdwood floors, lg. gar., R.V. parking, nr schools, shopping & hosp. Adjoins 81x85 residential lot. Must sell together, leaving area. Ph. 916/783-9420. Reg. #0477051. 1/83

FOR SALE: 1920 DODGE TOURING. Restorable, minus 2 rear fenders. \$2,000 firm. Lester F. Young, 8999 Edenoaks Ave., Orangevale CA 95662. Ph. 916/988-3642. Reg. #0956148. 1/83

FOR SALE: 1966 INTL. TRAVELALL. V8 eng., easy lift tlr hitch, tlr brakes. Very gd cond. 80,110 act. miles. \$1,500. Glen W. Smith, 51 Ward Blvd., Oroville CA 95965. Ph. 916/589-1454. Reg. #1075474. 1/83

FOR SALE: 1980 CHEVY DIESEL PICKUP. Two 20-gal. tks, pow. steer. & brakes, a/c, stereo, new 6-Pak camper shell. John Hartman, Martinez CA. Ph. 415/229-3873. Reg. #732073. 1/83

FOR SALE: TWO CHOICE PLOTS in Oakmont Mem. Pk., Lafayette CA. Write Carl Streightiff, P.O. Box 87, Point Richmond CA 94807. Reg. #0708725. 1/83

FOR SALE: '73 PLY. DUSTER 318 exc. runn. cond., new tires \$300. Elec. trolling motor, 28# thrust \$135. Louis

Fusaro, 3006 Concord, Davis CA 95616. Ph. 916/758-3212. Reg. #1793823. 1/83

WANTED: MTR. HOME, 4x4, BOAT, OR? worth \$8-10,000 for 64k business computer w/letter quality printer & sophisticated software. M. L. Hughes, P. O. Box 7624, S. Lake Tahoe CA 95731. Ph. 916/577-8066. Reg. #1058705. 1/83

FOR SALE OR TRADE: 3 BR 2 BTH HOME on 5 ac. 1500 sq. ft. 30x30 shop, 2-car gar. fenced. \$105,000. Norm Clemens, 14346-E Collier Rd., Acampo CA 95220 own/agt. Ph. 1-209/369-1397. Reg. #1238702. 1/83

FOR SALE OR TRADE: 40 AC. & OLDER 2 BR. HS (fixer upper) nr1 P.P. plant, Delta, Utah, for No. Cal. property, home, acres. Own/agt N. Clemens, P. O. Box 62, Lockeford CA 95237. Ph. 1-209/369-1397. Reg. #1238702. 1/83

FOR SALE OR TRADE: 5 BR 2 1/2 BATH HOME 3200 sq. ft. 4-yr old. Orem, Utah. \$62,500. V.A. 8 1/2% assumable, for home in Elk Grove, So. Sacto or Clearlake. Own/agt. N. Clemens, P. O. Box 62, Lockeford CA 95237. Ph. 1-209/369-1397. Reg. #1238702. 1/83

FOR SALE: BEAUTIFUL BRICK 3 BR, 1800 sq. ft. in the heart of the best hunting, fishing, water sports & snowmobiling, in town of Emmett, Idaho. \$65,000 terms. Ph. 208/365-7352. Reg. #0531610. 1/83

FOR SALE: 78 WINNEBAGO class A motorhome. 8700 mi., 23.9', exc. cond. Ladder, roof & dash, a/c, 8 track, generator, fully self-cont. \$17,000 firm. Avid A. Feola, 2217 Marion Ave., Fremont CA 94538. Ph. 415/657-9789. Reg. #1697157. 1/83

FOR SALE: COUNTRY HOME on one ac., four yrs. old, 1680 sq. ft., 2-car gar., landscaped, fenced, barn, x-fenced, more, in Gardnerville, NV. \$85,000. P. J. Houston, P. O. Box 1240, Minden NV 89423. Ph. 702/267-2488. Reg. #1171933. 2/83

FOR SALE: 64 OLDS DYNAMIC 88 Holiday cpe completely rebuilt & restored: Harry Amoroso, Sr., 999 E. San Antonio St., San Jose CA 95116. Ph. 292-5507. Reg. #0708804. 2/83

FOR SALE: 1970 - 20' IMP. BOAT, 1/0 mot., 6 cyl. Chev. Merc., 160 HP, tandem tlr \$3500. Ray Strickland, 4247 Bidwell, Fremont CA 94538. Ph. 415/651-1715. Reg. #0659385. 2/83

FOR SALE: 1/4 TON CHEVY 1968 utility, nr. new eng. 292. Gd. tires, heavy shocks, big radiator \$2000. Ph. 1-707/224-8995. Vern Johnson, Napa CA. Reg. #1208451. 2/83

FOR SALE: CHINESE PUG PUPPY. Male, shots, papers (champion line) d.o.b. 9/10/82, adorable. \$250. Connie Jones, 7235 Winterwillow Ct., Sacramento CA 95828. Ph. 916/423-3214. Reg. #1820801. 2/83

FOR SALE: 73 BMC 8500 two ton flatbed dump, eng. recently majored. 350 c.i. d. v-8, 4-spd trans., 2 spd rear axle. \$7,000 or best reas. offer. Ray Robbins. Ph. 209/532-9761. Reg. #1181676. 2/83

FOR SALE: ONE HALF ACRE & lot in Sonora area. Nice, well treed (oak & pine), gentle slope. Will do site work, incl. septic system (up to 3 BR), driveway w/rock etc. \$21,500 or build to suit. Ray Robbins. Ph. 209/532-9761 or 209/532-0394. Reg. #1181676. 2/83

FOR SALE: RETIREMENT HOME clean, neat, above fog & smog Calaveras Co. nr post office & store. Gd. water, lg. lot. \$37,950 for quick sale. Marvin Collins. Ph. 209/293-7920. Reg. #496057. 2/83

FOR SALE OR TRADE: NEW 10-16' PORTABLE STOCK PANELS. \$900. New 16' 1982 S&H pull type stock or horse tlr. \$3,200. D6 - 9U cat & dozer \$12,000. 8 yd. carryall \$4,000. 1959 park model house tlr. \$3,000. Ceramics of all kinds. Will trade for travel tlr. or etc. David L. Johnson, 41841 Rd. 144, Orosi CA 93647. Ph. 209/528-6454. Reg. #1229853. 2/83

FOR SALE: 1979 BAYLINER SKAGIT BOAT, boat tlr., 225 Volvo 280 outdrive 22' overall length. \$12,000. Exc. cond. Call aft. 4 p.m. 415/797-8749. Reg. #0546609. 2/83

FOR SALE: LIKE NEW TWO BR HOME w/sauna, shop, firepl., & 4 rental mobile homes, poss. \$1,000/mo. income in Idaho's recreation area w/52 mi. lake. Ph. Wes, 208/476-5707. Reg. #0899758. 2/83

FOR SALE: 650' GREEN STRIPE 1/2" STEEL CABLE for stringing crane, chokers, corral fence, etc. Never used. 1/2 new price. Koop, 25 E. Larsen, Fresno CA 93706. Ph. 209/237-6267. Reg. #1115323. 2/83

FOR SALE: EVER DREAMED OF FISHING? 32' commercial salmon troller, wood, recently rebt, all electronics, legal in California, now fishing. \$23,500 gd. terms. Ph. Alex at 415/832-3709. Reg. #1896082. 2/83

FOR SALE: REDWOOD HOT TUB NTR etc., lg. burlwd desk/table. Cadillac limo '56. MG midget. Motorcycle '78 yz80. Ph. 408/356-5207, 356-4542. Reg. #0997088. 2/83

FOR TRADE: LIFE MEMB. "A.C.I." family campgrounds, for late model 'Balboa' sailboat. Negotiable. Wonderful oppor. for rv travelers. Many private pks, ex. facilities. Owned four yrs, no time for travel. Jerry Kakuk, 5555 Bear Cub Ct., Redding CA 96003. Ph. 916/275-3475. Reg. #1003111. 2/83

FOR SALE: 1980 HILLCREST MOBILE HOME 2 BR, one bath, 14-56, 1/3 acre, trees, fenced, lawn, S-shed, carport, Silver Spgs NV nr Lathon Lake. \$35,000. Ph. 702/423-4901. Reg. #1178193. 2/83

FOR SALE: ONE CEMETERY LOT Div. B-66 Oleander Sacramento Mem. Garden \$125. O. G. Olson, 3210 S.M. Way 112, Santa Maria CA 93455. Ph. 805/937-4698. Reg. #338760. 1/83

FOR SALE: HAND GUN & RIFLE collection. Will consider

trading for silver. Miguel Pantoja, 542 Irving Ave., San Jose CA. Ph. 408/286-9178. Reg. #0750523. 1/83

FOR SALE: ELECTRIC MOTORS \$25 ea. Pump for 580 Case Backhoe, 1/2 price. Front end bucket for #933 Catloader \$150 or B.O. Power takeoff \$25 ea. Pumps \$50 for 10-wheeler & semi-dump trks. Walking beams for 1974 Eaton-Hendrickson \$75 ea. L. E. Mulhair, 97 Southridge Wy, Daly City CA 94014. Ph. 415/333-9006. Reg. #154371. 1/83

RULES FOR SUBMITTING ADS

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

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

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

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

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

Personal Notes

Sacramento: We would like to express our sympathies to the families and friends of departed Brothers George Brigham, Harold Clark, Harold Corbett, Wesley Gentry, Gerald Hoferer, Ray Langdon, Ed Middleton, and Keith Reese.

Our sincerest condolences go to Brother Robert Fenner on the death of his wife Irene, who passed away on January 4, 1983.

Reno: Our sincerest sympathy is extended to the families and loved ones of departed brothers: Retiree Albert Cromwell, 12/30/82, Retiree Jack Jakowatz, 12/21/82, Retiree Leslie Jacobsen, 11/30/82, Retiree Al Chambers, 12/31/82, Retiree Walter Wise, 12/19/82, Glennis Walton, 12/11/82.

Congratulations go to John & Darlene Wood who had a baby girl on 12/10/82 and also to Rick and Darla Hegarty who had the honor of having Reno's first baby of the New Year. Amanda Jane was born at 12:20 a.m. on January 1st.

Eureka: It is with great sorrow we report the following deaths from Eureka area: Brother Ervin O'Connell who drowned in a boating accident December 5, 1982. Retired Brother Jack Bates who passed away December 16, 1982. We extend our condolences to the family and loved ones of the brothers who passed away during December.

Santa Rosa: Our deepest sympathy is extended to the families and friends of the following late Brothers: Chester Folena, Retirees William Rose and Henry Ficken and Honorary Member Carl Kinney.

Our congratulations to Brother Ralph Bowman and his wife, Nancy, on the December 5, 1982 birth of their daughter, Lindsay Nicole Bowman, who came into the world weighing 7 lbs 5 ozs and 19.5 inches long. Much happiness to you!

Fairfield: Our sympathy to the wife and family of Brother John E. Lienhart who recently passed away. He was retired and residing in Arizona.

District 17 Election

On April 27, 1983 at 7:00 p.m., at the regular quarterly District 17 membership meeting there will be an election for a District 17 Executive Board Member to fill the balance of an unexpired term left vacant by resignation. The meeting will be held at the Washington Intermediate School, 1633 S. King Street, Honolulu, Hawaii.

Signs of co-alcoholism

(Continued from Page 14)

tions for the kind of help co-alcoholics need. For co-alcoholics to be in a program with the alcoholic (object of the obsession) is a grave disservice.

Typically, they will use such services to "help" the alcoholic, thus furthering their own obsession. Instead, an effective program is geared to them. It needs to be supportive, non-judgmental, and oriented toward exploring alternatives. Since co-alcoholics rarely focus on themselves and their needs, a recovering co-alcoholic may be directing energies toward self for the very first time — an experience which is usually perceived as "selfish." Most co-alcoholics who seek help are women, so there is considerable cultural pressure to stop the development of self or pursue self-responsible goals. Love, help, encouragement, and support are vitally needed to seek ways out of these cultural and personal deadends.

After approximately the first year of recovery, co-alcoholics who live with recovering alcoholics may want to choose some form of couple's counseling or seek programs they may participate in together. Many find them rewarding and much needed. Until then, the focus needs to be on the co-alcoholic through intensive one-to-one work or in a group with other co-alcoholics. They all find out they are not alone, and that it is not only okay, but wonderful and worthwhile to be who they truly are.

HELP!

I need people who are recovering

Alcoholics or Co-Alcoholics to come forward on a voluntary basis to help our program grow.

We need help in Hawaii, California, Nevada and Utah. Please come forward from all states. Our *Staff Coordinators* need your assistance.

Alcoholism Recovery Program Coordinators

San Francisco _____ 415/431-1568
Nate Davidson _____ *415/573-1330
Archie Headley _____ 415/626-7835
_____ *415/686-1600

Ignacio/Santa Rosa _____
/Eureka _____ 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

_____ *916/456-4124

Bill Marshall _____ 916/383-8480

_____ *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 _____

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.

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

May

3rd Stockton: Engineers Bldg., 1916 N. Broadway
5th Richmond: Point Marina Inn, 915 W. Cutting Blvd.
10th Fresno: Laborer's Hall, 5431 E. Hedges
17th Auburn: Auburn Rec. Cntr., 123 Recreation Dr.

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



Working at the mobile unit for the blood drive are (left to right): Dennis and Catherine McCarthy, Ralph Reed (dispatcher), Jane Lea, Paul Gallagher and Don Jones (Business Agent).

Ignacio office sponsors blood drive

Operating Engineers from as far away as the Sierra Foothills came to a Local 3 sponsored blood drive held at the Ignacio office last month. It is the first of several blood drives to be held throughout the union's jurisdiction.

Organized with the help of the Irwin Memorial Blood Bank and the Marin Blood Center, Business Agent Don Jones and Dispatcher Ralph Reed were able to solicit 28 donations for Local 3's account.

According to a spokesman from the Marin Blood Center, organized drives are especially welcomed during January and February, because of a normal downturn in the number of volunteers after the holidays.

In spite of the lack of donations, the need for blood remains high. The Irwin Memorial Bank supplies 43 hospitals in

eight northern California counties with over 120,000 pints each year. Because donated blood has a "shelf life" of only 35 days, solicitation is a year-around effort.

The Marin drive came about because of a call for help from a Local 3 retiree. In checking with the blood bank, the Ignacio dispatcher Ralph Reed learned that there were only five to six units in Local 3's account.

Reed said that the members who were contacted were eager to get involved in the effort. One volunteer, Greg Malone, said that it "seemed like a good cause. This is my first time I have donated and to my surprise, it really doesn't hurt."

Special thanks, according to Reed, go to long time Local 3 member and former Marin business agent Jim Jennings, who helped to plan the event.

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:

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.