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ENGINEERS NEWS

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Important Notice

Beginning May 4th, the District and Sub-district offices in California, Nevada and Utah will be closed on Thursday evening and will remain open until 8 p.m. on Wednesday evening. The weekly meetings of the District Grievance Committees will be held at 7 p.m. on Wednesday evenings. This action was taken by the Executive Board to reduce the number of District Membership Meetings that conflict with the scheduled evening open hours of the offices and to give more lead time for transmittal of recommendations made by the Grievance Committees to the Executive Board. Please disregard the notice in the March *Engineers News* which erroneously listed the changeover date as May 14th.

Bending the law until it breaks

How union-busters beat labor laws

Laws, it's said, are made to be broken. When it comes to the labor laws, management consultants find it's often sufficient to bend them out of shape—just enough to permit them to ply their trade of union-busting.

Skirting the law is the lifeblood of the management consultant business.

They teach employers how to combat unions by strengthening the rules of the National Labor Relations Act even to leading them into violations because the penalties for doing so are an insufficient deterrent.

In the case of the Landrum-Griffin Act, management consultants take advantage of the ambiguities to avoid the law's requirement that they report their "persuader" activities. That way they can continue to operate in the shadows.

The House Subcommittee on La-

Piombo awarded \$29 million I-580 construction job

With a \$28,830,408 low bid, Piombo Construction Co., Belmont, CA, captured a California Department of Transportation contract to construct a highway section. Piombo's bid was about five percent below the runner-up, Kasler Corp., San Bernardino, CA, but exceeded the engineer's estimate by 18 percent.

The firm will construct a two-mile section of Interstate 580, near Castro Valley. The job includes widening the existing four-lane highway to eight lanes, and partial realignment of the roadway. Piombo's contract calls for 870,000 cu. yds. of roadway excavation, priced at \$3 per cu. yd., and for 44,800 cu. yds. of cement treated base, priced at \$27 per cu. yd. The firm will also furnish and place about 60,400 cu. yds. of sub-base aggregate, priced at \$12 per cu. yd., 51,500 tons of asphalt concrete aggregate, priced at \$27 per ton, and 27,600 cu. yds. of concrete pavement, priced at \$65 per cu. yd.

The contract also calls for construction of seven prestressed concrete box girder bridges. The firm estimated that 24,155 cu. yds. of excavation for the structures will total about \$473,340 and that 26,964 cu. yds. of structural concrete will total about \$6,377,800.

Piombo will also construct reinforced concrete crib walls, and install guard-rail, fencing and drainage structures. The project is scheduled for completion within 800 working days.

bor-Management Relations exposed these tactics in its investigation of management consultants several years ago.

The penalties under NLRA are designed more to reimburse the victim for wrong-doing than penalize the violator, the sub-committee noted.

Fourth in a Series

"This has led some employers to conclude that it often makes economic sense to violate the law, since the monetary cost of any possible legal

liability is less than it might be if they had to deal with an organized workforce."

It found "evidence that some consultants help lead employers to think in these terms."

Violations surge

The evidence is in the records of the National Labor Relations Board which show unfair labor practice charges filed against employers have increased ninefold since 1957.

The most common tactic is firing

(Continued on Page 10)



Bechtel wraps up work on Chevron job

Using an 880-ton DeMag crane, Local 3 operator Gene Wells and oiler Chuck Holzen have completed a Bechtel contract at the \$600 million Chevron lube oil refinery project in Richmond. The rig was used to lift nine reactors weighing 400 to 600 tons each and numerous other vessels. According to Business Representative Cliff Wilkins who services the project, the crane was shipped over from Germany and assembled by Sheedy Drayage.

Interior Dept. issues list of water projects

Secretary of the Interior James Watt this month issued a list of Bureau of Reclamation construction, operation and maintenance, and loan projects targeted to receive accelerated funding during the current fiscal year with money provided by the 1983 Jobs Bill.

President Reagan signed the Jobs Bill (Public Law 98-8) on March 24 to create jobs and ease unemployment as part of his economic recovery program. The measure included \$116 million for accelerated construction, operation and maintenance activities, safety of dams work, and loan programs of the Interior Department's Bureau of Reclamation.

"The main purpose of the accelerated funding is to provide needed water resource benefits that the recipients themselves will pay for through user charges," Secretary Watt said. "However, providing these additional funds during the current fiscal year will not only help complete the work sooner, but also will create real jobs and ease unemployment as part of President Reagan's economic recovery program.

"The idea is to get the jobs started and to put people to work," Secretary Watt said. "The Jobs Bill will permit the President to create private-sector employment in this interim period as the economy continues to recover. Moreover, it will give additional impetus to the Administrations's initiatives on water development, recognizing that the health and safety of the country depend upon appropriate investments and reinvestments in water resource development."

Approximately 6,380 work years of combined direct and indirect new employment will result from accelerated funding for the Bureau of Reclamation, he said.

Eight new project starts under the Reclamation loan program are being funded by Jobs Bill money, Secretary Watt said. "Getting these projects started required a great deal of local initiative," the Secretary added. "All of the initial costs of designing the projects and preparing them for construction have already been paid by the local water users." Approval of the eight loan new starts was announced by Secretary Watt on October 26, 1982.

Jobs Bill funding for the eight new starts, plus continuation funding for five existing Reclamation loan projects, will come to \$30 million, Watt said, which will be used in 13 districts located in five states.

The Central Arizona Project, Recla-

(Continued on Page 11)



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

LOOKING AT LABOR

Local 3 sends out questionnaires to get members' input on important issues

ENGINEERS NEWS

WIPA

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

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One of the most important functions of union leadership is to provide avenues for the members to express their views on issues that affect them. District membership meetings, of course, have been the traditional means of accomplishing this.

The main drawback of district meetings is that they reach a relatively limited percentage of the membership. Since this administration took office, we have made increasing use of direct mail questionnaires and surveys to get a better feeling on where our members stand on various issues, so that we can provide more effective representation.

This month, many of our members received questionnaires on two important issues that we are dealing with at the present time: contract negotiations and Local 3 dues. Here is a brief list of the surveys that have been sent out.

• Survey to Honorary Members dealing with Bylaws Committee recommendation.

On March 12, the newly elected Local 3 Bylaws Committee held its first meeting for the purpose of reviewing the union's financial condition. One of the most important issues placed before the committee is the Local 3 dues structure.

Many of our members are currently paying a much higher percentage of their wage package for Local 3 dues than other members. The Bylaws Committee has been reviewing this situation and is in the process of drafting some proposals for a dues structure that will not create an undue burden on any member.

One recommendation made by the committee was to send an inquiry to all Honorary Members to determine whether or not they would be agreeable to a partial dues structure to help the union meet its financial obligations.

I am happy to report that the response from our Honorary Members has been gratifying. Many took the time to return the questionnaire and a vast majority of them pledged to do anything to support their local union.

Many wrote letters expressing appre-

ciation for their retiree health and welfare and other benefits they receive through their union membership.

As we meet with the members in the district meetings, many have expressed interest in what other recommendations the Bylaws Committee is making on the dues structure. I would like to emphasize that any recommendations made by the Bylaws Committee will go before the membership in a series of specially called meetings for their ratification.

• Survey to the non-Bay Area and Nevada Operating Engineers regarding upcoming AGC Master Agreement negotiations.

As many of you are aware, the California and Nevada AGC Master Agreements are up for renewal this June. Although we have not entered into formal negotiations yet, we have undertaken exploratory discussions on the upcoming contracts.

In our initial talks with the AGC, it is clear that they will be taking a very hard line on contract negotiations. They have already indicated that they will be pressuring Local 3 and other building trades unions for concessions similar to those that were made recently by the Laborers and Carpenters.

Both unions have taken wage freezes for the first year of the agreement, except in rural areas of Northern California where the Laborers have taken a \$1 per hour cut and the Carpenters have taken a \$1.50 per hour cut. These concessions have been made on the basis of the poor economy and the rapid growth of the open shop movement in the building trades.

I am sure we are all aware of the dramatic growth of open shop firms during the recession we are now experiencing. In some areas a majority of all private sector work is now being done by open shop contractors.

There is no "quick fix" answer to this problem. It is obvious to me that the only lasting solution is to mount an aggressive campaign to organize the unorganized. It will require a united effort, not only from our business

agents, but from our entire membership. It is a tremendous challenge and one that cannot be met overnight.

In the meantime, we must take care of the immediate future and come to grips with the upcoming contract negotiations.

Those members working in the construction industry in the non-Bay Area districts and in Nevada were mailed a questionnaire this month to find out where they stand on the issue of concessions.

We hope that everyone who received a questionnaire will take the time to fill it out and return it, if they have not already done so. The information we receive from our members will determine how we will enter the contract negotiations.

• Survey to Utah members on scheduled \$2 increase.

According to the terms of the Utah Master Construction Agreement, Local 3 members working under this contract are scheduled to receive a \$2 an hour increase on July 4, to be allocated to wages and/or fringes.

The Utah AGC has asked that a reduction be made in the \$2 increase in order to make the fair union contractor more competitive with open shop firms during this recession.

As in the above cases, we sent a questionnaire to those who would be affected by this proposal to get their views. We received a good response from the members and will be giving careful consideration to the suggestions we received.

A few members have expressed concern that the mailing out of questionnaires is an indication we have already made decisions on the upcoming contracts. This is definitely not the case.

Common sense dictates that in these troubled times, we who are responsible for negotiating contracts should have a clear understanding of where our membership stands on key contract issues. Only in this way can we negotiate contracts that will be acceptable to our members.

Caltrans recommends light rail project

The California Transportation Commission recommended \$7 million for Sacramento's light-rail project this month but required a local commitment to cover the system's operating costs.

After hearing local officials voice strong support for the rail line, the commission included the Sacramento project on a priority list of transit projects that warrant state funding in the coming fiscal year.

The Sacramento project will be reviewed again in May. A final decision is expected in August before state funds are allocated for construction of the 18.3-mile rail system linking downtown Sacramento with north and east area suburbs.

In supporting the \$7 million, the commission emphasized that it expects a local commitment to cover on-going

operating costs, either by a sales tax boost or other means including capture of revenues from new development along the rail line.

"There are serious questions raised when we back massive capital expenditures that will dictate decades and decades of subsidies without any knowledge of where those subsidies are going to come from," commissioner Walter Ingalls told project supporters.

Ingalls, a former assemblyman from Riverside, and Orange County Supervisor Bruce Nestande continued to question the necessity of the Sacramento project.

Although local governments have pledged 5 percent of the system's estimated \$118.9 million cost, Ingalls and Nestande noted that Sacramento voters have refused to support a sales tax for

transit.

A proposed one-fourth cent sales tax increase to expand Regional Transit bus service was defeated in November 1979 with a 57.5 percent "no" vote.

But Assemblyman Phil Isenberg, Assemblyman Lloyd Connelly and Sacramento City Councilwoman Anne Rudin told the commission the community backs the light-rail system.

"This project has what I think is the closest to unanimous support from all elements of the community — business as well as labor, conservatives as well as liberals," Isenberg said.

Connelly noted that the City Council, Board of Supervisors and Regional Transit District have promised \$6.24 million to cover the local share of the project's construction cost.

(Continued on Page 10)

District meeting Changes

At its meeting on March 13th the Executive Board concurred in recommendation to change the dates of the District Membership Meetings scheduled to be held in May, as follows:

DISTRICT #5 — FRESNO —

Date Change:

From: May 10, 1983 — Laborer's Hall, 5431 East Hedges.

To: May 24, 1983 — Laborer's Hall, 5431 East Hedges.

DISTRICT #8 — AUBURN —

Date Change:

From: May 17, 1983 — Auburn Recreation Center, 123 Recreation Dr.

To: May 31, 1983 — Auburn Recreation Dr.

PROJECT

Auburn dam legislation nearly ready

Final touches are being put on a bill that will ask Congress to approve completion of the \$2 billion Auburn Dam project, a U.S. Bureau of Reclamation official announced this month.

Michael Catino, the bureau's regional director in Sacramento, said Rep. Norm Shumway, R-Stockton, has been working with the bureau on draft legislation to reauthorize the dam project. The project has been in various planning and construction stages since 1946.

Congress would have to reauthorize the project because the current estimated \$2 billion cost exceeds the \$275 million that Congress appropriated when construction first was approved in 1965. The current price includes a 685-foot-high concrete dam with a 300-megawatt hydroelectric plant and a 41-mile extension of the Folsom South Canal. Catino said the legislation will include some provision allowing the Department of Interior to seek cost-sharing agreements for non-federal shares in the water project. "It will have some language allowing Secretary (James) Watt to initiate and contract with parties for the sharing of power and water," Catino said. "Cost-sharing basically means pre-payment. Eight public and private groups have submitted proposals to help bankroll the project in exchange for water or power.

One group, the American River Authority, formed by Placer and El Dorado counties, hopes to help finance the dam in exchange for all power benefits. The river authority plans to talk over the reauthorization legislation. The group also plans to discuss alternatives if Congress eventually defeats any reauthorization measure. Authority member Alex Ferreira, who also is a Placer County supervisor, said one alternative might be to seek legislation allowing the river authority to build the dam itself. "From the localities' perspective," said Ferreira, "we've been waiting many years for the dam to be built, and we're adamant that either the federal government proceed or find some other way of doing it." A local project probably would be "much smaller" but would be designed to satisfy the water and power needs of the two mountain counties, Ferreira said.

Catino said the legislation introduced in Congress will recommend flows in the lower American River aimed at protecting fisheries and satisfying recreational interests. The bureau originally planned to sell 900,000 acre-feet of water from the extended Folsom South Canal but has reduced the amount to 600,000 acre-feet, Catino said.

Yuba canal funding moves

The Yuba County Water Agency's South Yuba Canal Project cleared another hurdle last month as the House Appropriations Committee approved a \$4.6 billion relief jobs program, sending onto the full House. The \$600,000 Yuba project was included in the relief package along with another \$500,000 to get a \$12.3 million irrigation water distribution project underway in the Colusa County Water District, according to Rep. Vic Fazio, D-West Sacramento. Both the Yuba and Colusa County allocations are first installments on loans to be repaid through the sale of irrigation water to farmers. The allocations have several more hurdles to clear before final approval. The \$4.6 billion bill in which they are included went before the full House last month. Now, details must be worked out in final compromise proposal between the House and the Senate. In addition, the House bill contains roughly \$200 million more than the president and congressional leaders agreed on.

However, Fazio said he was hopeful President Reagan would find it, "within the range of acceptability." "I think it's a good bill," said Fazio. "The projects we include are needed and ready to go. It means hundreds of thousands of critically needed jobs will be created immediately." One of the largest Northern California projects included would provide \$7 million for the Sacramento light rail project. The money would go to begin the preliminary grading and drainage work on the system, as well as construction of bridges and a new maintenance shop for light rail cars.

The \$600,000 included for the Yuba County Water Agency would be the first installment of a \$22 million federal loan that would be matched by \$6 million in agency funds to finance the South Yuba Canal Project. The project would provide more than 100,000 acre feet of water annually to farmers in the Wheatland Water District, Brophy Water District and South Yuba Water District. Water also would be made available in future years to the Linda County Water District and Olivehurst Public Utility District. The Colusa County Water District project would extend distribution facilities to bring water from the Tehama-Colusa Canal to farm land south of Arbuckle.

Sewer project carries \$15 million price tag.

Loomis Basin property owners who will be served by a new Southeast Placer Wastewater Project also will share a financial burden of about \$6 million, county officials say. Assistant Public Works Director Jack Warren said federal and state grants will pay for about \$9 million of the \$15 million project, but the rest must come from local sources. The Southeast Placer project will replace a series of small wastewater treatment plants — some under cease-and-desist orders from the state Regional Water Quality Control Board — with a network of pipelines to carry the sewage to the large Roseville wastewater treatment plant. Placer County won a \$6.3 million grant from the federal Environmental Protection Agency to help build the system. Part of the grant will be used to expand the Roseville plant to handle the extra demand.

Willow road link put on state list

Stanford University's desire to connect Willow Road to El Camino Real passed its first, largely technical, hurdle this month. On a 6-3 vote the City Council agreed to tell the State that a Willow Road improvement project will be considered by the city later this year. That action was desired now by Stanford to get the project on the required annual list of pending highway projects. Without that notice, Stanford would have had to wait longer to do the work if the city approves the project. Stanford is proposing to build, at its expense, a road from El Camino Real to the present intersection of Arboretum and Willow Road. Motorists currently use the shopping center parking lot to get between the two points. A similar proposal in the 1970's touched off a bitter campaign of opposition and caused the City Council of the time to rescind its earlier approval of the road.

New Sparks I-80 interchange may begin in summer

Construction on the Sparks Boulevard interchange with Interstate 80 could begin in July, a representative of a consulting firm for the city of Sparks said recently. The cost of the project, which calls for a full diamond-shaped interchange and a loop, has risen from the original \$10 million estimate to \$15 million. Sparks' share of the cost is \$5 million and will be paid with money obtained from a bond issue. The city is hoping federal funds will become available soon to pay the rest. The roadway design is being done by the Nevada Department of Transportation and the structural design is being done by Clark Gribben, a subconsultant for Omni-Means. The designs were scheduled for completion by March. The Department of Transportation expects to advertise the project for bids by May.

Bechtel will build Contra Costa pipeline

The San Francisco division of Bechtel Petroleum Inc. has been awarded a contract by Tosco Corp. of Los Angeles to provide engineering design services, procurement support, construction management and right-of-way assistance for a 7½-mile pipeline in Contra Costa County. The new 8-inch-diameter pipeline connecting Tosco's Avon refinery in Martinez to Shell Oil's chemical plant in west Pittsburg will cost 1.7 million to construct. When completed, the pipeline will supply the Avon refinery with natural gas. Design engineering is under way in Bechtel's San Francisco offices. Field construction is expected to begin this month.

Garamendi, Johnston introduce freeway bill

Senator John Garamendi (D-Walnut Grove) and Assemblyman Patrick Johnston (D-Stockton) recently announced the introduction of legislation to complete the Stockton Crosstown Freeway. The bill requires the California Transportation Commission to include the freeway project in the next State

Transportation Improvement Program (STIP). "The importance of the Crosstown Freeway must be emphasized to all our legislative colleagues and to the new administration," said Senator Garamendi. "This bill, Senate Bill 71, will help keep the issue alive and focus attention on the need for early completion of the project." Under the provision of SB 71, the Crosstown Freeway is to be ready to begin construction in fiscal year 1985-1986. "Assemblyman Johnston and I will work with the California Transportation Commission, the Department of Transportation, and the local community to expedite this project to the fullest extent possible," concluded the Senator.

Bids opened for sewage plant

Bids for construction of Battle Mountain's sewage treatment plant were opened last month at the county commissioners' meeting. Fifteen contracting firms from Reno, Sparks, Elko, Las Vegas, Winnemucca, Idaho and California submitted bids on the project, which is scheduled to begin this spring. Apparent low bidder for the project was A.C. Shaw Construction of Reno, who submitted a proposal of \$684,699.96. The highest bidder was also a Reno firm, Robert Helms Construction Co., with a bid of \$1,248,480.75.

State may aid Carmel sewer plan

The Carmel Sanitary District has been advised that it may be able to accept a \$5 million federal grant and use it to upgrade its treatment facilities. With the grant, the district would install new equipment that would allow it to stop discharging raw sewage into the Carmel River during heavy storm runoff. The grant had been offered in October, but it carried the condition that the district not only upgrade its facilities but also build a plant to reclaim wastewater. The reclaimed water would be sold to local golf courses for irrigation, and would therefore not have to be discharged into Carmel Bay. Adding the reclamation project would have brought the total cost to \$18 million — the amount originally requested by the district. With a grant of only \$5 million, the district would have been obligated to come up with the rest of the funds on its own. However, this month the Carmel Sanitary District received a sheaf of papers from the Water Quality Division of the State Water Resources Control Board, indicating that the board was prepared to modify the grant conditions so the district could go ahead with its upgrading without having to tackle the reclamation project.

Madera council oks \$28 million proposal for drainage system

After two years of consideration, the City Council has approved a master drainage plan, but Madera's perennial flooding problems are not likely to be solved right away. Now city officials must come up with \$28 million — or some portion of it — to build the storm drains and ponding basins called for in the plan. So far, they can't even afford to start work. The plan includes a system of storm sewers and percolation basins to alleviate the need for diverting street runoff into Madera Irrigation District Canals. Farmers served by the district do not welcome the contaminated water on their crops. Madera depends on the district's canals and pipelines. District officials virtually forced the city to undertake the study when they refused to take runoff from new subdivisions. District officials were concerned that the city was making no progress toward correcting its drainage problems. Preparation of the master drainage plan helped ease that concern.

Shopping center expansion set for Monterey

Phase One expansion of the 16-year old Del Monte Shopping Center will start immediately, according to Bernard Osher, DM Associates, San Francisco-based owner-developer. The first phase includes the addition of an 18,000 sq. ft. Mervyn's department store and 54,000 sq. ft. of additional mall shops and kiosks. As part of the expansion program, Macys will add approximately 60,000 sq. ft. to its present 158,000 sq. ft. store. The expansion plans, prepared with the cooperation of the Monterey Planning Commission and its Architectural Review Committee and with the approval of the Monterey City Council, are directed toward preserving the ambience of the extensively landscaped open mall.

UPDATE



By HAROLD HUSTON, President

A Personal Note From The President's Pen

Those of us who are hoping for improvement in the weather may be in for a disappointment. According to the National Weather Service, April is a month that yields a steady level of rainfall almost every year in California, so it's unlikely that a drying out period is just around the corner.

According to my rain gauge at Danville, we have received over 38 inches of rain already this year, which places this season among the five wettest since record keeping began.

The state Office of Emergency Services reported that the winter storm has caused \$6.1 million in damage to public and private property in Contra Costa County. That's compared to nearly \$23 million for hard-hit Santa Clara County, \$19 million for Marin County, \$8.8 million for Alameda County, \$7 million for San Mateo County, \$5.3 million in Solano County and \$2.9 million in Sonoma County, according to an O.E.S. spokeswoman. Meanwhile streams of rain water are coursing through Contra Costa's hills, buckling more roads, tearing homes from their foundations and adding to the winters heavy toll.

State flood officials hope for a long, cool spring and a slow melt-down of this year's huge Sierra snowpack to avert serious flooding.

With State and Federal reservoirs holding more water than is considered "allowable" for this time of year, a warm spring storm could mean heavy runoff and floods in river-front communities and the Sacramento — San Joaquin River Delta.

"One good storm and we're all going under", Brad Kitchell, a spokesman for the state Flood Control Center in Sacramento said. "They come right out of Mexico. And if we get one, there will be a lot of water."

State and Federal reservoirs and local storage facilities are all holding more water than officials like to see for this time of year. But because of continuous rain storms, it has been difficult to bring them down to acceptable levels.

The state faced a similar problem last year, but a long, cool spring provided the slow snow melt needed to avert serious flooding, according to Kitchell. "Last year, if we had ordered the weather it couldn't have done better for a slow meltdown," he said, "but if we'll get it again, I don't know."

The state's Oroville Reservoir on the Feather River is holding about 2.9 million acre feet of water. Although the

reservoir has a capacity of 3.5 million acre feet, the state prefers to keep its storage at 2.3 million this time of year to leave plenty of room for a sudden snow melt.

But with so much storm runoff entering the Feather River downstream, the state is refraining from releasing high amounts of water, a move to avoid floods. California's biggest reservoir, Lake Shasta, is holding 3.6 million acre feet. Although the lake has a capacity for 4.5 million acre feet, the so-called "allowable" level for this time of year only is slightly higher than 3.2 million.

Runoff was flowing into Lake Shasta at a rate of 60,000 cubic feet per second, but releases from the lake were cut down to 4,000 cubic feet per second to avoid flooding in Red Bluff and other downstream communities.

The reservoirs are designed to manage the flow of water downstream to avoid floods. "But if you keep putting water in, you reach the top and then you don't have anywhere to go," Kitchell said. "We're just playing with fire and hoping we don't get burned."

The East Bay Municipal Utility District's reservoirs are all only about one foot below the brim, where they would begin running over their spillways.

The Briones Reservoir north of Orinda has a capacity of 19.7 billion gallons of water and is holding more than 19.4 billion gallons. The San Pablo Reservoir, just east of Briones, has a capacity for about 12.6 billion gallons and is carrying approximately 12.4 billion.

This is certainly the reversal of the situation we had back in 1976 and 1977 when we had water rationing, and were praying for storms like these.

President Reagan has agreed to declare the storm ravaged Sacramento-San Joaquin Delta a disaster area, freeing up approximately \$20 million for repairs to battered levees.

Tom Burlingame, an engineer with the regional office of the Federal Emergency Management Administration, said it will probably cost at least that much to pay the Federal government's 75% share of repairs to levees damaged by floods between November and January. F.E.M.A. expects to grant assistance to reclamation districts and other agencies that were involved in levee repairs on 30 to 35 islands in Contra Costa, Sacramento, Solano and San Joaquin Counties, according to Burlingame. Venice and Mildred Islands still remain flooded today.

Reagan's decision reversed his December 29, 1982 denial of \$6.2 million in aid requested December 8th by then Governor Edmund G. Brown, Jr. for Venice Island and for several damaged levees in Contra Costa and Sacramento counties.

Don Irwin, assistant director of the California Office of Emergency Services, said a team of State and Federal engineers will survey Delta Island to determine what repairs are eligible for federal assistance. Irwin said the Federal government is willing to spend the money because of the Delta's importance to the rest of the state as an exporter of fresh water to Southern California and as the location of various important facilities, such as the East Bay Municipal Utility District's water aqueducts and a natural gas storage field owned by P.G. & E. The federal agency has already spent about \$38 million on levee rehabilitation since January of 1980.

The U. S. Army Corp of Engineers has said it would cost as much as \$1 billion to repair all of the Delta's levees, but that only 15 of them are worth saving, at a cost of \$440 million.

A bill has been introduced in the State Legislature that would combine \$75 million from the State with 80 million from local governments to help pay the costs of permanent improvements to Delta levees.

The bill offered by Assemblyman Norman Waters, D-Plymouth, also calls on the Federal government to spend \$260 million to keep the Sacramento-San Joaquin River Delta from being destroyed by future storms.

The lion's share of the \$395 million — some \$300 million — is set aside for levee repairs in Waters bill, AB 1607, while \$95 million would be used for recreational and fish and wild life habitat improvements.

I would like to take this opportunity to express my personal congratulations to all of the apprentices who have recently completed their training and are now Journeymen. Several years of hard work have gone into your training, and you may all be justifiably proud of your Completion Certificates.

It was my honor and privilege to attend and speak at the Marysville District completion Ceremony in March. To all of our recently graduated Journeymen — Congratulations! And welcome to the greatest Union in the world.

Clearing begins on Hwy. 20 project

Business Representative Bill Marshall reports that Phillips and Jordan, Inc., has started clearing in Highway 20 in Penn Valley. At this writing they have three engineers employed. If the weather will ever permit them to work more than two or three days a week, they probably would be finishing the job in April or May. Then M.L. Dubach, Inc.,

Weather keeps work slow in Marysville

The work picture on Marysville's East Side is still slow due to all the bad weather, reports Business Representative Dan Mostats.

Carl Woods is anticipating some emergency work for all the wet weather conditions. Murchison construction from Sacramento was low bidder on the Lucky Store in Oroville, for \$898,000.

Jaeger Construction from Yuba City was low bidder on the subdivision in Marysville for \$580,000. Wunschell & Small from Fair Oaks was low bidder on the pump station project in Quincy for \$306,836.

There will be a few more projects coming out to bid at Beale Air Force Base this month. Also going out to bid this month will be the Oroville Village Center parking lot project.

would start moving the dirt in the job. Dubach's part of the project should employ a lot of the brothers for some time. A. Teichert & Son will be doing the rest of the road job.

"I understand that there is some non-union gravel company that is figuring on bidding for the material in this job," Marshall said. "If any of you Brothers get word of this up there in the area, I would appreciate all of the assistance you could give me to help keep this project completely union. This would help keep some of our brothers busy."

C.F.B. Construction will be starting their project on Sunset Whitney Road in Rocklin just as soon as the weather permits. This project will put C.F.B.'s operators back to work. This was a bid of approximately \$5 million. T & S Construction will be doing about \$2 million worth of work in the same area.

"I cover from Sacramento to Truckee, Tahoe City, Squaw Valley and all up in those areas," Marshall added. "We have a lot of work coming up in these areas, and I would appreciate any help from those of you Brothers who live in these areas could give me. You would definitely know where a lot of small jobs are starting up that I may miss. If you know of a job that's starting up, give me a call at the Hall (916) 383-8480 or at home (916) 687-6494. I would really welcome any help you could give me."

"Are you For Real?" As a union person and family, you have been blessed with a decent standard of living. Your brothers and sisters who passed this way ahead of you, because of their devotion and dedication, fought long and hard to attain the unparalleled living standard. You can help build upon their foundation: or you can destroy all their efforts.

Picketing has been described by the U.S. Supreme Court as the working man's means of communication. When you see a picket, it's a message to you that some fellow workers are engaged in a labor dispute. It's YOUR CONSTITUTIONAL RIGHT to decide how you will respond to the picketing message.

Business Representative Ken Bowersmith reports that things are still slow in the south area. Huber, Hunt & Nichols have kept a few of the brothers busy on the second phase of their sewer treatment plant.

Case Power & Equipment is about the only shop that has kept a full crew going and even they are starting to slow down due to all of the rain.

Cleveland Wrecking moved in and has started tearing down the old sewer plant on South Land Park Drive. They figure to be there approximately five months.

Oakland 'Get Together'

You are cordially invited to attend our "Operating Engineers Get Together" dance. This will take place on Saturday, May 21, 1983 between 9:00 p.m. and 2:00 a.m. It will take place at the IAMBA Building on 8131 Baldwin Street, Oakland CA (across the street from the Dispatch Hall) off Hegenberger Road. Admission: \$2.50 on advance ticket sales, and \$3.00 at the door. No host bar. Come one, come all! For more information, call 568-6198.

HONORARY MEMBERS

At its meeting on March 13th the Executive Board approved Honorary Memberships for the following Retirees who have 35 or more years of membership in Local 3:

Name	Reg. No.
B. J. Dennison, Jr.	512513
J. R. Durham	338416
Albert B. Hallett	541065
William Hart	490959
Ralph H. Hilderbrand	501039
Harold W. Johnson	386054
Richard Kingston	496934
Harry D. Smith	302194
Andrew Torres	479804
Merle Warner	546618
Wayne G. Wells	563252
Louis A. Wood	572750

Housing project begins after long delay

Business Representative Joseph Trehern reports that after almost 15 years of planning, the Lone Star Construction Co. project located on the windward side of Oahu in Keolu Hills will be starting in the Spring. There will be three phases which will not be completed until 1991, with 400 single family and attached houses (two units in one).

The first phase will consist of 38.4 acres in the area where the equipment yard is at present, which is on Keolu Drive. The total project which has the State Land Use Commission endorsement is 110.3 acres with an additional 26 acres of ridge line designated as conservation; to remain as open space. Of the total project, 10% of the homes will be offered for sale to low and moderate income families.

In May, Lone Star intends to call back approximately 10 Operating Engineers who have worked for them in the past. Brothers Larry Azama, William Lindsey (from Laie) and Joe Kamanu are just a few out of the 10 returning to work. **GOOD LUCK BROTHERS**, this will help some of us get over the bad times that exist.

While policing the Leeward end of the Island, Brother Sonny Gascon reports that Mililani currently has more than 22,500 residents. It is being developed by Mililani Town, Inc., a subsidiary of Castle & Cooke Oceanic Properties, Inc. The shopping complex will be located on a 6 acre site at the corner of Meheula Parkway and Kamaio Street, west of Kamehameha Highway. It will contain about 75,000 square feet of store space including a Safeway market and Longs Drugs. The Shopping center also will include space for a Baskin-Robbins Ice Cream parlor, a restaurant, and four small retail shops, according to Steve Miller, Project Manager for Mililani Town, Inc.

Miller said the new shopping center is expected to draw customers from communities surrounding Mililani Town including Wahiawa, Waipio valley and Gentry Waipio because of the strong appeal of the two anchor tenants, Safeway and Longs Drugs.

The shopping center is expected to be completed by November of 1983. Harvis Construction Co., Ltd. is the General Contractor for the project. C.S.

Onaga is doing the ground work.

Mililani library work begins:

Mililani Town began building a \$1.6 million public library recently. It is being financed jointly by the state and private businesses. Mililani Town, Inc., a division of Oceanic Properties, Inc. and Developers donated a 1.3 acre site for the library and is providing more than \$100,000 worth of temporary utilities and roadway improvement to enable construction to begin.

Residents are presently using the Mililani High School library and Wahiawa Community Library. Richard H.S. Lee, Inc. is doing the earth work. Mililani Shopping center launched its second one for Mid-Island town. Ground breaking ceremonies were held recently for a new \$4 million shopping center in Mililani Town in central Oahu. The new shopping center to be called the Mililani Market Place, will be Mililani Town's second shopping complex.

In Waikiki, Brother Herman Meek reports that Koga Engineering is widening the street on Kuhio Avenue. This project has been underway for some time and work is coming along well. There are five members on this project.

A new project in Waikiki is the Queen Lilioukalanilani Gardens and work is under full swing. There are five tower cranes being used on this project. This project is scheduled to last one and a half to two years. The number of union members presently on jobsite are five. They have been working every day with overtime.

This month on the Island of Oahu, the improvement of Hanauma Bay gets underway. The main work around this area is to improve the picnic and parking areas. This will take about one year to complete. The work will consist of moving the present parking area to a new location for better accommoda-

tions. The picnic area will also be a lot larger, with more room to move freely about.

Hanauma Bay is a marine sanctuary. The Contractor for this project is Magnus Construction Co. When the project is completed, Hanauma Bay will continue to provide 300 parking stalls, picnicking and snorkling.

Brother Kimo Hezekia on the Island of Maui congratulates Brothers Donald Poepoe, Christopher Olsen and David Travis for being elected to the 1983 Grievance Committee.

Kimo reports that during the storm in January, 1980, the Waiopai Bridge was washed away by the heavy rains. Two months ago, Hawaiian Dredging & Construction Co., Ltd. completed the single-span bridge capable of holding 20 tons. Construction of the \$550,000 bridge was funded primarily through federal disaster money.

Groundbreaking ceremony for Hanaka'o's Beach Park (better known as Canoe Beach) in Kaanapali was held on February 3. The 4.8 acre beach site was donated by Amfac, Inc. to the County of Maui. A one acre site is planned for a canoe halai and the remainder of the site will have barbecue pits, picnic tables, showers, restrooms, lawns and parking. Construction of the \$519,420 project by Magnus Construction Co. is expected to be completed by August of 1983. The Land and Water Conservation Fund of the National Park Service is funding the project.

The Maui Air National Guard should be moving into their new building located near the Kahului Airport some time after August of 1983. G.W. Murphy Construction Co., the General Contractor is constructing two buildings at a cost of \$2.2 million. The project

(Continued on Page 10)

Labor opposes Nevada bill to limit prevailing wages

District Representative Les Lassiter reports that a bill recently introduced by Senator Glaser of Halleck has brought vehement opposition from labor leaders across the state. Senate Bill #36 would remove the Labor Commissioner's authority to establish districts when determining construction wage scales for public works jobs. This bill rewords the prevailing wage law allowing prevailing wages to be established for each county rather than for two districts in Nevada. It states that the Labor Commissioner shall hold a hearing in the county, city or town in which the work is to be done. Then, from the evidence presented, the Labor Commissioner will determine the general prevailing wage.

Residents and tax paying citizens of any small county in Nevada should not be penalized by having to work for less wages doing public works projects. "We urge your support in the months ahead," Lassiter commented. "This bill may surface again in the future disguised under another name or another bill number. Get involved. Make yourself available for any hearings and write your senators and assemblymen telling them you either support or oppose legislation which affects our members. Attend your district meetings. If you should need any information concerning dates and times for meetings in your area, please contact the Reno hall.

Grinding, overlay, open grade and

bridge deck repair on Interstate 80 in Elko County, from approximately four miles west to near the Pequoop Summit Interchange was awarded to Frehner Const. on February 17th, reports Business Representative Ed Jones. Their bid was \$1,636,225.

Granite Const. was awarded roadway improvements at the Fort Churchill State Monument in the amount of \$74,106 on February 18th.

The new Sparks I-80 interchange may begin this summer. Construction on the Sparks Blvd. interchange with I-80 could begin in July. The cost of the project, which calls for a full diamond-shaped interchange and a loop, has risen from the original \$10 million estimate to \$15 million. Sparks' share of the cost is \$5 million with money being obtained from a bond issue and the remainder of the funds will be federal. The Department of Transportation expects to advertise the project for bids this May.

Business Representative Derlin Proctor reports that Carlin Gold has some expansion plans in the wind which could break as early as this spring at their Maggie Creek operation. Cortez Gold is currently expanding their operation, however the project is being completed with the work force they have on hand. Contract negotiations are underway now for both Carlin and Cortez.

Credit Union Report

Lower loan rates — Your Credit Union recently lowered some of its loan rates.

The Saver's Rate on new cars, pickups and vans is now 12.0% Annual Percentage Rate (APR). The Regular Rate is 14.0%.

On used cars, pickups and vans; new or used boats, travel trailers, 5th wheels and motor homes, the Saver's Rate is 14.0% APR. The Regular Rate is 16.0% APR.

The unsecured, line-of-credit rate stays at 18.0% APR.

Home owner loans — The rate on Home Owner Loans has been reduced to 13.5%, plus 3½ points and \$250. You can borrow up to \$40,000 on this program depending on the equity in your home. The loan is secured by a deed of trust on your home.

Saver's Rates — To qualify for the Saver's Rate, you must have \$1,000 on deposit in any one or any combination of your Credit Union's savings programs, including Individual Retirement Accounts, at the time of your loan. To keep the Saver's Rate for the term of your loan, you should keep a minimum of \$1,000 on deposit. If you withdraw below \$1,000, the APR on your loan would be increased by 2% at the time of your withdrawal.

Phone-A-Loan — To apply for any loan, use your Phone-A-Loan. Just call and tell us what you want. If you have not opened a Phone-A-Loan account, call or write for an application. You can open up an account before you need credit.

It's the law — Starting July 1, 1983 (unless the law is repealed), all banks, savings and loan associations, credit unions and other payers of interest or dividends must start withholding 10% of each dividend or income payment and deposit the withheld money with the United States Treasury.

This withholding scheme is similar to the withholding presently done on earned income by employers.

Dividends or interest do not have to be withheld from any person who has filed a valid exemption certificate with the financial institutions where he or she has savings. To be eligible for an exemption, an individual must:

1. not have paid or had federal income liability in the preceding year in excess of \$600 (\$1,000 on a joint return); or
2. be 65 years of age or older during the tax year that the exemption certificate is filed and paid or been liable to pay federal income tax in the preceding year of not more than \$1,500 (\$2,500 on a joint return.)

Your Credit Union does not favor this law. In fact, it was part of an aggressive campaign to have the withholding law repealed. But we must comply with it if it is not repealed.

If you qualify for an exemption from withholding, you should file the exemption certificate at every savings institution in which you have money deposited.

If you don't file the exemption, that institution will have to withhold the 10%. It's more important if you have elderly parents or grandparents to make them aware of the exemption requirements.

Personal Notes

Sacramento: We would like to express our sympathies to the families and friends of departed Brothers John Allen, Charles Blakeney, Scott DeVere, Kenneth Dusky, Tom Kammerer, Edwin Lanterman, Warner Phillips, Alfred Porter, Jessie Turner, and Odwin Whaley.

Our sincerest condolences go to Brother William Coyne on the death of his wife Rose who passed away on February 24, 1983, and to Brother Richard Snow on the death of his wife Cora who passed away on March 21, 1983.

Reno: Our sincerest sympathy is extended to the families and loved ones of departed brothers: Retiree Henry Tonn, 1/19/83; Retiree Fred Hendricks, 1/27/83; Larry D. Peterson, 2/4/83; Retiree Charles "Red" Melendy, 2/15/83; McArthur "Mac" Wafford, 2/18/83.



Leverman Jack Tuttle (above) keeps his eye on the gauges of Shellmaker's suction dredge, as the rig cuts a 300-ft. swath along the river channel next to Venice Island. Material is deposited on the other side of the levee (upper left).

Delta levee work in high gear

The biggest news in the dredging industry is the levee work in the Sacramento-San Joaquin Delta, reports Dredge Representative Chuck Center. Jim Earp, editor of *Engineers News*, and I toured the San Joaquin Delta on March 29th. Dutra Construction is actively engaged in the extensive levee maintenance work.

The Paula Lee was working on Twitchell Island. They are barging material from Basalt Quarry and off-loading inside the levee, building a pad with dozers. The three Operators on the Paula Lee are Jim McPherson, Luke Walker and Al Cardoza.

The side draft dredge, Sacramento, was working on the San Joaquin but has since moved to the Prospect Island levee break. The Operators on the Sacramento are Dick Lopez, Carl Kendell and Charlie Bates.

Shellmaker's suction dredge, Van-

guard, is currently working on Venice Island on emergency levee repair. Walt Miller, Bud Center, and Jack Tuttle are the three leveemen. There are around 25 members working on the jobsite.

Marsons Construction dredge, Viking, is moving from island to island placing rock and material on top of the levees.

Brother Paul McQueen's delta dredge, the Holland, is working around the clock at Liberty Island. His other side draft, the Monarch, will also be joining in the task of closing the levee around April 2nd.

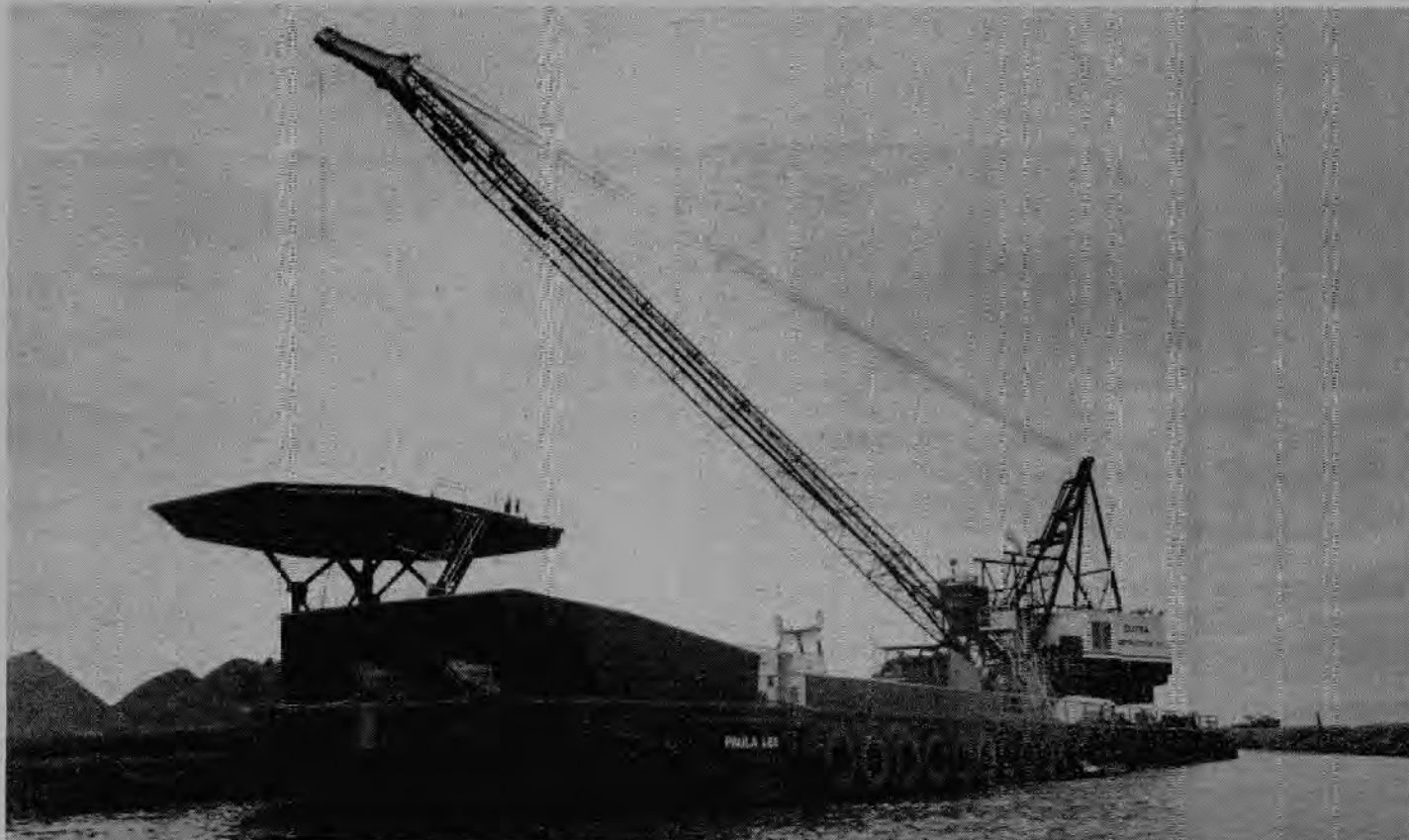
The anti-recession bill signed by President Reagan will release \$24.2 million in projects for California. Some of the projects include breakwater repair at Eureka and Crescent City; \$2.2 million for dredging in the Sacramento-San Joaquin Delta; \$400,000 for dredging the Sacramento River; and \$2 million

for rip rap work from Chico Landing to Red Bluff.

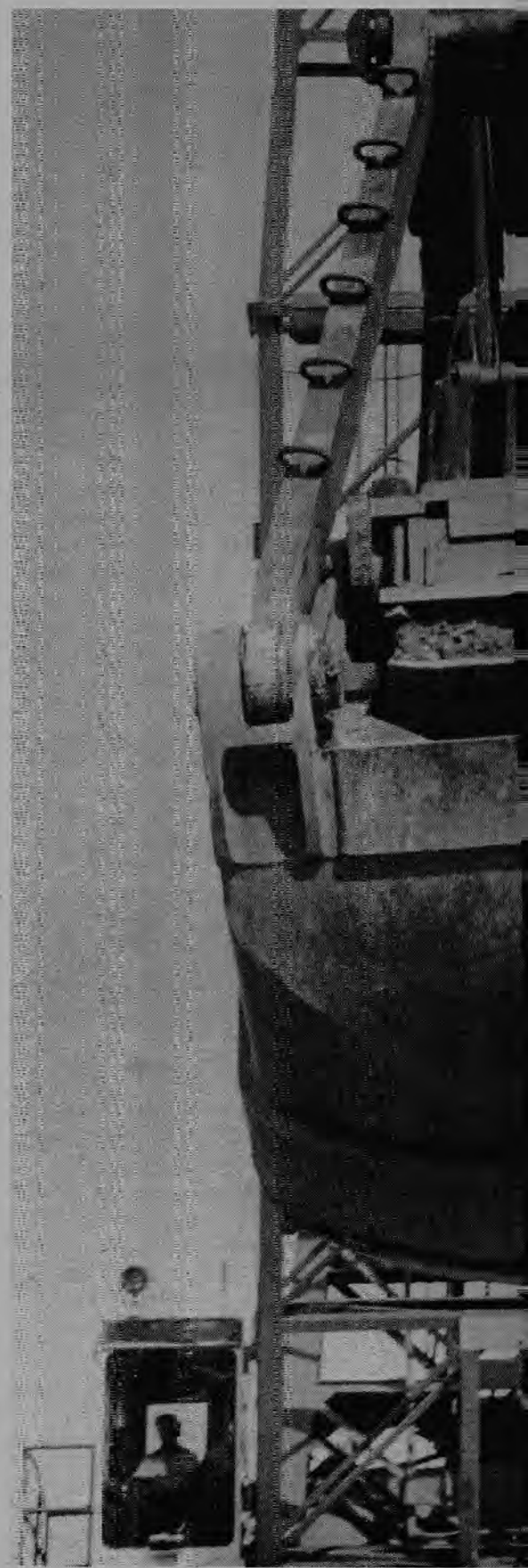
The "Betty L" is currently in drydock at Triple A Shipyard at Hunters Point. They are surveying the damage and will begin the long process of repair. Mac Weaver and Dewey Sanders were both injured when the fierce storm hit the "Betty L". "I want to wish both of them a speedy recovery," Center said.

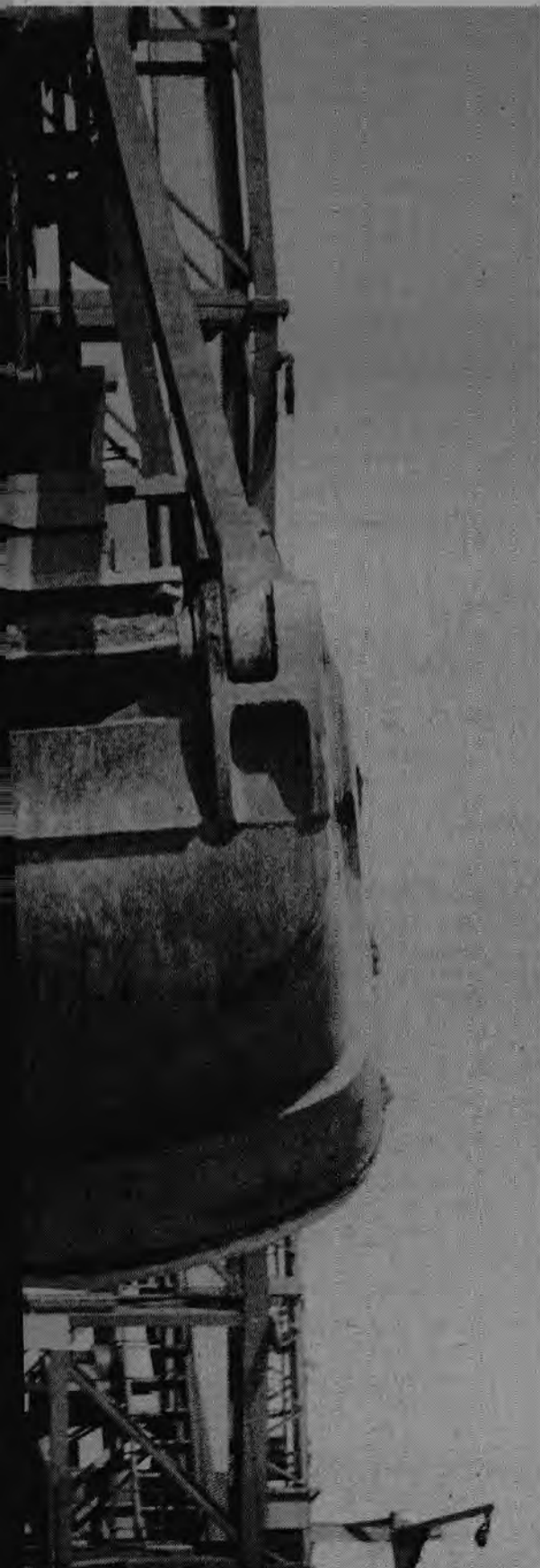
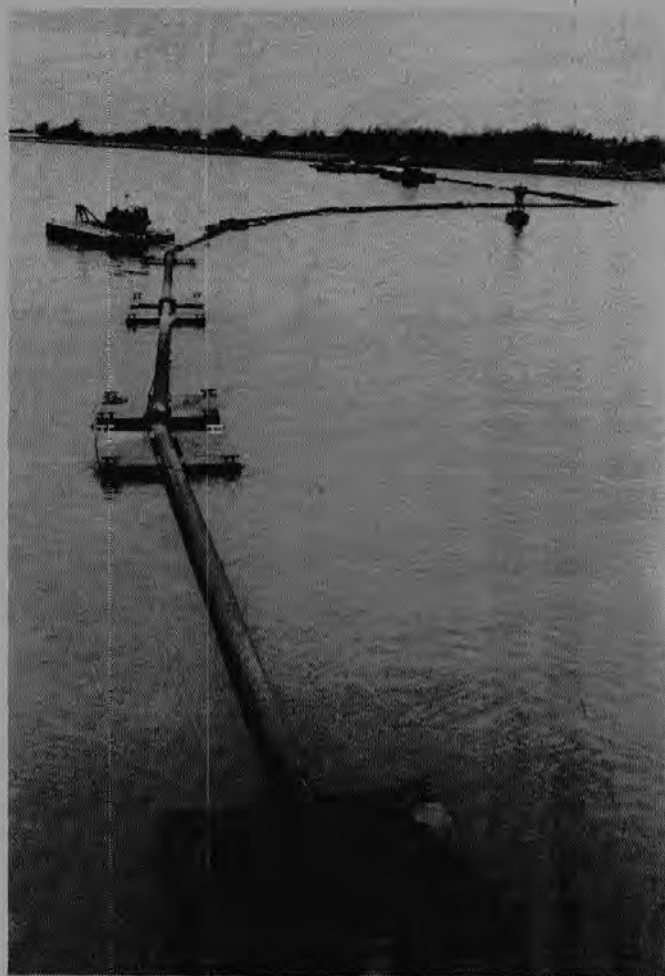
Canonic Pacific is still going strong in Stockton. They are in the process of getting their new booster pump and engine on line. The engine is a 2,800 Horse Aiko with a 24" mobile pulley pump.

"Hopefully, if we survive the record snow melt, the dredging industry should be very good," Center commented. "Attend your district meetings. I will be there to listen to your complaints and would appreciate a better turnout by the Dredgemen."



Dutra's Paula Lee, one of the largest dredgers in the region, is pictured above depositing material on Twitchell Island. The \$7.5 million rig is currently on a three-shift operation.





Shellmaker's suction dredge out of Petaluma (above) is currently working on Venice Island. Utilizing 16-inch pipe, the dredge is depositing material from the channel onto the landward side of the levee to increase its strength.

Pictured right (from left to right) are Herb Sawyer and Greg Holder with Dredge Agent Chuck Center.

Operating a 1,000-ton Bucyrus-Erie (lower right), Local 3 member Chris Hillig (below) lays 18 inches of rock on McDonald Island. Hillig is assisted by Deck Mate Steve Morse (not pictured).



FRINGE BENEFITS FORUM

By Art Garofalo
Director of
Fringe Benefits



Information Please! At the Fringe Benefit Center we are often chided about being the Complaint Department. Nothing could be farther from the truth. The Center serves as an information clearing house to both active and retired Local 3 members and their families. The following is a listing of the information and services available through the Center.

Health and Welfare Plans

We can answer any questions you may have about your hours worked and how they affect your eligibility for benefits and your hour bank. We can assist you with information about disability extensions of eligibility and your right to make a self payment. We can assist you in establishing proper credit for hours worked which may not have been reported by your employer.

We can explain to you how to prepare and file your health and welfare claim forms. We can assist you in filing claims with the Trust Fund Office and MEDICARE if you wish. We can answer your questions on what health care charges are covered by the Plan and which ones are not. We can help you coordinate benefits with other group coverage you may have to ensure that you receive the maximum benefits possible.

We can answer specific questions regarding claims which have been submitted and paid or are being held for additional information from you or your doctor. The Center has on-line computer access to all paid and pending claims at the Trust Fund Office.

Pension Plan

Again, we can answer any questions you have about hours worked and how they affect Pension Credits and Benefits. We can explain all of the information provided by your interim and annual Pension Credit Statement. We can discuss the Pension Plan rules and how they affect your particular situation. We can assist you in getting together information needed for retirement.

We can explain the types of retirement you have available and your options in receiving benefits. We can assist you in filing and receiving benefits from Local 3 and any other local where you are entitled to Pro-Rata benefits as well.

Other Services

The Center schedules and controls Pre-Retirement Counseling sessions and Retiree Association meetings in each district. We can help in coordinating Alcohol Rehabilitation Benefits from the Health and Welfare Plans with the Alcohol Recovery Program.

As you can see, the Fringe Benefit Center is much more than any complaint department. However, we are extremely interested in your problems and concerns. Feel free to write or call the Center at any time.

Attention Utah members

Mail order prescription service now being offered

The mail-order prescription drugs program through National Pharmacies is now being offered to Operating Engineers and their families in the Utah Health and Welfare Trust Fund.

National Pharmacies, Inc. laboratories are located in Elmwood, New Jersey. They have been successfully providing mail-order prescription drugs to Local 3 Operating Engineers since 1977. They are best suited to provide long term or maintenance drugs for ongoing medical conditions. Utah members now have a choice and can use either National Pharmacies or a local pharmacy at any time.

Here is how the National Pharmacies program works. The first time a prescription is mail ordered, a Patient Profile questionnaire should be completed and enclosed. This Profile ensures your safety and protection against drugs which you may be allergic to or which can cause other adverse reactions.

Prescriptions are ordered by completing the National Pharmacies filing envelope and by enclosing the doctor's written prescriptions.

Only one envelope is necessary for prescriptions to be filled. Prescriptions are normally filled and returned within ten days of your request. If the prescription is refillable, National Pharmacies will also send a "refill notice" with the medication which can be submitted as the refill is needed.

National Pharmacies is best suited for individuals who are required to take medication on an ongoing basis. Their ten-day response time is ideal for anyone requiring a maintaining drug which is refillable and even eliminates repeated trips to and from the pharmacy. If a limited medical problem arises where there is a need for immediate medication, Operating Engineers and their families are encouraged to utilize a local pharmacy and file a prescription drug claim with the Trust Fund office for reimbursement after \$1.50.

National Pharmacies has a toll free number (800/631-7780) to call for any problems or questions encountered with their services. Claim forms for both the National Pharmacies mail-order program and home local reimbursement program can be obtained through the district office, the Fringe Benefit Center or the Trust Fund office.

List of licensed Alcoholism Recovery Program facilities

Nate Davidson, Director of Local 3's Alcoholism Recovery Program, has just furnished the following list of facilities recommended for Northern California:

- Azure Acres
- Sebastopol-Santa Rosa
- Crutchers's Serenity House
- Deer Park-Napa Valley
- Duffy's of Myrtiledale
- Calistoga-Napa Valley
- Lackey's of Carmel
- Carmel-Monterey
- Maynards Recovery Ranch
- Tuolumne-San Joaquin Valley
- Sunrise
- Concord-Bay Area

The above are recommended sites only. The Alcohol Rehabilitation Benefit for eligible Operating Engineers and their spouses covers treatment at any licensed alcohol treatment facility including an alcoholism unit affiliated with a general hospital when that facility provides detoxification and rehabilitation services.

The Health and Welfare Plan for active members in Northern California, Nevada and Utah and the Public Employee Division provide the following benefits for alcohol rehabilitation:

- up to 30 days of in-patient treatment and counseling services with the covered charges payable on the same basis as other hospital charges;
- up to \$2,000 for rehabilitation, treatment and counseling on an out-patient basis; and
- within the \$2,000 allowance for out-patient services, coverage will be provided for services of a licensed alcoholism referral service.

Alcohol Rehabilitation Benefits provided by Local 3 Health and Welfare Plan are designed to provide the resources for those entering the Alcohol Recovery Program. They work hand in hand to help members and their families resolve alcohol related problems.

For more information about the Alcohol Recovery Program or Alcohol Rehabilitation Benefits contact your District Office, the Alcohol Recovery Program directly, or the Fringe Benefits Center. *Confidentiality is assured.*

PENSION CREDIT • VESTING • BREAKS-IN-SERVICE

Covered Employment	▶	Pension Contributions and Credit
Non Covered Employment	▶	Vesting Credit Only - No Benefits
1,000 Hours	▶	1 Year of Credit
500 Hours	▶	1/2 Year (Minimum Credit)
10 Years	▶	Vesting - No Forfeitures
Non Union Work	▶	No Credit
Under 10 Years	▶	Subject to Break In Service (1 for 1)
Break-In-Service	▶	Forfeiture of Benefits
Each Year	▶	Annual Pension Statement

Need more information about your Pension Plan and Retiree Welfare benefits? Below is a complete listing of all Pre-Retirement Counseling sessions scheduled this spring. All vested Operating Engineers age 50 and over and their wives are encouraged to attend.

Pre-retirement Counseling Mtg. Schedule

Pre-Retirement Counseling meetings for the following areas have been scheduled as indicated below.

Members anticipating retirement are strongly urged to attend these meetings. Wives are also invited and encouraged to attend.

The program is clear and concise and includes an in-depth presentation on all aspects of the Pension and Health and Welfare Plans as well as a question and answer period.

Continue to check the OUTLOOK page of *Engineers News* each month for the date and location of the meeting in your area.

PRE-RETIREMENT COUNSELING MEETINGS

Sacramento: 7:30 PM
April 12, 1983 (Tues.)
Laborers hall
6545 Stockton Blvd.
Sacramento, CA

Stockton: 7:30 PM
April 28, 1983 (Thurs.)
Operating Engineers Bldg.
1916 N. Broadway
Stockton, CA

Oakland: 7:30 PM
May 3, 1983 (Tues.)
Holiday Inn
Nimitz Freeway at Hegenberger
Oakland, CA

San Francisco — San Mateo:
7:30 PM, May 5, 1983 (Thurs.)
Operating Engineers Bldg.
474 Valencia Street
San Francisco, CA

Fresno: 7:30 PM
May 11, 1983 (Wed.)
Cedar Lanes
3131 N. Cedar — Holiday Room
Fresno, CA

Redding: 7:30 PM
May 19, 1983 (Thurs.)
Operating Engineers Bldg.
100 Lake Blvd.
Redding, CA

Marysville: 7:30 PM
May 24, 1983 (Tues.)
Operating Engineers Bldg.
1010 "I" Street
Marysville, CA

Reno: 7:30 PM
May 26, 1983 (Thurs.)
Musicians Hall
124 West Taylor
Reno, Nevada

San Jose: 7:30 PM
June 1, 1983 (Wed.)
Holiday Inn Park Center Plaza
282 Almaden
San Jose, CA



Members participate in blood drive

Local 3 thanks all of those members, wives and friends who have donated blood during the blood drives in the various districts so far this year. In an effort to replenish the union's depleted blood bank, many of the districts are scheduling blood drives. All those who can are urged to support this very worthwhile effort. Pictured at the far left is 35-year member Richard Farm donating a pint at the recent drive held in the San Francisco office. Members John Pecroni, Joe Koehler, Tony Godoy and Joe Williams (pictured above) were among the many who gave blood recently in the Santa Rosa District blood drive.

Alcoholism is nation's most destructive drug

By Nate Davidson, Director
Alcoholism Recovery Program

Alcohol is America's most destructive drug. By whatever standard we assess a drug problem — extent of use and abuse, availability, cost in dollars, disease, crime, and death — alcohol is number one.

Alcohol abuse is a national health problem. None other has been so seriously neglected. Facts recently gathered by the National Institute on Alcohol Abuse and Alcoholism are both impressive and depressing. Some of the N.I.A.A.A. findings are:

1. Alcoholism and alcohol abuse continue to occur at high incident rates within the American society.

2. The proportion of American youth who drink has been increasing so that currently it is almost universal. The highest scores on an index of probable problem drinking behaviors were recorded in the youngest age group for which data are available — the 18- to 20-year olds.

3. After heart disease and cancer, alcoholism is the country's biggest health problem. An alcoholic's life span is shortened by 10 to 12 years, and recently medical researchers have found evidence suggesting that excessive use of alcohol may also quietly contribute to certain kinds of heart disease and that it eventually damages the brain.

4. Excessive use of alcohol, especially when combined with tobacco, has been implicated in the development of certain cancers.

5. Heavy drinking during pregnancy can adversely affect the offspring of alcoholic mothers.

6. The United States system of alcoholic controls is a chaotic relic. It provides little support in mitigating alcohol problems and may induce a counterproductive ambivalence among the public.

7. The economic cost associated with the misuse of alcohol is estimated at 25 billion dollars a year.

8. The public suffers from much ignorance concerning alcohol and from ambivalent feelings toward it. Worse yet, heavier drinkers know less about alcohol than do lighter drinkers or abstainers. In general, American attitudes about drinking are marked by confusion.

9. In half of all the murders in the United States, either the killer or victim or both have been drinking. A fourth of all suicides are found to have significant amounts of alcohol in their blood-streams.

10. People who abuse alcohol are seven times as likely to be separated or divorced than the general population.

A recent national public opinion survey by the N.I.A.A.A. shows that almost two-thirds of adult Americans know someone who "drinks too much." Over one-third of those polled said this drinker is "close to me" (a relative or friend), and that the problem has existed for at least ten years. The respondents were also shown a list of sixteen leading personal problems and asked whether they knew anyone with these problems. "Excessive drinking" was the fourth most common on the list. Only "excessive smoking," "overeating," and "having trouble making ends meet" were mentioned more frequently. Drinking problems were listed more often than family quarrels, trouble with children, chronic physical and mental illness, loneliness, and job troubles.

Each year over 50,000 Americans die in traffic accidents. About half of those deaths (an estimated 28,000) involve drunk drivers or pedestrians.

16 million Americans share alcoholism second-hand because of alcohol problems in their families.

Problem drinking is increasing dramatically among the young. Thousands of problem drinkers are under 21.

Of the approximately 95 to 100 million Americans who drink, one in ten is now either a serious problem drinker or a full-fledged alcoholic.

These are shocking facts, especially in a culture inclined to accept the use of alcohol with little question. Many people have made alcohol a part of their lifestyle in such a way that it has become detrimental to their well-being. But effects of excessive drinking on one individual, tragic as they are, indicate only one aspect of the problem. It is compounded by the effects of his behavior on his family, friends, fellow workers and neighbors. In the aggregate, excessive drinking concerns our entire society.

What can we do? First, existing rehabilitation programs, aimed at both the alcoholic and those around him, need improvement. Compassion for the problem drinker must replace disgust and indifference if we are to treat him successfully. Even more urgently needed is an understanding of alcohol problems so that we can prevent them. The key to prevention is to help people develop a lifestyle in which chemical intervention is unnecessary. Based on responsibility to self and society,

that lifestyle may need to exclude the use of alcoholic beverages entirely, or at least require responsible drinking on the part of each individual who chooses to drink.

Alcoholism Recovery Program Coordinators

San Francisco	415/431-1568
Nate Davidson	*415/573-1330
Archie Headly	415/626-7835
	*415/686-1600
Igancio/Santa Rosa/Eureka	707/545-1724
John Smith	*707/538-3940
San Mateo	415/348-7835
Joe Oxendire	*415/967-4544
Oakland/Fairfield	415/638-7277
Archie Headley	*415/686-1600
Steven Stromgren	*415/634-1603
Stockton/Ceres/	
Fresno	209/944-5603
George Morgan	*209/537-4706
Norby Flanagan	*209/275-6648
†George Matzek	*209/728-3235
Marysville/Redding/	
Sacramento	916/743-7321
†Bob Criddle	916/743-9254
	*916/743-6929
Larry Uhde	916/383-8839
	*916/456-4124
Bill Marshall	916/383-8480
	*916/687-6494
San Jose	408/293-7541
Joe Oxendire	*415/967-4544
Robert Beal	*408/972-1019
†George Bist	408/295-8788
	*408/946-1872
Reno	702/323-2539
Mike Bailey	*702/849-1792
Salt Lake City	801/532-6091
Don Strate	*801/943-6210
Rick e Bryan	*801/465-3136
John Thornton	*801/756-4915
Honolulu	808/847-5523
Aller Souza	*808/488-1436
Rancho Murieta Training Center	
Dick McGill	916/354-2029

*Denotes home phone
†Public Employee Department

\$7 million recommended for light rail project

(Continued from Page 2)

"There is a direct commitment," Connelly said. "Not just from the Chamber of Commerce, labor groups, environmental groups, but from local elected people who have put their money where their mouth is."

Rudin, chairwoman of the joint city-council-regional transit agency sponsoring the project, pledged to examine all the options for financing light-rail operations.

"We'll certainly look at the sales tax," Rudin said. "We don't want to be left

with a white elephant or a useless project on our hands. It would reflect very badly on us and cost the city and the state a lot of money down the road. We don't want that to happen."

Isenburg later declined to discuss the possibility of a sales tax boost, saying "I don't think it's going to be necessary."

The light-rail system is designed to minimize operating costs by improving Regional Transit's productivity. Buses that now serve downtown Sacramento from the north area will be rerouted to serve the trains.

Project supporters contend this will result in more frequent bus service while the light-rail system benefits from lower labor costs per passenger.

But Sacramento resident Michael Seaman told the commission the system will never develop the necessary ridership because the rail line is too far removed from the center of the heavily populated north area.

The light-rail system would run from Interstate 80 and Watt Avenue through Del Paso Heights, cross the American River into downtown Sacramento, then

go out the Folsom corridor to Butterfield Way.

To minimize the system's overall cost, the rail line will be built primarily in abandoned freeway and railroad rights of way.

Ingalls seized on Seaman's criticism and said the Sacramento project would never be built except for the \$85 million in federal funds made available by the cancellation of the I-80 bypass.

"All we're doing is just compounding some pork-barrel decisions that were made 10, 20, 30 years ago. And God bless us," Ingalls said, "I guess we're stuck with this pyramid. We're going to build it. So let's quit kidding one another and move on the the next one."

How union-busters beat labor laws

(Continued from Page 1)

union supporters. For each representation election in 1980, the NLRB reinstated 1.3 employees who were discriminatorily discharged. In 1957, one worker in every six elections was reinstated after being illegally fired.

Violations by employers are soaring, for the most part undeterred by penalties. Management consultants are telling them what to do and escaping the consequences altogether.

Modern Management (2M) is the biggest and among the most notorious management consultant firms. Its clients are diverse — in manufacturing, banking, insurance and the universities. But the bulk of its union-busting campaigns are in hospitals.

Modern Management ran one of its standard campaigns for St. Francis Hospital in Milwaukee. In

mid-1979, the hospital hired 2M to combat an attempt by registered nurses to be represented by the St. Francis Federation of Nurses, an affiliate of the American Federation of Teachers.

2M performed its typical services, with typical results. Early in 1982, an NLRB administrative law judge found the hospital had committed such flagrant violations against the employees that it was ordered to bargain with the union after the union lost the election.

But there was an extra ingredient to the case. The NLRB general counsel charged Modern Management with being equally responsible with St. Francis for the unfair labor practices committed in the campaign. The counsel said 2M was at least a "co-principal and/or co-manager" of the campaign.

The tactics employed by St. Francis supervisors ran the gamut of illegal activities. The ALJ found the hospital engaged in "numerous unfair labor practices, including promising and granting benefits for the purpose of discouraging union activities; threatening reprisals and denial of certain benefits; extensive interrogations; and maintaining illegal no solicitation rules..."

"The conclusion is inescapable," the ALJ declared, "that this extensive campaign of egregious unfair labor practices has had the tendency to undermine the union's strength and impede the election process."

As is standard operating procedure for management consultants, 2M agents at St. Francis worked through supervisors, meeting with them in frequent strategy sessions at the start

(Continued on Page 12)

Hawaii cont.

(Continued from Page 5)

started in November of 1982.

From the Big Island, Brother Albert Terry reports that Isemoto Contracting Co., Ltd. was the low bidder in the Mauna Kea Beach Condo project of \$2.2 million. It is his understanding that Isemoto will be hiring ten to twelve men from the Operating Engineers Hall and estimated to be approximately eight to twelve months of work.

Also, low bidder on the top of Mauna Kea mountain is Rierson Contracting Co. His bid was \$1.9 million. At this time, the Big Island has 62 men on the out-of-work list.

**ATTEND YOUR
UNION MEETINGS**

DEPARTED MEMBERS

JAMES AYAU	12/9/82	Honolulu HI
RAYMOND BARNES	12/11/82	Anderson CA
JACK BATES	12/16/82	Hydesville CA
GEORGE BRIGHAM	11/30/82	Citrus Heights CA
PRINCE BROGDON	11/28/82	Plainview TX
HAROLD CLARK	11/22/82	Sacramento CA
VICTOR FAHRNI	12/22/82	California MO
SAMUEL FANNING	12/17/82	Stockton CA
CHESTER FOLENA	12/7/82	Rio Vista CA
MORGAN HURST	12/21/82	Payson UT
KENNETH JACKSON	12/4/82	Granger UT
JACK JAKOWATZ	12/21/82	Reno NV
LES JACOBSEN	11/30/82	Reno NV
JOHN JOHNSON	11/4/82	Boise ID
PETER KANANA	12/4/82	Honolulu HI
CARL KINNEY	12/16/82	Napa CA
JOHN LIENHART	12/18/82	Vacaville CA
CHARLES MARVIN	12/22/82	Auberry CA

HUGH MATLOCK	12/2/82	Watsonville CA
CHARLES MORRISON	12/22/82	Vernal UT
JOHN MYERS	12/4/82	Modesto CA
RICHARD NORRIS	12/16/82	Santa Cruz CA
ERVIN O'CONNELL	12/4/82	Arcata CA
DAVID OTIS	12/5/82	Oroville CA
KEITH REESE	12/20/82	Bryte CA
JOHN REGALLO	12/1/82	San Jose CA
WILLIAM ROSE	12/5/82	Cloverdale CA
GEORGE SINGER	11/28/82	Portola Valley CA
WILLIAM SMITH	12/15/82	Redwood City CA
NICK SPIKULA	12/15/82	Oakland CA
JOHN TOSTI	12/5/82	Turlock CA
WALTER WISE	12/19/82	Reno NV
MASATO YOSHINO	11/30/82	Honolulu HI
DECEASED DEPENDENTS		
VIOLET COKER	11/7/82	Wife of Alfred Coker
FRANCES L. GAVRILKO	12/5/82	Wife of Nick Gavrilko
CHRISSEY MARQUEZ	12/11/82	Daughter of Joe M. Marquez
MARGARET WAUGHTEL	—	Wife of Grant Waughtel

DEMERIC ADAMS	1/3/83	Chico CA
AL CHAMBERS	12/31/82	Sparks NV
ARTHUR CHATTERTON	1/15/83	Brigham City UT
BILLIE COOLEY	1/5/83	Fremont CA
HAROLD CORBETT	12/7/82	Yuma AZ
HENRY DOZIER	1/21/83	Twain Harte CA
HENRY FICKEN	1/14/83	Sebastopol CA
CLIFF GARRATT	1/4/83	Hollister CA
WESLEY GENTRY	1/8/83	Fresno CA
THOMAS GILLIES	12/14/82	Sunol CA
JOE GOMES	1/17/83	Oakland CA
JOHNNIE HALL	1/18/83	Hayward CA
GERALD HOFERER	1/18/83	Pollock CA
RANDLE JONES	1/18/83	Oakdale CA
LES KRAINER	1/20/83	San Francisco CA
THOMAS KERNS	1/10/83	Fremont CA
ROBERT KILLIP	1/10/83	Santa Clara CA
RAY LANGDON	1/7/83	Sacramento CA

WILLIAM LILE	12/15/82	Sunnyvale CA
DANNY MADSON	1/14/83	Panguitch UT
JAMES MELNICHEK	1/1/83	Martinez CA
ED MIDDLETON	1/13/83	Rancho Cordova CA
FRANK MIZER	1/22/83	Placerville CA
JOSEPH PRICE	1/14/83	Richmond CA
GEORGE SMITH	12/9/82	Grenada CA
ALLEN STALIONS	1/22/83	Colusa CA
CELESTIN TAPPIN	1/19/83	Stockton CA
DAVID VANDERVEEN	1/6/83	Concord CA
GEORGE WEIGUM	1/8/83	Lodi CA
HOMER WRIGHT	1/6/83	Visalia CA

DECEASED DEPENDENTS

MAE CRUMB	1/13/83	Wife of Alfred Crumb
IRENE FENNER	1/4/83	Wife of Robert Fenner
JUNE KATES	10/27/82	Wife of George Kates
ISMAEL LAMAS	1/1/83	Husband of Gloria Lamas
ALICE RAPER	12/21/82	Wife of Wilford Raper
THERESA SCHULBA	12/25/82	Wife of William Schulba
FANNIE THOMAS	11/18/82	Wife of Homer Thomas

Swap Shop: Free Want Ads for Engineers

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: 3/4 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 GMC 6500 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, Orsi 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: EVER DREAMED OF FISHING? 32' commercial salmon troller, wood, recently rebilt, 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 HTR etc., lg. burlwd desk/table. Cadillac limo '56. MG midget. Motorcycle '78 yz80. Ph. 408/356-5207, 356-4542. Reg. #0997088. 2/83

FOR SALE: 1968 FORD N-800, 18' flatbed 330-V8 4 & 2 spd, equipped to pull equip. tlr. Also has 5 1/2 hi livestock racks, gd looking, gd working trk. \$3,500. Ph. 916/626-0825. Reg. #1793861. 3/83

FOR SALE: REG. AGHA MARE by Poco grayhound 13 yrs. \$1,000. William T. Silvera, Jr. Ph. 707/762-7128. Reg. #1235523. 3/83

FOR SALE: USED TIRES 14", some half dn \$5-\$10 each. Trk tires 8:25x20, 9:00x20, 10:00x20, 11:00x20, \$10 and up. V-8 555 B lock, all pts exc. crankshaft. Leslie B. Mulhair, 97 Southridge Wy., Daly City CA 94014. Ph. 415/333-9006. Reg. #154371. 3/83

FOR SALE: INTL. MOTOR, 361 Diamond incl. carburetor, generator, manifold, waterpump, starter, etc. \$400. Mack mot. & all pts. exc. block that's cracked. Incl. carb., gen., wat. pump., starter, etc. \$400. Automatic G.E. dishwasher \$50. Leslie B. Mulhair, 97 Southridge Wy., Daly City CA 94014. Ph. 415/333-9006. Reg. #154371. 3/83

FOR SALE: 1969 V.W. DUNE BUGGY 1600 motor, removable hardtop & doors \$2,000. Brian Yung, 1215 Harper St., Santa Cruz CA 95062. Ph. 408/475-7106. Reg. #1265340. 3/83

WANTED: THIOKOL, TUCKER, or similar snocat, any cond. Prefer 6 cyl. or larger. Mike Dory, P. O. Box 751, E. Ely, Nevada 89315. Reg. #1866478. 3/83

FOR SALE: TWO BEDROOM HOUSE on 1.4 acres. Fenced & x-fenced. 3-stall barn, two pastures, other out bldgs., Monroe, Utah. Ph. 801/527-4245. Reg. #351398. 3/83

FOR SALE: TWO WHEEL trailer w/elec. brakes built to haul jeep commando on 2 1/2"x9"x15" long channel iron w/ramps attached. Roscoe M. Searcy, 2010 W. Sunnyside, Visalia CA Ph. 209/734-4758. Reg. #0702402. 3/83

FOR SALE: REINELL BOAT 13'x8" runabout, tlr., 35 h.p. gale motor w/elec. st. \$895. Norm Clemens, 14346-E Collier Rd., Acampo CA Ph. 209/369-1397. Reg. #1238-702. 3/83

EXCHANGE/TRADE: SE. AZ. 3 BR. 1 BATH mobilehome, 106'x86' lot. 2 awns, 8'x40' deck, cable tv, sewage, 9x10 shed; clubhse, pool, tennis, etc. available. Want same or acreage or whatever in No. Calif. R. Barrington, Box 1918, Sierra Vista AZ 85635. Ph. 602/378-2735. Reg. #0624398. 4/83

FOR SALE: 16 1/2' GLASTRON TRI-HULL BOAT & tlr, convertible top, new storage cover, carpet, battery; water skis & life jackets, 80 HP Merc. Joe White, 84 Biltmore Ct., Fairfield CA 94533. Ph. 707/429-1328. Reg. #1487927. 4/83

FOR TRADE: LIFE MEMB. "A.C.I." family campgrounds, for late model 'Balboa' sailboat. Negotiable. Wonderful oppor. for rv travelers. Many private jks, 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: COCKER SPANIEL puppies. Black & buff males & fems bn 1/18/83. \$100 & up. Tom Kolby, P. O. Box 802, Murphys CA 95247. Ph. 209/728-3798. Reg. #1808809. 3/83

FOR SALE: 1980 F-250 4x4, auto, am/fm. Also, 9 1/2' self-cont. cabover camper. One or both \$1,500 under book price. 1490 Roberts, San Jose CA 95122. Ph. 408/294-4841. Reg. #0529325. 3/83

FOR SALE: M.F. 40 DIES. TRACTOR w/200 loader. Ganan Scraper & Indusco Disc. Six T Miller tlr \$14,000. Dean H. Bailey, 1870 Bille Rd., Paradise CA 95969. Ph. 916/877-8534. Reg. #0529325. 3/83

FOR SALE: 14' BOAT, boat tlr. & 45 h.p. Mercury motor. \$800. Upright piano \$475. Leo Anderson, 692 Christine Dr., Danville CA 94526. Ph. 415/820-0360. Reg. #073471. 3/83

FOR SALE: MOBILE HOME 1978 Bainbridge 14x78 w/expansion two br, one bath, garden tub, stall, shower. Exc. insulation, storm windows, extras, must sell. Colleen McCauley, RR#2 Box 5023, Buckley WA 98321. Ph. 206/829-2575. Reg. #1609980. 3/83

FOR SALE: 19 ACRES Greenwood Co. Three sep. parcels, \$2,500/acre all or one. Arnold Preuss, 15880 McElroy Rd., Meadow Vista CA. Ph. 916/878-2140. Reg. #1160259. 3/83

FOR SALE: CATTLE TRANSPORT BX \$350; heatilator brass trim w/gls doors \$75. Michael Dudney, 5143 Tesla Rd., Livermore CA 94550. Ph. 415/443-5695. Reg. #1697-151. 3/83

WANTED: 8-9 FT. CAMPER fully self-cont.; 4-horse/stock trailer. Michael Dudney, 5143 Tesla Rd., Livermore CA 94550. Ph. 415/443-5695. Reg. #1697151. 3/83

FOR SALE: ALL ELEC. HOME two BR, two bath, on 60' lot in Clearlake Keys. Firepl., two-car gar., lg covered deck, private dock. \$89,950. Ph. 707/998-3775. Reg. #388565. 3/83

FOR SALE: BUZZ SAW w/30" blade, stand w/swing table, no power \$225. Flat rack dump bed for 1 1/2' trk 8x10', old but gd \$350. Some LeTourneau P.C.U. pts, new. Will cons. trade for pre 40 tractors. Marvin Reed, 6075 Middle Fork Dr., Sparks NV 89431. Ph. 702/673-4873. Reg. #0818233. 3/83

FOR SALE: CAT D4 (7U 35, 917), Cat hyd. straight dozer, Hyster D4D winch, Medford canopy, direct elec. start, oil clutch, 5 roller track frames, all guards, exc. cond. thruout, one of a kind. \$12,000. Ph. 916/626-0825. Reg. #1793861. 3/83

FOR SALE: 1968 FORD N-800, 18' flatbed 330-V8 4 & 2 spd, equipped to pull equip. tlr. Also has 5 1/2 hi livestock racks, gd looking, gd working trk. \$3,500. Ph. 916/626-0825. Reg. #1793861. 3/83

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FOR SALE: 1974 23-FT. COLUMBIA SAILBOAT std. main-sail, 40° lapper jib sleeps 4; hvy weather rigging, stove & sink; 6 HP Johnson outboard tandem tlr w/surge brake. Exc. cond. \$7,500. F. Avilla, 7707 E. Northland Rd., Manteca CA 95336. Ph. 823-3534, 4085 or 0440. Reg. #0402399. 4/83

FOR SALE OR TRADE: 74 CHEVY 1/2-TON complete 4x4 drivetrain, 350 turbo-hydro w/transfer, front & rear ends, hubs. Will trade A/T w/transfer for 4 spd w/transfer. Ted Rupert, 4708 Monet Wy., Sacramento CA 95842. Ph. 916/334-4092. Reg. #1598001. 4/83

FOR SALE: BOAT 1971 GLASSPAR 18' fast, seaworthy, 115 HP Mercury w/10 HP Johnson for backup. Big wheel tlr. Extras. Full Delta canvas depthfinder, C.B., B. F. Edelman. Ph. 415/685-7969. \$3,695. Reg. #0689209. 4/83

FOR SALE: 11 1/2-FT. CABOVER CAMPER self contained weekend. Great cond. Stove, icebox, jacks, tie down. Sleeps 7. \$1,695. B. F. Edelman. Ph. 415/685-7969. Reg. #0689209. 4/83

FOR SALE: 1972 JEEP CJ5, 304 V8, good cond. Ski rack, full roll cage, headers, 12.50 tires, chrome wheels. Ed Hilker, P. O. Box 70101, Sunnyvale CA 94086. Reg. #1773678. 4/83

FOR SALE: 2 CAT D-6 BULL DOZERS 4R. 9U. Gd running shape. Recent work. \$6,500. Rental, finance Cat 60 scraper. Linc. air cooled welder 180 amp. \$950. Bud Wells, 415/547-0553. Reg. #0557433. 4/83

FOR SALE: 1953 FORD 239 C:D flat head motor+T-98 transmission, 4 spd, complete, incl. radiator, 12v gen., motor runs gd/uses oil. 4 spd exc. cond. \$400/best offer. Steve Richards, P. O. Box 1067, Elko NV 89801. Reg. #1914579. 4/83

FOR SALE: 1979 LAYTON TRAVEL TRAILER 23', self-contained, w/air, w/voltage reg. \$5,000/best offer. Mike Roulette, 69 Arrowhead Dr., Carson City NV 89701. Ph. 702/883-0269. Reg. #1717493. 4/83

FOR SALE: 10-FT. RADIAL ARM SAW w/leg set \$230. Firm Mike Roulette, 69 Arrowhead Dr., Carson City NV 89701. Ph. 702/883-0269. Reg. #1717493. 4/83

FOR SALE: 1973 23-FT. ROADRANGER lully s.c., exc. cond., sleeps 6, lg bath w/tub. New upholstery. \$5,500. 1973 Six-Pac camper, 8' cabover. Sleeps 4. Good cond. \$900. Jim Mora, 7498 Elphick Rd., Sebastopol CA 95472. Ph. 707/823-9140. Reg. #1121811. 4/83

FOR SALE: LOVELY 3-STORY, 3 BR 2 bath home. 1.4 acres Paved rds. 1 1/2 mi. to Lake Don Pedro, 1 1/2 mi. to Lake McClure. \$80,000. Ph. 209/852-2156. Reg. #0982939. 4/83

FOR SALE: 1977 DODGE ASPEN spec. edition. Air, tinted glass, 318, tilt steering, cruise control, AM-FM stereo, new tires, 35,000 mi. \$2,500. R. W. Mansfield, 9980 Fernwood Rd., Stockton CA 95212. Ph. 209/931-1853. Reg. #486182. 4/83

FOR SALE: 73 FORD TRUCK 1 1/2 T, big 300 6, motor 4 spd w/2spd rear end. Runs gd, lks gd, is gd. \$3,000. Gene Van Tassel, 6517 Dell Pl., Loomis CA 95650. Ph. 652-6269. Reg. #1446959. 4/83

FOR SALE: 1973 2-DOOR HARDTOP Eldorado Cad. lks gd, runs gd, is gd. New tires. Also 1959 CHEV. dump trk. Gd tires, runs gd/needs cab. \$1,500. Gene Van Tassel, 6517 Dell Pl., Loomis CA 95650. Ph. 652-6269. Reg. #1446959. 4/83

FOR SALE: OVERLOAD SPRINGS from 1/2-T Ford pickup. Make offer. Ellsworth Dias, 474 Scott St., Fremont CA 94539. Ph. 656-0589. Reg. #1242945. 4/83

FOR SALE: DMP BOX & HOIST for one ton. \$500. Model 92 Cleveland trencher wheel type \$2,000. Hvy duty single axle tlr stl box \$200. Erwin R. Anderson, P. O. Box 5672, San Jose CA 95150. Ph. 408/225-0803. Reg. #1230 043. 4/83

FOR SALE OR TRADE EQUITY in 79 Traveleze Park trailer. 40' double tipouts. Towable w/pu. Very nice cond. & furnished. Dual King bed, lg bath, mirror-closets, cedar lined. Will trade for 5th wheel motor home or travel tlr in gd clean cond. Ph. 415/439-9056 or 209/786-2242. Reg. #0413422. 4/83

FOR SALE: HOUSE IN SAN JOSE 3 BR, 5 yrs old., air cond., 2-car garage. \$96,500. Ph. 408/272-6907. Reg. #1709 767. 4/83

FOR SALE: 64 T-BIRD CONVRT. Beautiful, new tire, radials. \$4,200. Ph. 408/272-6907. Reg. #1709767. 4/83

FOR SALE: 1976 30-FT KENSKILL travel trailer & 1974 half-ton Chev. P.U. (hvy duty) loaded, 454. As unit \$12,500, or tlr \$9,750, P.U. \$2,750 or best offer. Jake Green, P. O. Box 9425, Fresno CA 93792. Ph. 209/229-3983. Reg. #0645871. 4/83

FOR SALE: 12x60 MOBILE HOME Pollock Pines. Lg fenced yd. Retirement park w/pool. \$10,000. Darryll Smith, 2561 Ribier Way, Rancho Cordova CA 95670. Ph. 916/621-1248. Reg. #1654050. 4/83

FOR SALE: 2.9 ACRES, water, elect., phone & septic tnk, oak trees, paved rds, ready to build. Nr lakes, Valley Springs, Calaveras Co. \$23,500. "Bingo" D. J. Vega. Ph. 408/298-1077 or 209/772-1105. Reg. #0987292. 4/83

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.

BuRec jobs

(Continued from Page 1)

mation's largest project under construction, is slated to receive \$10 million to speed up work on aqueducts, power transmission lines, pumping plants, and other facilities. The Bonneville Unit of the Central Utah Project is to get \$4.8 million for accelerated construction. In Colorado, the Dallas Creek Project is to get \$4 million and the Dolores Project will receive \$3.7 million. Levee construction and dredging in the Yuma (Arizona) area is to get \$6.3 million.

Generator rebuilding at hydroelectric powerplants in the Columbia Basin Project, Washington, is slated for \$1.8 million in accelerated funds, while work on the Grand Coulee Third Powerplant will get \$6 million. Construction of irrigation facilities in the Columbia Basin will be accelerated with \$3.7 million made available by the Jobs Bill.

Construction at the Sacramento River Division of the Central Valley Project, California, is set to receive \$2.5 million under the Jobs Bill. Rehabilitation and betterment of facilities in the Yakima-Tieton (Washington) Irrigation District will be accelerated by the addition of \$9.9 million.

In all, 60 Reclamation projects completed or under construction will receive accelerated funding as a stimulus to employment under the Jobs Bill. The projects cover 15 states.

A table listing each project slated to receive accelerated funding within Local 3's jurisdiction and describing the work to be done in brief, is given below.

List of Jobs by State

State	Project	Amount
CALIFORNIA	Construction	
	Sacramento River	\$2,500,000
	O & M	
	Central Valley	\$1,915,000
	Solano	\$800,000
	Small Loan	
	San Benito	\$4,000,000
	Eastern MUD	\$3,900,000
	Rainbow MUD	\$5,950,000
	Colusa	\$500,000
NEVADA	Construction	
	Newlands	\$600,000
	O & M	
	Washoe	\$85,000
	Boulder Canyon	\$1,200,000
	Parker/Davis	\$530,000
		\$2,415,000
	UTAH	
	Construction	
	Bonneville	\$10,400,000

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.

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 Rd.

24th **Fresno:** Laborer's Hall, 5431 E. Hedges

31st **Auburn:** Auburn Rec. Cntr., 123 Recreation Dr.

June

1st **Provo:** Provo City Power Bldg., 251 W. 800 N.

2nd **Reno:** Musicians Hall, 124 W. Taylor

9th **Ukiah:** Grange Hall, 740 State St.

16th **Freedom:** Veterans of Foreign Wars Hall, 1960 Freedom Blvd.

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 _____

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

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|--|---|
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| <input type="checkbox"/> Individual Retirement Account (IRA) | <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) _____

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P.O. Box 2082, Dublin, CA. 94566

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



Report on union-busters

(Continued from Page 10)

and finally every day as the campaign drew to a close. The supervisors were 2M's antennae at the hospital.

The ALJ found "it is undisputed that they were given instructions by respondent 2M personnel on how to approach employees, what to say, and how to respond to questions. They, for the most part, followed the advice and carried out those instructions."

Consultant control

"It appears that...St. Francis gave respondent 2M representatives practically full control of the anti-union campaign," the ALJ determined.

Despite the clear evidence of 2M control of the union-busting effort, the ALJ declined to sustain the general counsel's charge against 2M. While Modern Management agents told the supervisors what to do, there was no evidence, the ALJ said, that 2M "unlawfully threatened, interrogated or promised benefits to employees..."

The role of the management consultant firm was "that of a labor relations adviser to the hospital." Without evidence of direct contact between 2M and the employees, the firm could not be held responsible, the ALJ held, and the full board sustained that view.

As is the case with other management consultant campaigns, 2M avoided the responsibilities for its actions. Once again they could circumvent the intent of the law to "encourage" the collective bargaining relationship.

Instead the effect was just the opposite. When the consultant leaves the scene, the House subcommittee pointed out, "management and workers are left to deal with the aftermath of what probably has been one of the most traumatic periods that either employer or employee has endured at the workplace."

Hit-and-run operation

The management consultant is seldom seen in an anti-union campaign. For workers and unions, it is difficult to counter such an elusive hit-and-run operation. Even when the presence of consultants is revealed in unfair labor practice cases before the board, they

Executive Board Election

At its regular quarterly membership meeting on March 2nd, the District #12 Membership elected **Ralph M. Hamlin** to serve as District #12 Executive Board Member to fill the balance of a term left vacant by resignation.

Grievance Committee Elections

At its meeting on March 10th, the District 10 membership re-elected the following to serve on its Grievance Committee for the ensuing year: **Brothers James Killean, Paul Heater and David Spain.**

At its meeting on March 17th, the District 9 membership re-elected the following to serve on its Grievance Committee for the ensuing year: **Brothers Richard Weigel, Raymond Phillips and Armand Herrera.**

are almost always unnamed employer agents.

Management consultants extend their covertness to the Landrum-Griffin Act, refusing to fulfill the law's requirement to file reports on their activities. They have escaped exposure of their practices in the way the Labor Dept. interprets the law.

Under Section 203, employers and consultants must report any "agreement," "arrangement" or "payment" for "persuader" activity. However, the section also says a consultant is exempt from reporting "by reason of his giving or agreeing to give advice to an employer."

The Labor Dept. interprets "advice" to cover all behind-the-scenes contact between consultant and employer. They are only required to file where they make direct contact with employees.

Allowing management consultants to hide behind this questionable distinction, the subcommittee pointed out, renders the law "ineffective." It advised the Labor Dept. to adopt "a more reasonable interpretation so the act can reach consultants who set and control the strategy for employer anti-union efforts but who do not themselves communicate directly with employees."

As the subcommittee pointed out, "virtually every union is required to and does report its activities under the provisions of the act. It is inequitable that the department does not require consultants, even in instances where they are clearly running management's anti-union campaign, to disclose their involvement."

Failure to report

The extent of their failure to report was revealed in two surveys made public at the subcommittee hearings:

- A 1978 survey of labor attorneys by the University of California Law School at Davis disclosed that 64.6 percent of the respondents had performed reportable activities "under present interpretations during the previous five years," but only 1.8 percent had filed with the Labor Dept.

- A Northwestern University Law Review report, in a survey of 164 attorneys in the field, found that only three respondents had filed reports out of 106 who conceded their activities were reportable.

A majority of attorneys in the Northwestern survey claimed they were ignorant of the reporting requirements. The Labor Dept. under the Reagan Administration would keep them that way.

Instead of moving to require compliance of the law, the Labor-Management Services Administration, which administers the law, is drastically cutting back on its enforcement.

LMSA under the direction of Assistant Labor Sec. Donald L. Dotson has cut back field investigations of complaints against non-filing consultants from ten percent of the agency's time to five percent. At the same time Dotson, who is the President's nominee for chairman of the NLRB, has increased the time allotted for investigations of unions to a minimum 50 percent.

The Reagan Administration has made clear its priorities. Management consultants can go about their union-busting business undeterred as long as this Administration has its way.