



# ENGINEERS NEWS

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JUNE 1983

## Semi-Annual Mtg.

Recording-Corresponding Secretary James "Red" Ivy has announced that the next Semi-Annual Meeting of the membership will be held on Saturday, July 9, at 1 p.m. at the Seafarer's International Union Auditorium, 350 Fremont St., San Francisco, CA. The Annual Credit Union Mtg. will be held at the same location immediately after the semi-annual membership meeting.



The biggest construction project in Marin County is the new wastewater treatment plant in San Rafael. See pages 8 & 9 for photo feature.



Members in Santa Rosa listen to Business Manager Tom Stapleton explain the provisions of the new AGC Master Construction Agreement for Northern California. The three-year agreement, which covers approximately 10,000 Local 3 members, was ratified by over 95 percent of those who attended the ratification meetings.

## Local 3 members ratify AGC Master Agreement

By James Earp  
Managing Editor

In a round of 10 ratification meetings, members of the Operating Engineers Local 3 this month ratified a new AGC Master Construction Agreement for Northern California.

Local 3 Business Manager Tom Stapleton announced that the new contract received approval from over 95 percent of the members in attendance at the ratification meetings.

"To our knowledge, this agreement is the best contract in the building trades at this time in California, and possibly the 13 Western States," Stapleton reported.

The Business Manager explained that the current economic climate has forced the building trades unions into a defensive position.

"All of the AGC construction agreements that have been negotiated to date with other unions have included major concessions," Stapleton said. This includes carpenters, laborers, cement

masons, construction teamsters and other operating engineers locals.

These agreements set a precedent that was difficult to overcome. "Never in the history of the union has the AGC come to the bargaining table demanding a \$2 an hour cut, and then immediately disbanded the multi-employer bargaining unit when we didn't appear too eager to accept their proposal," Stapleton said.

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## Summary of new contract

Here is a summary of the major changes in the new AGC Master Agreement for Northern California. A more detailed listing of the contract changes, including key excerpts of the agreement, can be found on page 11.

### Economic Package

- **First Year:** All wage rates and fringe benefit contributions rates (except Apprentice Pension Contribution rates) shall remain at their current rate through and including June 15, 1984.

- **Second Year:** Effective June 16, 1984, there will be a guaranteed 5% total package increase applicable to wages and/or fringes. Depending upon classification, this will amount to an increase of \$1.14 to \$1.50 an hour.

COLA will also apply and to the extent the cost of living—based on the Consumer Price Index—exceeds 5%, the additional increase shall apply on November 1, 1984.

- **Third Year:** Effective June 16, 1985, another 5% guaranteed increase will be provided. Depending upon classification, this will amount to an increase of \$1.20 to \$1.57 an hour.

- **Apprentice Pension Contributions:** Effective July 1, 1983, the pension contribution rate for all four periods of apprentices will be \$2 an hour.

### Language Changes

- With certain exceptions, owner operators will now be placed on the employer's payroll from the first hour of employment. Under the old contract, owner-operators were allowed to work six hours before being placed on the employer's payroll.

- Subcontractors performing onsite work for employers signatory to the agreement shall also be bound by all

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## Veysey strikes out at Senate hearing

After condemning testimony offered by Local 3 and other labor union representatives throughout the state, the Senate Rules Committee has voted unanimously to postpone a vote on confirmation of Victor Veysey as Director of the State Department of Industrial Relations.

The action was a major victory for organized labor, which had vigorously opposed confirmation of Veysey.

In a hearing room packed by more than 300 people, mostly union members and officials opposed to Veysey, John F. Henning, executive secretary-treasurer of the California Labor Federation, AFL-CIO, pointed out that Veysey had voted against labor's position 82 percent of the time while serving in the Assembly and the House of Representatives and called attention to the fact that since his appointment, Veysey has opposed any increase in the state's \$3.35 minimum wage and sought to destroy the prevailing wage protections long accorded construction workers on publicly financed projects.

The California AFL-CIO, he said, has found "nothing in the past or present public career or Mr. Veysey to indicate any understanding of or sympathy with the purposes of the Department he has been named to head."

Jerry Cremins, president of the State Building and Construction Trades Council of California, cited a letter sent by Veysey to more than 6500 governmental agencies throughout the state inviting them to apply for "a special

prevailing wage determination" if they are planning a residential public works project.

Cremins charged that Veysey is not empowered to make such drastic changes by administrative fiat without holding public hearings and determining whether legislative action is necessary.

## State receives storm funding

WASHINGTON — California's storm-ravaged highways and rivers have received federal financial help from two directions.

Rep. Glenn Anderson, D-Harbor City, announced this month that the U.S. Department of Transportation has released \$30 million for repair and reconstruction of highways damaged in California's record winter and spring storms.

Rep. Tony Coelho, D-Merced, won House approval a day earlier for legislation to authorize the Army Corps of Engineers to clean up the lower San Joaquin River.

Under current plans, \$27 million will be released to 27 counties to help repair highways that were damaged by flooding and other storm effects. Another \$3 million will be earmarked for roads in national parks and on other federally owned lands.

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The expansion of the definition of residential construction to include a four-story building, he said, is totally arbitrary and apparently aimed at destroying union wage rates.

He noted that under past administrations, special prevailing wage determinations were allowed for certain rural

(Continued on Page 3)





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

# LOOKING AT LABOR

## ENGINEERS NEWS

WIPA



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

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## California gets financial help for storm work

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Anderson said the \$30 million falls far short of California's needs, which state officials have estimated at \$150 million on federal-aid highways. Existing law, however, limits emergency highway aid to \$30 million per state — whether tiny Rhode Island or highway-laced California.

As a result, Anderson, Chairman of the House surface transportation subcommittee, has introduced legislation to provide \$150 million more nationwide for emergency rebuilding, with no limits on individual states.

California Sens. Alan Cranston and Pete Wilson jointly have introduced similar legislation in the Senate.

Coelho's authorization for cleanup of debris and the silt from the San Joaquin between Friant Dam in Fresno County and Vernalis in San Joaquin County was included in a supplemental appropriations bill approved by the House Wednesday.

Without the provision, the Corps of Engineers would have no authority to perform the work Coelho said.

He also won a provision in the bill expediting the paperwork faced by victims of the Coalinga earthquake who have applied for federal disaster relief assistance.

For those who may not have realized it already, the settlement of the Northern California AGC Master Construction agreement this month could not by any stretch of the imagination be considered "business as usual."

Never before in the history of the union have we been faced with a greater challenge at the negotiating table. The current recession, combined with an unprecedented growth of open shop construction has forced the building trades into an economic corner.

There is tremendous pressure being exerted throughout the nation by multi-employer groups such as the AGC to make union contracts more competitive with the open shop sector.

Employers are demanding that contract provisions which allow "featherbedding" and restrictive work rules be eliminated.

We are faced with two choices: either we come to grips with reality and negotiate agreements that will enable the good union contractor to be more competitive while still protecting our work, or we resort to the past practice of treating the union employer as the enemy and insist on bargaining for the same kinds of contracts that we enjoyed during less trying times.

The hard reality of the second choice is that, even if you are able to obtain an agreement with all the wage increases and working conditions you want, it will be as worthless as the paper it's written on. The best agreement in the world isn't worth a thing if there's nobody working under it.

As we entered negotiations this year, your negotiating committee took a good, hard look at what is happening throughout the industry. In our communications with other Operating Engineer local unions, it became apparent that the AGC was orchestrating a national campaign against the building trades.

The "mode of operation" is nearly identical in virtually every case. The

*There is tremendous pressure being exerted throughout the nation by multi-employer groups such as the AGC to make union contracts more competitive with the open shop sector.*

AGC comes to the bargaining table demanding major cuts in the economic package and relaxation of work rules. If the union balks, it is given notice that the multi-employer bargaining unit has been dissolved and that there will no longer be a Master Construction Agreement.

At this point the union is faced with the prospect of having to bargain one-on-one with every contractor.

Under the current labor laws, the contractor could conceivably make a take-it-or-leave-it offer that would be totally unacceptable to the employees. If the offer is rejected, the contractor might try to implement his proposal without ratification, in which case our only alternative would be to strike that employer.

As you can see, if you multiplied this scenario by the approximately 300 AGC contractors that have traditionally employed operating engineers, you would have complete chaos in the industry.

I am convinced that if this were to happen, it would ultimately be as damaging to the employer as it would be to the union. But the bottom line is that we would all lose. That is why it was imperative that the multi-employer bargaining unit remain intact as much as possible.

At one point during pre-negotiations, we were given formal notice by the AGC that the multi-employer bargaining unit had been disbanded. Eventually, however, we were able to settle on the agreement that has been ratified by the membership.

There are two important issues in the new agreement that every member should understand.

- Because it disbanded the bargaining committee, the AGC claims it must now take our agreement to every contractor for their approval. Each employer has the option of accepting or rejecting the agreement.

If they accept the contract, then they once again become formal parties to the Master Agreement. If they reject the agreement, then Local 3 will have to bargain with them separately.

According to the information we have received from the AGC, a majority of the employers are accepting the agreement. However, there will undoubtedly be some members who will opt to negotiate a separate agreement with us.

- One of the key provisions of the new agreement establishes "market areas," whereby the agreement can be modified as it applies to certain geographic areas or types of work.

What this means is that in some areas, our employers are no longer competitive with non-union contractors. This is particularly true of private sector work in the rural areas.

This provision of the agreement will allow the union and the AGC to negotiate addendums to the contract that will make the union contractor more competitive and will help us regain work we have lost.

These modifications to the agreement, if they are negotiated, will apply only to specific geographic areas or types of work. They will not apply to the entire agreement.

Also, any modifications to the agreement will not be implemented unless they are ratified by the affected membership.

This provision of the agreement will hopefully provide a means for our union to regain much of the work that has been lost to open shop employers.



## Bylaws Committee reviews union dues

Pictured at the left are members of the Local 3 Bylaws Committee, which was formed earlier this year to review the Local 3 dues structure. A special round of meetings designed to bring the committee's recommendations before the membership will be announced later this month.

Rank-and-file members of the Bylaws Committee are: Raymond Parres, Michael Dye, Al McNamara, Robert James, Charles Steele, Ed Bruner, Jack Griner, Jack Misener, John Martinez, Michael Dempsey, Dennis Griffith, Harold Green and Francis Zoda.

## Veysey strikes out in Senate Rules hearing

(Continued from Page 1)

counties involved in the construction of HUD-financed projects.

But, Cremins declared:

"Never did the past administration offer residential determinations statewide in all 58 counties;

"Never before was residential construction divided into two categories — residential and commercial;

"Never before was residential construction defined as 'up to and including four stories'; and

"Never were residential rates offered for all crafts and classifications."

During the hearing Veysey contended that he wasn't doing anything more than the previous administration had done.

But Cremins pointed out when he was recalled to the stand that the 'special prevailing wage determinations' were given in only about eight counties involved in HUD (Housing and Urban Development) projects.

"Veysey as clearly demonstrated by his testimony today that he doesn't understand that the primary function of the State Department of Industrial Relations is to protect the health, safety and economic security of California workers, not maximize the profits of the state's employers," Cremins told reporters after the hearing.

Mark Stechbart, Local 3 representative for Operating Engineers, also sharply questioned Veysey's fitness for the post. He outlined Veysey's involvement with the Industrial Relations Center at the California Institute of Technology, which he charged, is designed to service corporate clients — not trade unionists.

Stechbart also charged that Veysey has never engaged in any work for a union at the center unless it involved collective bargaining for industry; and has never done hands-on arbitration and mediation.

Following the hearing, Senate President Pro Tem David A. Roberti (D-Hollywood), told reporters that he thought Veysey had an "unwitting lack of understanding of people in the workplace" and said it would be "very difficult" for him to win confirmation by a majority of the Senate which is now composed of 25 Democrats, 14 Republicans, and one independent.

**\$30 million in savings, Corps says**

## Cottonwood Dam could have stopped floods

Roughly \$30 million in flood damage on the upper Sacramento River could have been eliminated this winter if the Cottonwood Creek Project had been built, according to the Army Corps of Engineers.

Although state agencies have not estimated all flood damage in the area, the total is expected to run in excess of \$60 million.

Bryan Doyle, of the corps' Sacramento district office, said preliminary estimates show the Cottonwood Creek Project could have prevented flooding in the Red Bluff, Tehama and Hamilton City areas, in addition to some farmland on the upper reach of the stream.

Cottonwood Creek drains a portion of the Coast Range and flows into the Sacramento River between Redding

and Red Bluff. The project is to be built in Tehama and Shasta counties, perhaps as early as 1986. It calls for two large reservoirs: one on the main stem of the creek at Dutch Gulch, and another on the south fork, to be called Tehama Lake.

The two earthfill dams would provide flood control, water storage wildlife habitat and limited recreation opportunities. Although hydroelectric facilities are not included in the initial authorization, they could be added later. Total cost was estimated at \$694 million in 1981.

Had the dams been in place this winter, Doyle said, at least half the Sacramento River flow could have been held back above Red Bluff during the peak of the January and March storms.

In March, Cottonwood Creek was running at 86,000 cubic feet per second. With the dams, that could have been cut back to about 15,000 cfs. At the time, the Sacramento, at Red Bluff, was flowing at 125,000 cfs.

The project "would have been particularly useful this year," Doyle said, because the storms were centered on the west side of the valley, in the Cottonwood drainage. That wouldn't necessarily be the case every year during heavy runoff, Doyle conceded, but it would make regulation of the Sacramento much easier.

Water release from Shasta Dam on the Sacramento and Cottonwood Creek could be timed to minimize flooding, he said.



## Work continues on Hwy. 50 slide

Construction crews worked feverishly for the past two months to clear a massive slide that blocked Hwy. 50 in the Sierras on April 9.

The normally busy trans-Sierra highway was closed down when a huge landslide covered the road and temporarily choked the flow of the South Fork of the American River.

The roadway was inundated to a depth of 15 feet in some places. Work was slow-going as only one

truck at a time could negotiate the 1,000 foot long slide area to dump material into the river.

After several weeks of work, Caltrans, realized it could not complete the job as quickly as anticipated, and brought in additional bulldozers to clear a 10 mile section of Iron Mountain Road as a detour.

Contracts were also let to construct a 1,000-foot section of highway above the slide.

## Contract talks keeping Reno office busy

Contract negotiations have almost totally dominated the Reno district, reports District Representative Les Lassiter. "Following the March 30th ratification of the Carlin Gold contract, we entered into negotiations with Duval Corp.," Lassiter said. In addition to a raise in the pension plan, the settlement included substantial changes in health and welfare, such as dependent pregnancies, weekly disability benefit, and upgrades in the hospitalization and Major Medical plan." On April 15th the contract was ratified by a vote of 113 to 10.

Directly after the ratification of the Duval contract, negotiations with Cortez Gold began. Talks were headed up by Les Lassiter, Norris Casey, Derlin Proctor and John Gamble.

"Considering these tough, economic times we were able to get wages averaging 4% per year over the next two years, and the third year of the contract was left open for wages only," Lassiter commented. Severance pay was upgraded to \$350 per year of continuous service, a new floating holiday will become effective after the second year of the contract, health and welfare was upgraded, in addition to contract wording changes all beneficial to the members.

## Discovery Park Marina comes back for more consideration

SACRAMENTO — A proposed Discovery Park marina, scuttled last July by the county Board of Supervisors, has resurfaced.

"It's a plan that's awfully difficult to argue against," the developer's lobbyist, Michael Arnold said. Arnold is with Harrison & Associates, representing Harry Nelson of Almar Ltd., a southern California marina developer. Nelson wants to build a 500-berth marina in Discovery Park. The proposed new site is east of Interstate 5 and 45-acre Bannon Island, which the board rejected as a marina site last summer.

The marina, which could be built within the 30-acre Discovery Park flood plain at the confluence of the American and Sacramento rivers, includes a restaurant, marine sales and services and administrative offices.

A proposed condominium and float-

ing restaurant have been deleted from the project.

"The new site has little natural value since it has already been developed as a recreational site," said Jack Harrison, also of Harrison & Associates.

"The area is presently unusable for park purposes much of the year and requires the county to clean up and refurbish it after it floods. We propose to turn this site into a year-round quality recreation facility for the citizens of our community," said Harrison.

The marina could generate \$200,000 a year for Sacramento County government, Harrison and Arnold said. They said the proposal has received the support of business and labor groups.

A 12.5-acre park may be created in an area that floods each year from dredgings used to form a marina, Arnold and Harrison said.

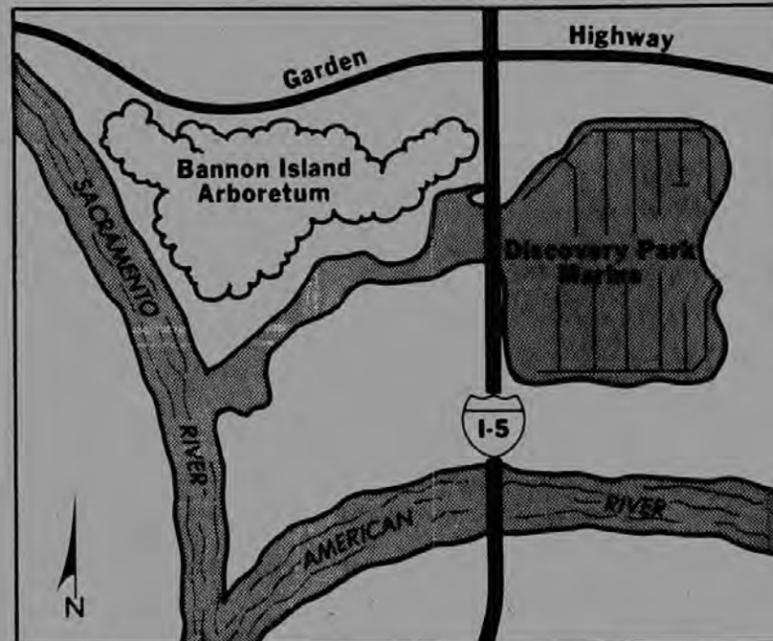


Diagram shows location of proposed Discovery Park Marina.



By HAROLD HUSTON, President

## A Personal Note From The President's Pen

Rain, rain go away. Come back another day . . . like December.

There hasn't been this much rain in central California in 200 years. It isn't something one can prove. No one was keeping records here in 1783. But whenever the average seasonal rainfall doubles, meteorologists label it a 200 year occurrence.

Dr. Paul Wu, County Meteorologist, said according to his statistics, the 200-year rainfall has been exceeded in Danville and in the Oakley-Antioch area.

In Danville, the average rainfall is 22.4 inches but this season by April 30 it had reached 47.01 inches; and in Oakley-Antioch the average is 12.5 by April 30, 26.03 inches had fallen.

The 100-year mark has been breached all over the county, including Moraga, Lafayette, Orinda, Richmond, Walnut Creek and on the top of Mt. Diablo.

On the average Mt. Diablo receives 21.4 inches a year. But this season by the end of April 42.21 inches of rain had fallen.

Orinda, as usual, hold the title for being the wettest place in the county, beating out Moraga by two inches this season. In Orinda at the East Bay Municipal Utility filter plant, rainfall had reached 56.5 inches by April 30. Walnut Creek is close to breaking the 200 - year mark. It usually gets 17.4 inches in an average year. By April 30 it had 33.49 inches.

What is so unusual about 1982-83 is that this extraordinarily wet year followed on the heels of another record-breaking year.

In all the data sheets, including one that lists the 104-year East Bay Municipal Utility District station records at Lake Chabot there are no back-to-back rainy seasons like 1981-82 and 1982-83.

At Lake Chabot the rainfall last season was 39.96 inches. This year at the end of April it is 43.12 inches. In 1889-90 Lake Chabot had 40.5 inches but in the preceding year the

rainfall was only 17.05 inches and in 1980-81 the rainfall measured 18.73 inches.

Even though 1982-83 was a record-breaking season, there were no record-breaking storms. The rain fell slowly, relentlessly and continuously.

Last season Martinez had rain 71 days out of the year and Moraga had 82 rain days. But this season, which isn't over until June 30, has given Martinez 90 days of wet weather and Moraga, 96.

The 1982-83 season doesn't end until June 30th, but traditionally not much rain falls in May or June. The shocker is in May we have had a heat wave in the Bay area with the hottest days on record for this time of year being recorded.

We are looking forward to a very hot summer, and are happy to see so many jobs starting back up and our brother and sister engineers going back to work. It has been a long winter with no spring.

Hundreds of representatives of California's 1.8 million AFL-CIO Union members throughout the state along with your officers, attended the annual three day Joint Legislative Conference May 9th through 11th, 1983 in Sacramento. The conference was sponsored by the California Labor Federation, AFL-CIO, and the State Building and Construction Trades Council of California.

All members of the California State Legislature were informed prior to the Conference that representatives of Local Unions and central bodies from their own districts would be visiting them in their offices during the conference. Our aim was to seek support for a broad range of Legislation directed at improving the social and economic conditions of the California labor force. The visits with Legislators are an integral part of the Legislative Conference.

The central focus of the message given to the delegates at the Conference was, "both California and the nation at large will need more liberal Americans fighting 'the good fight' if the nation is to be saved from the 'planned poverty

and government by corporate edict' that has marked the Reagan Administration during the past three years."

The opening session included addresses by the state's top legislative leaders — Senate President Pro-Tem, David Roberti, Assembly Speaker Willie Brown, Jr., Senate Minority Leader William Campbell and Assembly Minority Leader Robert Naylor — as well as reports on the current status of legislation of vital concern to California workers by the California AFL-CIO's executive officer, John H. Henning, the President of the State Building and Construction Trades Council, Jerry Cremins. Governor Deukemejian had been invited to address the Conference but declined because of a prior commitment to speak in San Diego.

The American economic system has not been working for some time. Certainly not for the more than 11 million unemployed and more than 31 million Americans living in poverty.

The cited statistics of the jobless and poor are not partisan rhetoric but rather the official data issued by the most conservative government since the days of Herbert Hoover.

These past three years of Reaganomics have witnessed the crumbling of what has been the pillars of the U.S. economy. In the wake of Reagan's fiscal and monetary policies, disaster came to steel, auto and construction. Business bankruptcies have been the highest since the Great Depression.

We were given a brief description of more than 60 pending legislative measures important to the welfare of California workers. Among the things the California AFL-CIO is pressing for legislation this year is to protect both workers and local communities from the severe economic hardships imposed by abrupt plant closures.

The Federation is also seeking legislation to bar employers from monitoring employee's knowledge and improve the availability of unemployment insurance by lowering the present "trigger for state extended benefits."

## Re-register on out-of-work list after 84 days

For those of you who are "Registered" on the out of work list, or when you do register on the out of work list, be sure and write down the date so you will remember to reregister before the 84th day or your name will automatically be stricken from the list by the computer.

Business Representative Chuck Ivie reports that there is an average of 25 to 30 members a week stricken from the out of work list and they are not notified of it. So what happens? They call in three weeks to two months later to see how the work is going or to check their position on the out of work list, only to find they were 84-day deleted three weeks ago.

This member could have been number one of number four on the out of work list, but because they were 84-day deleted off the list, they will have to be registered that day and go to the bottom of the list and now may be number 87 instead of number four.

It is your responsibility to keep "tabs" on this. It doesn't do any good to call the dispatcher and "raise hell" with him because he has no control over this. Below is the section on registration found on pages 23 and 24 of the Job Placement Regulations for Northern California. If you have a book, read it; you'll learn a lot about your rights as a member.

The section 04.10.21 reads as follows: Registration on Lists A and B shall be

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## Subdivision work up in Sacramento

There has been quite a bit of subdivision work bid in the Sacramento area this year, reports District Representative Harvey Pahel. The work should be starting if the rains ever quit.

Below is a letter that could generate a lot of work and help to get the Auburn Dam back on the line. But it will take the effort of each and every member, his wife, and friends, by copying this letter in your own handwriting and sending to the following officials in Washington, D. C.

The original letter should be sent to the Honorable James Watt, Secretary of the Interior, Interior Building, Washington, D. C. 20240, with copies to the following people: Senators Alan

Cranston and Pete Wilson, Senate Office Building, Washington, D. C. 20510; Congressman (your representative), House Office Building, Washington, D. C. 20515, and Robert Broadbent, Commissioner of Reclamation, Interior Building, Washington, D. C. 20240.

Dear —:

*Auburn Dam is needed now for flood control, water and power and employment.*

*A decision, on your part, for construction of this much needed dam could put 3000 or more of us to work within two years.*

*The dam was environmentally cleared for construction by the Federal Court in Sacramento in 1974. All that is needed now is your decision to proceed with final design and your testimony before the Interior Committee for reauthorization of the project.*

*The people of California need the water and the low cost, environmentally clean, electrical power. The people in the Central Valley need the flood protection. California labor needs the employment.*

*A decision to build would be a winner for everyone.*

Sincerely,

Business Representative Dan Carpenter reports that the 19-story Capitol Mall Office Tower project has been started at 3rd and Capitol Mall. The 362,000 square foot building represents one of the largest construction projects in Sacramento. Completion will be January, 1985.

It is being built by Turner, Campbell, Roebelen, at a cost of \$52 million. Teichert Construction has the site work.

Work also has started on the \$145 million light rail transportation system in Sacramento. A \$6.4 million contract was awarded to Granite Construction for the dirt work and overcrossings at Arden, El Camino and Marconi Avenues. C. C. Myers has the structures to construct.

The new Yolo Administration Center has been started by J. R. Robert Company at a cost of approximately \$6 million. Ed Mallory, Inc., has the basement and site work on the project. Completion should be in late 1984.

Carl N. Swenson Company has begun work on the new grain warehouse in the Port of Sacramento at a cost of \$5.6 million. Peter Kiewit & Sons are driving the piling on this job with Bob Smith Excavating doing the site work.

This year a group of legislators is putting together a bill in Congress to impose fees on cargo that would be related to the cargo value. At the present time the user fee that was imposed by the Reagan administration has not been sufficient to allow port improvements in this country.

The Sacramento ships channel has long needed to be dredged deeper by at least 5 feet. Under the new laws, federally funded money of \$78 million could be contributed, \$17 million being contributed by the Port District for the work. The project would take seven to eight years to complete from Collinsville to the Port.

### Sacramento Area Membership Picnic

Saturday, August 6,  
11 a.m. to 6 p.m.  
Elk Grove Park

Steaks, hotdogs, salad, beans,  
rolls, coffee, soft drinks, free  
beer, games, contests, prizes for  
the kids!

Serving from 1 to 3 p.m.

\$10 per Family \$5 per Single

For more information, contact  
Sacramento Office at 383-8480.

# Labor Roundup

**Editor's Note:** 'Labor Roundup' is a new feature designed to provide a summary of labor news of interest throughout the nation.

## New Television series to be launched by labor in July

A weekly television series, "America Works," will premiere on stations around the country in mid-July, marking the AFL-CIO's first venture into regularly scheduled, commercial television.

The series of half-hour programs is being produced by the Labor Institute of Public Affairs, the AFL-CIO's television planning and production arm.

Each program will show how American workers are helping find solutions to a number of the nation's most pressing problems. The programs, now in

production will combine on-location coverage that focuses on an individual worker with studio discussions among experts on the issue who will present diverse and opposing points of view.

Among the issues that will be covered are the changing nature of the American workplace, services to the unemployed, equal pay for work of equal value, and workplace health and safety.

LIPA Executive Director Larry Kirkman said "America Works" was created to broaden the public debate on the crucial issues that face the country, and to show that labor is involved.

"With the support of members of AFL-CIO unions, we believe we can build an audience for programs that feature authentic voices of working people, too rarely seen on the TV screen," Kirkman stressed.

## Most urgent task is to strengthen our movement

Our most urgent task is to strengthen our movement in every way we can — through organizing, collective bargaining, and especially through legislative and political action.

Above all, we need unity and a sense of common purpose.

We saw the fruits of unity on Solidarity Day, two years ago, when nearly a half million trade unionists and their allies marched in Washington and began to change the political climate.

We saw the fruits of unity on Solidarity Day II — the mid-term elections last November — when union members and their families and their allies succeeded in breaking conservative control of the House of Representatives and preventing the Reaganites from widening their margin in the Senate.

We will see the fruits of unity again on Solidarity Day III — on Labor Day of this year.

We intend to demonstrate once more, in even larger numbers, the same determination and commitment that we displayed on the Mall in Washington, but this time we'll do it where we live, in each of the 50 states, in the communities which are the wellspring of American trade union strength.

President Reagan has suggested that people who don't like what his Administration is doing to their jobs and their communities can "vote with their feet" and go somewhere else. Well, we'll go him one better. The first Monday in September, we'll vote with our feet, in marches, rallies and demonstrations in every state of the Union.

Solidarity Day III will be a warm-up for Solidarity Day IV — the general election of November 1984 — when we intend to restore control of the White House and both houses of Congress to leaders who will represent all of the people, instead of the privileged few.

In 1984, with the strength of the millions we speak for and with all the allies we can recruit, we'll vote not with our feet, but with our heads.

—AFL-CIO President Lane Kirkland at the Auto Workers convention in Dallas, May 17, 1983.



**Minnesota message:** Billboards in Minnesota spell out the message that U.S. jobs depend on consumers buying American-made products. It's all a part of the consumer education campaign sponsored by the state AFL-CIO and participating union employers. One hundred of the billboards have been placed in key locations throughout the state.

## UAW OK's Caterpillar contract

Auto Workers employed by the Caterpillar Tractor Co., approved a new 37-month contract and returned to their jobs, ending a seven-month strike.

Following three days of voting by workers of ten Caterpillar plants in six states, UAW President Stephen P. Yokich said the agreement was ratified by better than a 2-to-1 margin. The company, the world's largest maker of earthmoving equipment, reopened its plants in Illinois, Iowa, Ohio, Pennsylvania, Tennessee, and Colorado on April 25.

The new agreement calls for a wage freeze over the term of the agreement, but the union fought off management attempts to do away with a quarterly cost-of-living adjustment, preserved

seniority rights, and negotiated a profit-sharing plan. It guarantees workers a bonus in 1984 of at least 31 cents for each hour worked that year regardless of the firm's profits.

The new agreement, ratified by a vote of 10,703 to 5,144 in voting on April 21-23, cover some 21,000 active and 15,000 laid-off workers.

Caterpillar, which has been hard hit by the Reagan Recession, had sought a number of concessions — in 34 areas, by the UAW's count — to hold down labor costs.

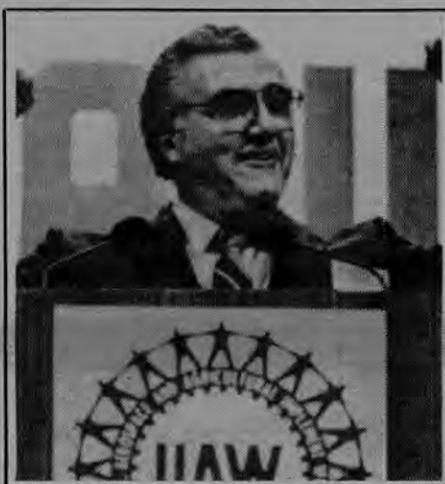
## Flexible hours bill for mine workers

Assemblyman Richard E. Floyd (D-Lawndale), Chairman of the Labor and Employment Committee, announced this month that his urgency legislation (AB 731) to allow for flexible hours of work for California mine employees has been signed into law by Governor George Deukmejian.

"Enactment of law will mean the immediate creation of new jobs in the mining industry," said Floyd. Floyd explained that the state's labor laws have prohibited mining and tunneling workers from working more than eight hours any one day. "This 70 year old law prevented employers from having overtime agreements with labor unions even though both management and labor wanted to work longer hours in a shorter work week."

"Certain types of mining operations involving very deep mines require considerable time being spent getting miners to and from the actual work area, leaving little time left for work in an eight hour day."

Floyd said that his measure will only allow miners to work in excess of eight hours a day if there is a collective bargaining agreement between management and labor. "All employees will be fully protected from any unilateral decisions by employers concerning overtime work. He said his legislation is supported by both labor unions and management."



**Newly elected UAW president Owen Bieber, in his inaugural address, serves notice to car manufacturers that it's their turn to give at the bargaining table.**



**Roll back imports!** That was the theme of a New York City rally of shipping clerks and other garment workers protesting the flood of apparel imports that has cost U.S. workers thousands of jobs. The Ladies Garment Worker demonstration was aimed at getting congressional support behind a resolution calling on President Reagan to reduce imports to 25 percent of the domestic market from the current 41 percent level.

## Your Credit Union

**Grandparents and Grandchildren Can Now Join** — Your grandmother, grandfather, grandchildren, mother, father, sons and daughters can now join your Credit Union — even if they're not living under your roof.

Until recent changes in federal and state regulations, your grandparents and grandchildren weren't eligible to join your Credit Union, and your parents and children couldn't join unless they were living in your household.

How to join — If any of your family members are interested in joining the Credit Union, they should call or write for a family membership kit.

These are lifetime memberships with full privileges.

**RV Loans** — Call us if you're thinking of buying a travel trailer, motor home, tent trailer or 5th wheel.

You can finance an RV for 14.0% Annual Percentage Rate (APR) or 16% APR. The lower rate is available if you have at least \$1,000 on deposit at the time of your loan. The \$1,000 can be on deposit in any one or any combination of your Credit Union's savings accounts, including Individual Retirement Accounts.

Compare either one of those rates with those offered by dealers or banks. You save money when you borrow at the lowest APR you can find.

**New Kitchen or Family Room?** — You can borrow up to \$40,000 with a Home-Owner Loan from your Credit Union.

You can take up to 12 years to repay. On a \$25,000 loan, as an example, your monthly payment would be \$352.

The APR is 13.5% plus 3½ points and a \$250 processing fee.

What you can borrow on approval depends on the equity in your home. You can borrow up to 70% of the appraised value of your home minus your First Mortgage balance. If the appraised value of your home was \$125,000 and your First Mortgage balance was \$50,000, you could borrow up to \$37,500. (70% of \$125,000 = \$87,500 - \$50,000 = \$37,500.)

For more details or an application kit, call our Loan Department at 415/829-4400. Utah members should call 801/261-2223.

**Your Line of Credit** — You may qualify for a signature line of credit up to \$3,500 on your Credit Union's Phone-A-Loan program. Just fill out and return a Phone-A-Loan application. We'll advise you by return mail of your signature line of credit.

Then, when you need money, just pick up the phone and call.

If you've already opened a Phone-A-Loan account and qualified for a line of credit, the amount you can borrow on your signature alone should appear on your quarterly statements.

You'll receive your next statement early in July. Look for your line of credit.

## M-K module winding down in East Bay

The work in Contra Costa is fair, reports Business Representative Bill Dorresteyn. The M & K module job is winding down and they have had a reduction in the work force. "This was a very good job," Dorresteyn commented. "I was assigned to this job after it had already begun and there were a few small problems but they were ironed out as the job progressed."

"I want to commend the operators for a job well done; even with the very bad weather conditions. The company was very pleased with the Operating Engineers' performance. A special thanks to our Job Steward, as he did a very, very good job for us."

"I would like to say we had a lot of phony rumors going around the job," Dorresteyn continued. "Some of them had foundation and some were just plain 'crap'. This did result in a good district meeting with good input from the Brothers, Quarry men, Crane Rental, Bechtel Union Oil, and the Davey McKee hands."

The Bechtel job is going 'great guns' as is the Davey McKee & Hallenger job.

The Kiewit job in Emeryville is going very well. They have had a bit of forklift problem on and off, as there is a lot of activity in this area. It looks as if most of the dirt work is starting up. Some of these jobs are new, but most of them were jobs that were rained out from last year, and home construction is on the way up also.

The Point Richmond Ship Repair is a new ship yard in Richmond. It will be in full swing by the end of June as they have contracts on a few ships from the Navy.

Dorresteyn reports that he has been in negotiations with the Tilden Park Golf Course. "These people also own a lot of golf courses in southern California and they're trying to destroy the Agreement's protection, he commented. "I hope this company comes to its senses, as the men are not going to 'roll over and play dead' for them."

"I have also been sitting in on the Crane Owner's Rental negotiations with the Union officers and a couple of the district representatives. The Crane Rental Association is coming in with a carbon copy of what they had in the last three agreements. They added only a couple of items."

On the issue of non-union hiring companies: Dorresteyn reports he and a representative from the Division of Apprenticeship Standards, along with two Apprentice Coordinators went to a non-union job where Star Excavators were working.

"We had a talk with the so-called 'part owner' — the job foreman. We were very, very surprised when he bragged that he was an Operating Engineer on withdrawal."

"There's also the possibility that an owner operator running a backhoe is a

member, too. They said they had a lot of work in the area. It was also stated that the foreman is an old Peter Kiewit hand. This visit really got under my skin.

"These people are just what they say they are — a 'member' of the local. They really don't know what the word 'brother' or 'brotherhood' means, and there is a BIG difference."

"I'm glad I represent the brothers and not just a bunch of members, and as the times get a little harder, I hope our brotherhood gets even tighter."

"With a little luck, the work picture will improve. Please work safe and work together."

## Out-of-work-list

(Continued from Page 4)

valid for only eighty-four (84) days (twelve (12) weeks) from the date of registration. An Employee whose name in the interim has not been stricken from the list as provided in other subsections of these Job Placement Regulations may maintain his place on the list by successive re-registrations. Such re-registrations must be accomplished on or before the eighty-fourth (84th) day after original re-registration or last re-registration, as the case may be, and each such re-registration shall be valid for an additional eighty-four (84) day period only from the last date of re-registration. The name of an Employee who fails to exercise this right of re-registration within the time provided herein shall be stricken from the appropriate list effective as of the week following the eighty-fourth (84th) day.

It is also very important to call in and remove your name from the out of work list when you go back to work. Why? On May 12, 1983, one dispatcher called 87 members for a job before he could find one to fill it. Out of the 87 calls, several wives said, "I don't know if he's working or not; don't take him off the list."

Come on, guys, you show me a member that is gone for ten hours a day and come home and his wife doesn't know whether or not he's working, and I'll show you a member that's in trouble with that little wife.

This takes hours to fill one job and we are beating a member out of hours that he could be working and being paid for. Let's all pitch in and help, sisters and brothers, and we'll all get our fair share of work.

Looking forward to seeing you out in the field and WORK SAFE!

## Labor secretaries prod Reagan

Six former Secretaries of Labor, from both Democratic and Republican administrations, joined in urging President Reagan to "do more for the unemployed."

They called for a large-scale public service jobs program, for retraining with special emphasis on the plight of workers not likely to be rehired in industries where unemployment is shrinking, and for a nationwide extended unemployment benefits program that would continue until the

jobless rate drops to "acceptable" levels.

The letter to Reagan, dated April 8, was made public after weeks had passed without a response.

Their letter welcomed the jobs bill enacted earlier this year as a "first step," but noted that only a small portion of America's unemployed will find employment through its programs. The slow pace of recovery will leave unemployment at about eleven million a year from now, according to the government's estimates, they noted.

## Hwy. 299 job goes to Raisch Co.

Raisch Construction Company from San Jose was low bidder on a bridge job on Hiway 299 in Trinity County, reports District Representative Don Doser. The job went for \$1.3 million. The San Jose contractor is a good union contractor.

Stolte Inc. is moving right along on the County Jail job in Redding. The job will be completed by the middle of 1984.

Cal-Ore Constructors is moving right along on their bridge job at Hiway 44, and Victor Avenue over-crossing. There is still a lot of work to be done before traffic goes on this road.

Business Representative Paul Headings reports that Roy Ladd and McConnell are working when they can

on the bridge job on Hiway 299, 13 miles west of Weaverville. This will be a good job for a few of our Redding brothers. Amount of contract is \$1,390,730 with the job consisting of realigning existing highway and constructing North Fork Trinity River Bridge.

Hardrock & Ladd are working on a slide job on Hiway 299. Jerry Wood (Superintendent) tells us they will start on the fills real soon if the weather holds. Madonna Construction started their Herlong Army Base job near Susanville — a \$350,000 project. We have just a few brothers working at this time.

Stukel Rock and Paving have not started back on their job at Herlong Army Base yet, but expect to be back shortly. A&H Construction at Lassen Park are waiting for the snow to melt enough for them to start back to work. If the sun stays out as it has recently, it won't be long.

Ferrante Construction at Weed are still up in the air as to who is going to finish the job as they seem to be trying to subcontract the remainder of the job.

### Redding Barbeque

You are all cordially invited to attend our "Operating Engineers Annual Bar-B-Que" to be held on Saturday, July 30, 1983 at the Anderson Park in Anderson CA. For more information or tickets, please call the Redding office, 916/241-0158.

### Stockton Area Membership Picnic

Saturday August 27  
11 a.m. to 6 p.m.  
Port of Stockton

(Adjacent to Administration Building)

Barbecued pig on a spit, hot dogs, salad, beans, free beer and soft drinks.

Serving 1 to 3 p.m.

\$12 per Family \$6 per Single

Retirees: \$5 each or \$8 per couple

Tickets available at Stockton & Ceres offices & Business Agents.

## MTC allocates \$25 million for Pacheco Pass

OAKLAND — The Metropolitan Transportation Commission has asked the state to allocate nearly half the \$25 million needed to complete the second phase of safety improvements on dangerous, twisting Pacheco Pass Highway.

The unanimous vote by the 18-member commission sends the project on its way to a public hearing before the California Transportation Commission and greatly improves its chances of becoming a reality. The CTC approves funding for state road projects.

The MTC's endorsement ended more than a month of uncertainty over the project's fate. The commission develops a priority list of road projects in nine Bay Area counties awaiting state funds.

The commission endorsed a plan calling for \$10 million to be set aside for preliminary engineering and environmental studies in preparation for widening a 7.8-mile stretch of the road from two to four lanes between Bell Station west to Highway 156.

A 2.5-mile stretch of the highway is already under construction and is expected to be completed next October or November.

## Stockton, Fresno get hwy. funding

The Deukmejian administration this month added long-awaited freeway projects in Stockton and Fresno to the state's proposed \$12.1 billion state transportation master plan after recomputing California's share of federal highway funds.

An additional \$14.9 million was added to the proposed five-year State Transportation Improvement Program for construction of the first segment of Stockton's crosstown freeway.

The change brings to \$24.9 million the amount earmarked in 1985-86 for construction of the roadway from Stanislaus Street to Wilson Way.

Eventually the crosstown freeway will link Interstate 5 with Highway 99.

The revised highway program also includes another \$10.8 million to build Freeway 41 from Herndon Avenue to Audubon Drive in Fresno during 1986-87. The administration previously had proposed spending \$4 million to acquire right-of-way for the freeway but funds for construction were not included.

A total of 40 additional projects costing \$365 million were added to the administration's proposed transportation program, reflecting an expected windfall of new highway funds from the nickel-a-gallon federal gasoline tax increase that took effect April 1.

"The supplemental projects are possible because of changes in the way the federal government figures California's portion of federal highway funds," said state transportation director Leo Trombatore.

The largest addition was a \$58 million project to bypass the storm-ravaged Devil's Slide in Highway 1 south of Pacifica in San Mateo County.

The California Transportation Commission is currently considering the proposed transportation program and adoption is expected this summer.

ENGINEERS  
NEWS

# PROJECT UPDATE

## South Bay considers water projects

Directors of the Santa Clara Valley Water District will soon decide whether to adopt a proposed seven-year, \$155.3 million water treatment and distribution construction plan.

Thirteen major projects are proposed for completion between now and June 1990.

They include construction of a large drinking water treatment plant in Almaden, Blossom Valley, Edenvale and Evergreen areas and reconstruction of Stevens Creek Dam and Anderson Dam spillway.

Also included are installation of hydroelectric generation facilities at Anderson, Calero and Lexington dams, south Valley ground water recharge facilities, pipelines to serve additional imported water to Milpitas and Mountain View and a pipeline and pumping system at Calero Dam.

Funding for the plan would be from three primary sources: the sale of \$33 million in revenue bonds remaining from \$56 million authorized by voters

## \$23 million allotted for Hatton Canyon Freeway in Carmel

CARMEL — The Department of Transportation announced this month that \$23 million will be allocated for construction of the Hatton Canyon Freeway.

The Hatton Canyon freeway, which would be a 2.3-mile bypass of the existing Highway 1, has been discussed since 1952 as an alternative to widening the existing highway.

The \$23 million, composed of 80 percent federal and 20 percent state funds will be placed in the California Department of Transportation budget for the 1987-88 fiscal year.

An additional \$1.8 million has been allocated for the 1986-87 fiscal year for relocation of a sewer line that runs through the canyon.

The department of transportation has recommended that the bypass be built, and the California Transportation Commission will hold a hearing on the matter May 26 in San Francisco.

Evans said the property owners association will have a representative at that meeting.

A spokeswoman for Assemblyman Sam Farr, D-Carmel, said the decision to allocate the funds was based on "public support and the fact that Monterey County supervisors have adopted a resolution designating the Hatton Canyon project as the county's number one priority."

Construction on the bypass is predicted to begin in 1988 and end either the same year or the following year.

Preparation of environmental studies will begin on or about July 1 of this year, according to Farr's office.

in 1977, pump tax and treated water sales revenue and either additional revenue bonds or private investments in the system.

"Once these projects are completed, we will be able to almost fully utilize the local and imported water sources we have developed," said district General Manager John O'Halloran.

"These facilities will allow us to move local, state and federal water supplies to where they are most needed in the Valley during normal and emergency periods. In times of drought or some sort of disaster like an earthquake, we will have the flexibility to supply areas with water from different sources."

The 1990 deadline for completion of the projects is related to completion of the federal San Felipe water importation project.

## Tehama County wins permit for hydro-plant job

Tehama County has narrowly edged two competitors to win a preliminary permit for a hydroelectric plant on Sulphur Creek west of Red Bluff.

The permit will give the county exclusive rights to design a proposed 1½-mile water diversion and a 2,950-kilowatt generating plant on the creek, which flows into the Couth Fork of Cottonwood Creek in the mountains west of Red Bluff.

The county's permit application was submitted to the Federal Energy Regulatory Commission (FERC) Aug. 14, 1981 just three hours before a competing application by the Modesto Irrigation District. Because the county application was received first, FERC gave Tehama County the permit.

Consolidated Hydroelectric of San Francisco applied for the permit first, but lost because a rule gives public agencies preference over private firms.

The county's flood control district now holds preliminary permits from FERC for planning of 10 hydro power plants in Tehama County.

As originally proposed by the county, the Sulphur Creek project would require a 7,500-foot diversion of water. The water would drive a 2,950-kilowatt generator before being returned to the creek.

The proposed plant would produce an estimated 9.5 million kilowatt-hours of electricity.



This partially assembled rotor, set in place last December, is part of the generator at PG&E's Kerckhoff 2 powerplant near Fresno.

## Kerckhoff project goes on line early

Pacific Gas and Electric Company's newest hydroelectric plant has gone into operation about six months ahead of schedule, thanks in part to innovative tunnel boring machine used in the underground project.

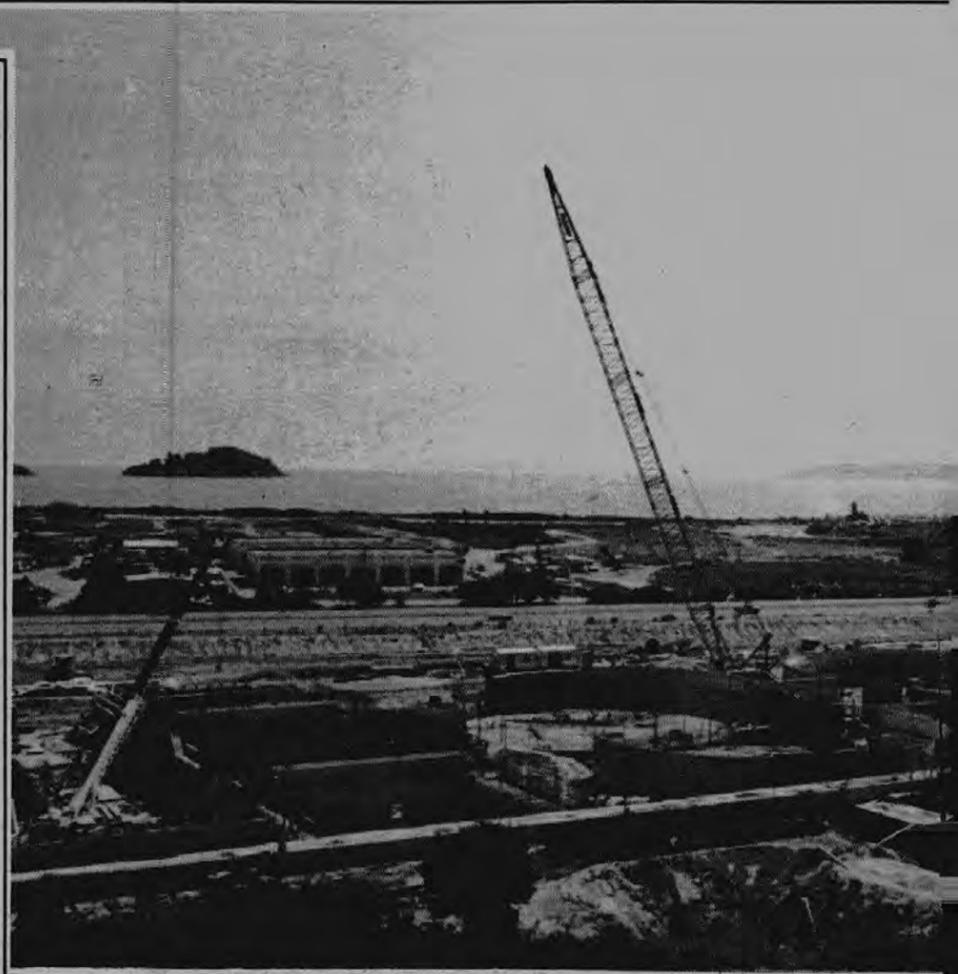
The plant is Kerckhoff 2, about 25 miles northeast of Fresno on the San Joaquin River. Capable of generating 140,000 kilowatts, the plant began full power commercial operation this month.

Construction time was speeded by use of the specially designed continuous boring machine which not only drilled a four-mile-long 24-foot diameter tunnel through solid granite faster than conventional methods but also left a smooth-surfaced bore as though it were concrete-lined.

The plant's early startup is welcome because of this year's unusually good hydroelectric conditions, the company said.

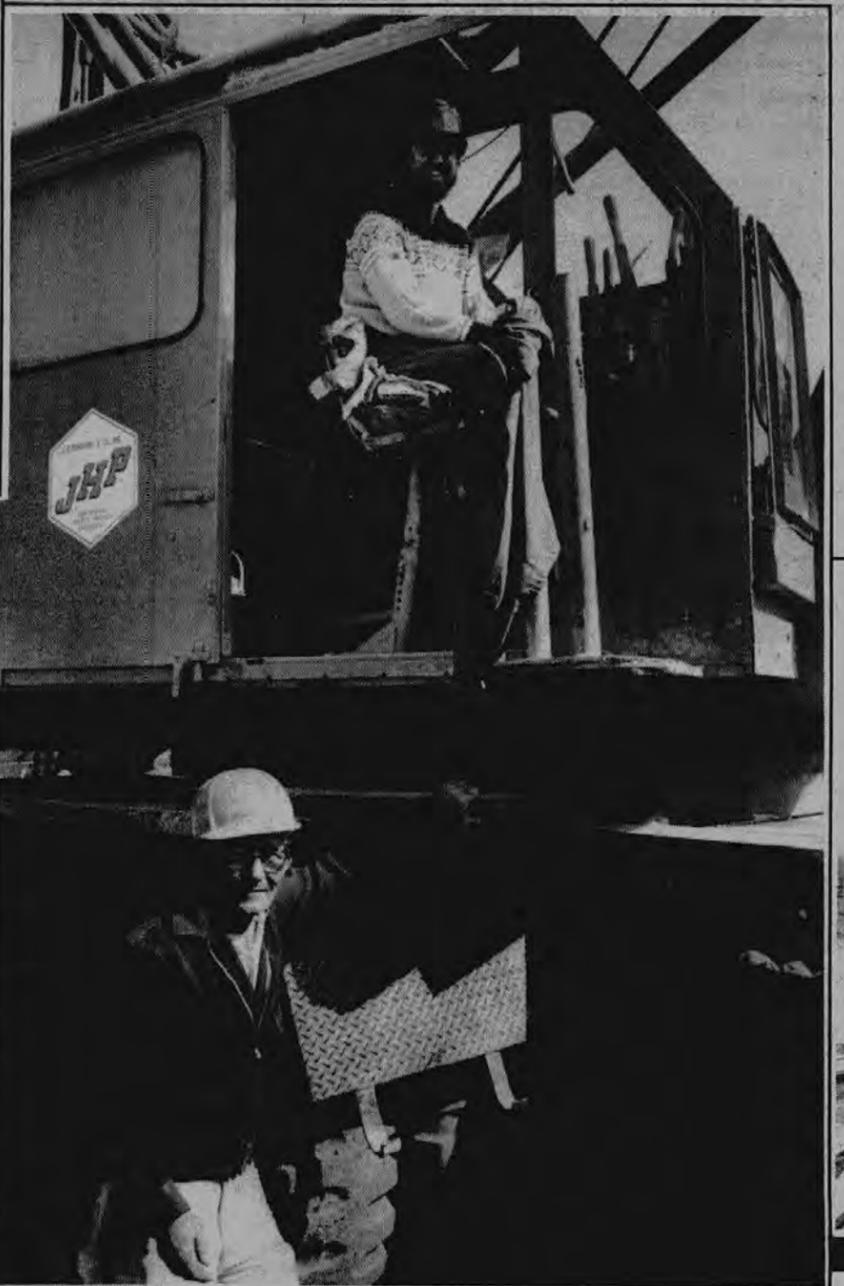
The project takes water from Kerckhoff Lake through an intake structure and four-mile tunnel to the powerhouse, a 130-foot-high chamber which is 300 feet below the surface. After the water goes through the powerhouse turbine it is discharged via a 600-foot tunnel into Millerton Lake.

Work on the \$147 million project began in the spring of 1980. The primary contractors were Auburn Constructors, which did the tunneling and excavation work, and General Electric Company, which handled the electrical and mechanical installations.



Pictured above is an overall view of the project, which is located on Hwy. 17 in San Rafael, just north of the San Rafael-Richmond Bridge. Roger Fagen (left) operates a Manitowoc 4000. He is assisted by oiler Dick Shankland, a 28-year member of Local 3. Operating a Manitowoc 2900 truck crane (below) is operator Jay Shields, who is assisted by oiler Warren Harelson. Pictured in the lower left corner is Pamela Keller, a four-year journeyman.

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Engineers News photos by James Earp



# \$44 million sewer project San Rafael

One of the biggest jobs to hit Marin County in a decade is the \$44 million San Rafael sewer treatment plant, currently being built under a joint venture between Schen Contractors and J.H. Pomeroy & Co. Construction began in June 1982 and, according to project manager Frank Curl, completion is scheduled in November 1984. The project consists of several structures, including five primary clarifiers, four aeration towers, four aerators, four secondary clarifiers and two sludge digesters. Schen Contractors, headquartered in Chicago, has completed numerous sewage treatment plants throughout the midwest and west. Pomeroy is a local contractor out of Petaluma. There are currently about 18 Local 3 members working on the project. Despite the heavy winter, only a few days of work were lost due to weather, according to Curl.



Twenty-year member Ed Gourley runs a 623B scraper (top right), while 32-year member Jim McGuire operates an hydraulic crane. Pictured in the middle on forklift is apprentice Denise Cook. Pictured on the left are operator Duane Williams and oiler Blackie Delia.

## FRINGE BENEFITS FORUM

By Art Garofalo  
Director of  
Fringe Benefits



Every once in a while there is a slip up between the writer and his pen or typewriter. Last month we had one of those slip ups and boy did I hear about it. In order to clear up any confusion we are restating the types of retirement benefits as spelled out in the Pension Plan booklet.

**Regular pension:** 1) you must be at least age 62; 2) you must have accumulated at least 10 years of credited service without a permanent break in service (forfeited credits) or you are at least age 65 and have been a participant in the plan for 10 years or more without a permanent break and 3) you have earned at least 2 quarters of future service credit (service requiring employer contributions).

**Early retirement:** 1) you must be at least age 55; 2) you must have accumulated at least 10 years of credited service without a permanent break (not counting any vesting credit awarded for non-covered employment) and 3) you must have earned at least 2 quarters of future service credit.

**Service pension:** 1) you must be at least age 60; 2) you must have accumulated at least 30 years of credited service without a permanent break and 3) you have not previously received early retirement benefits.

**Disability pension:** 1) you must be totally disabled as provided in the Plan rules; 2) without a permanent break in service, you must have accumulated 10 years of credited service if you are age 50 or older or 15 years of credited service if you are under age 50 (not counting any vesting credit awarded for non-covered employment) and 3) you have earned at least 2 quarters of future service credit.

**Regular pension and service pension benefits are not reduced for age.** Pensioners receive a monthly benefit based on their Past Service Credits (if any), Future Service Credits up to January 1, 1969, and employer contributions made to the Plan in any year in which credit is earned after January 1, 1969.

**Early retirement and disability pension benefits are reduced for age.** Pensioners receive the same monthly benefit based on their credits but reduced for age because they will receive pension benefits for a longer period of time. **Early retirement** benefits are reduced  $\frac{1}{4}$  of 1% for each month you are younger than age 62 but older than age 60 (3% per full year) plus  $\frac{1}{2}$  of 1% for each month between age 55 and 60 (6% per full year). **EXCEPTION** — if you have accumulated at least 30 years of credited service without a break, the reduction is only made from age 55 to 60 at  $\frac{1}{2}$  of 1% for each month.

**Disability pension** benefits are reduced to the same as **Early Retirement** so that Retirees on **Disability Pension** receive the same amount but no less than 70% of their full unreduced amount if they became totally disabled after January 1, 1981.

## Prescription plan extends health care

Long ago, Local 3 realized the importance of the use of prescription drugs for medical treatment and effective health care. The Operating Engineers Prescription Drug Program was designed to extend health and welfare coverage in order to take care of outpatient prescription drug charges (In-hospital prescriptions or those dispensed in the doctor's office are covered under the medical plan).

Operating Engineers have 2 optional prescription drug benefits available to them at all times. There is the Home Area Prescription Drug Benefit and the National Pharmacies Mail Order Drug Benefit.

The Home Area Prescription Drug Benefit reimburses you for the normal charges for pharmaceuticals after a \$1.50 charge for each prescription obtained. In other words, if your doctor were to write you a prescription for three different medications, your cost would be \$4.50 or \$1.50 each, and the Prescription Drug Plan would cover all other costs. Claims are filed with the Trust Fund office using the Operating Engineers Prescription Drug Reimbursement Card.

The National Pharmacies' Mail Order Drug Program provides Operating Engineers and their families directly with prescribed pharmaceuticals and supplies at no cost. Prescriptions are mailed to the National Pharmacies laboratory in New Jersey where they are filled, packaged and mailed back to you. Pre-addressed claim forms and envelopes are available at the District

## Salt Lake area work starting to pick up

The work in the Salt Lake area and northern Utah is starting to pick up, however, we are still getting a lot of moisture which makes it difficult to get in a full week or even a full shift at times, reports Business Representative Don Strate.

A Pre-Job conference was recently held with Gibbons & Reed Company on two projects. The first is the job on I-215 located at 1700 North and 2200 North. This is a Davis-Bacon Project and work began the end of April. There will be one hundred working days at a cost of \$1,750,556. Kayle Smith and Mavon Mills will be pushing the job.

The second project is the 1300 South storm drain for Salt Lake City. It consists of storm drains, street widening and surfacing. The work started in mid-April at a cost of \$2,546,586 with 200 working days. George Tackett will be the Superintendent on the job.

Jacobsen Construction Company was low bidder on the second phase of the Chevron Semi Work Project in North Salt Lake, which is the experimental oil shale refinery. They were successful in beating out their non-union competition. They got the job with a bid of 4.5 million and a termination date of October 1, 1983.

The Utah Department of Transportation let the West Valley Highway. The engineers' estimate was \$974,312. Peter Kiewit Sons was low bidder at \$1,010,923. The job consists of drainage and 31,800 square yards of Portland Cement, ten inches thick, 36,700 square yards of lean concrete base course four inches thick, and 33,350 tons of granular borrow.

Offices, the Fringe Benefit Center and the Trust Fund Office.

Operating Engineers have the best of both worlds with this dual choice Prescription Drug program. Whenever medication is prescribed by your doctor, an initial supply can be purchased so that treatment can begin immediately then ongoing or extended medication can be obtained through National Pharmacies. National Pharmacies also supplies refills at no charge.

National Pharmacies requires a patient profile history card be completed for their records the first time a member or a dependent uses their program. The questionnaire is for your protection and is available with the claim forms.

National Pharmacies automatically keeps track of the number of refills allowed with your prescription. Refill notices should be mailed about 10 days in advance of when medication will be needed.

The Home Area and National Pharmacies Mail Order Programs have identical rules for what covered charges are allowed. They cover charges for pharmaceuticals prescribed by a doctor and dispensed by a licensed pharmacist to be used in the treatment of an illness, injury or medical condition. This includes insulin and diabetic supplies which do not require any prescription.

Charges which are not covered include contraceptives, immunizations, multiple and non-therapeutic vitamins, dietary supplements, health and beauty aids, cosmetics, appliances, non-drug items, and over the counter medicine not requiring a prescription.

**Some claim tips:** Always be sure your claim is legible and includes your latest address. Indicate if you have a new address so that your prescription or reimbursement is not delayed.

Allow a reasonable length of time for mail and handling when using National Pharmacies (10 days should be sufficient). Do not wait until the last minute to request refills.

## 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.

### Schedule of Meetings

**Santa Rosa:** 7:30 PM  
June 22, 1983 (Wed.)  
Veterans Memorial Bldg.  
1351 Maple Street  
Santa Rosa, CA

**Eureka:** 7:30 PM  
July 11, 1983 (Mon.)  
Operating Engineers Bldg.  
2806 Broadway  
Eureka, CA

File for prescription drug reimbursement within 90 days from the date the prescription is filled. There is no need to save up your cards, you should file immediately. Remember, the claim card has a space for up to 3 prescriptions but you must file a separate claim for each person who has a claim.

National Pharmacies has a toll free number for information or service 800/631-7780.

## Retiree Mtg. Schedule

The summer months are upon us and with them come our summer round of Retiree Association meetings. We will have all of the latest news for Retirees and their wives about their benefits. Please plan on attending.

### Schedule of Meetings

**Eureka:** 2:00 PM  
July 12, 1983 (Tues.)  
Operating Engineers Bldg.  
2806 Broadway  
Eureka, CA

**Redding:** 2:00 PM  
July 13, 1983 (Wed.)  
Moose Lodge  
320 Lake Blvd.  
Redding, CA

**Oroville-Marysville:** 2:00 PM  
July 14, 1983 (Thurs.)  
Veterans Memorial Bldg.  
249 Sycamore at Hwy.99  
Gridley, CA

**Ignacio:** 10:00 AM  
July 19, 1983 (Tues.)  
Nave Bowling Lanes  
5800 Redwood Hwy.  
Ignacio, CA

**San Mateo:** 10:00 AM  
July 20, 1983 (Wed.)  
I.A.M. Air Transport Employees  
1511 Rollins Road  
Burlingame, CA

**Napa-Fairfield:** 2:00 PM  
July 21, 1983 (Thurs)  
Holiday Inn  
1350 Holiday Lane  
Fairfield, CA

**Stockton:** 2:00 PM  
August 2, 1983 (Tues)  
Operating Engineers Bldg.  
1916 North Broadway  
Stockton, CA

**Concord:** 10:00 AM  
August 3, 1983 (Wed)  
Sheraton Airport Inn  
45 John Glenn Dr.  
Concord, CA

**Oakland-Hayward:** 10:00 AM  
August 4, 1983 (Thurs)  
Snow Building, Oakland Zoo  
9777 Golf Links Road  
Oakland, CA

**Fresno:** 2:00 PM  
August 9, 1983 (Tues.)  
Laborers Hall  
5431 East Hedges Ave.  
Fresno, CA

**Auburn:** 10:00 AM  
August 16, 1983 (Tues.)  
Auburn Recreation Center  
123 Recreation Avenue  
Auburn, CA

**Sacramento:** 2:30 PM  
August 16, 1983 (Tues.)  
Holiday Inn South  
4390 47th Avenue  
Sacramento, CA

1983 — 1986

# MASTER AGREEMENT for NORTHERN CALIFORNIA Effective June 16, 1983

**Editor's Note: Major changes in the new AGC Master Agreement for Northern California are listed below, to be used as a working copy until contract books are printed and distributed.**

**THIS AGREEMENT**, made and entered into this 16th day of June, 1983, by and between the ASSOCIATED GENERAL CONTRACTORS OF CALIFORNIA, INC., hereinafter referred to as "Employer," and OPERATING ENGINEERS LOCAL UNION NO. 3 of the International Union of Operating Engineers, AFL-CIO, hereinafter referred to as "Union."

## 01.00.00 EMPLOYEES, CLASSIFICATIONS, MANNING, AND WAGE RATES

01.01.01 Notwithstanding any provisions of this Section 01.00.00 relating to manning, any piece of equipment involved in excavation for which no employee is setting line or grade, or performing work which historically has been performed by Assistant to Engineers, an Assistant Engineer shall not be required. If assistance is necessary, such assistance shall be performed by an Assistant to Engineer. In the event a violation is alleged, and a dispute exists which cannot be resolved between the Employer and the Union, any Individual Employer found to be in violation of this Section 01.01.01 by a Board of Adjustment shall forfeit the application of this Section on ALL said Individual Employer's jobs or projects for the period of time and in the manner prescribed hereunder:

- (1) First (1st) Violation: Said Section shall not apply for a period of three (3) consecutive months from the date said Individual Employer is found in violation by said Board of Adjustment and manning on all Individual Employer's jobs or projects shall be in accordance with the requirements of Section 01.03.00, *Classifications, Manning and Rates*;
- (2) Second (2nd) Violation: Same application as in (1) above for a period of six (6) consecutive months;
- (3) Third (3rd) Violation: Same application as in (1) and (2) above for the duration of the Agreement.

**NOTE: This Section shall not apply to any crane work and any manning requirements on crane work shall be in accordance with Section 01.03.00.**

## 04.00.00 EMPLOYMENT

04.04.04 The Individual Employer who utilizes an Owner-Operator shall provide, upon the request of any authorized agent of the Union, copies or original records made reflecting the hours worked, equipment used, and payments made by the Individual Employer to the Owner-Operator and on the Owner-Operator's behalf.

04.04.07 Owner-Operators shall be placed on the payroll of the Individual Employer and shall receive full fringe benefits from the first hour; provided, however, that any Owner-Operator who is a member in good standing of the Union, or who has tendered full initiation fees and dues, and who is utilized by an Individual Employer or an employer signatory to a collective bargaining agreement with the Union, may elect not to be placed on the payroll of the Individual Employer prior to the beginning of work. The Individual Employer shall notify the Union of the option selected. Each of the Funds agrees to defend the legality of this subparagraph in any action to which it is a party and each of the other parties to this Agreement specifically agrees to join in the defense of any action brought by any person or entity claiming that this subparagraph is unlawful.

04.04.08 If an Owner-Operator who meets the criteria set forth in 04.04.07 above elects not to go on the payroll of the Individual Employer, the parties agree that the Owner-Operator shall be compensated in an amount equal to the total hourly compensation rate that would have been paid an Employee of the Individual Employer performing similar work plus a reasonable rate for rental of the Owner-Operator's equipment. For the purpose of this provision, the total hourly compensation rate referenced above shall include the applicable wage rate plus the amount that would have been contributed on an Employee's behalf to the Pension Trust Fund, Health and Welfare Trust Fund and Vacation and Holiday Pay Plan.

## 04.07.00 CLASSIFICATION OF EMPLOYEES

04.07.02 The following is added to this Section.

For an Employee who has not obtained A, B or C hiring status through employment with an Individual Employer signatory to the Master Construction Agreement for Northern California, a testing procedure will be implemented and administered by the Joint Apprenticeship Committee, subject to the approval of the Federal District Court.

## 04.10.00 REGULATIONS GOVERNING JOB PLACEMENT CENTERS

04.10.02 List A for those who are classified as Class A Employees. "Preferred" registration on List A shall be permitted with respect to the following classifications listed below:

<del>Assistant to Engineer</del> .....	<del>(Group 1)</del>
Compressor Operator .....	(Group 2)
Compressors (Over 2) .....	(Group 5)
Elevator Operator .....	(Group 4)
Forklift (under 20') or Lumber Stacker (-construction jobsite) .....	(Group 4)
Generators .....	(Group 5)
Material Hoist (1 drum) .....	(Group 4)
Material Hoist (2 or more drums) .....	(Group 7)
Pumps (Over 2) .....	(Group 5)
Refrigeration Plant .....	(Group 7)
Tugger Hoist .....	(Group 3)
Welding Machines (powered other than by electricity) .....	(Group 5)

04.10.03 An Employee making a Preferred registration shall:

- (c) ~~provided, however, that a person be a Class A Employee~~ who does not meet such requirements above, but who ~~has a physical handicap~~ furnishes a doctor's certificate stating such Employee is unable to perform his normal work for a period of six (6) months or more preventing his employment in any classification except one which is Preferred ~~and is or a Class A Employee or who acquired such a physical handicap as a result of an industrial accident while employed as an Operating Engineer~~, shall be permitted to so register.

A medical certificate of continued disability may be required in either instance in (c) above.

04.10.06 Separate lists shall be kept for Assistants to Engineer and for Employees who possess A or B status as an Operating Engineer and who desire to work as Assistant to Engineer.

- (a) Registrations on the "Assistant to Engineer" lists shall be limited to Employees who possess A or B status as an "Assistant to Engineer," ~~and Employees who are eligible to make a Preferred registration as a result of employment~~ except a Preferred registrant may register as an Oiler under a Collective Bargaining Agreement with the Union.

04.10.26 The last paragraph has been modified as follows:

The above is not applicable to Employees seeking employment in Preferred classifications unless the Employee is qualified to register on the Preferred registration list, meets the requirements of Section 04.10.03(b), of these Job Placement Regulations, and is eligible for a five (5)- or ten (10) year letter for employment.

## 05.00.00 ~~WORK PRESERVATION~~ APPLICATION TO SUBCONTRACTORS

~~05.04.02 That if an Individual Employer shall subcontract on-site work as herein defined, such subcontract shall state in writing that such subcontractor agrees to be bound by and comply with the terms and provisions of this Agreement (including Section 12.00.00 but excluding Sections 04.01.00 and 04.02.00) in the performance of his subcontract; provided, however,~~

06.25.01 Overtime. One and one-half (1-1/2) times the applicable straight-time hourly rate shall be paid for all work performed before a shift begins and after it ends and for all work performed on Saturdays. Double (2) the straight-time hourly rate shall be paid for all work on Sundays and holidays.

**Section 06.02.01 dealing with the Saturday Make up Day has been deleted in its entirety. This was one of the goals of the negotiating committee.**

## 07.00.00 MANNING

07.06.04 On any job or project where an Employee is utilized to operate a Forklift (Group 3), such Employee may be utilized in lieu of one of the Employees otherwise required by Sections 07.06.00 Pumps; 07.06.01 Generators; 07.06.02 Compressors; and 07.06.03 Welding Machines. This Section 07.06.04 shall not apply to the required manning on Compressor Houses.

## 08.00.00 SUPPLEMENTARY WORKING CONDITIONS

08.01.00 Tools. The Individual Employer shall provide on each jobsite a secure place where his Heavy Duty Repairman may keep his tools. If all or any part of a Heavy Duty Repairman's kit of working tools is lost by reason of the failure of the Individual Employer to provide such a secure place, or by fire, flood, or theft involving forcible entry while in the secure place designated by the Individual Employer, the Individual Employer shall reimburse such Heavy Duty Repairman for any such loss from a minimum of one hundred dollars (\$100.00) to a maximum of ~~three thousand dollars (\$3,000.00)~~ five thousand dollars (\$5,000.00). In order to obtain the benefits of this paragraph, a Heavy Duty Repairman must provide the Individual Employer with an inventory of his tools at the time he commences work and additional inventory ~~every thirty (30) days~~ whenever the Heavy Duty Repairman acquires additional tools.

08.01.01 Heavy Duty Repairmen shall furnish their own hand tools, but special tools shall be furnished by the Individual Employer as needed, such as: pin presses, spanner wrenches, air or electric wrenches, testing and measuring devices other than a hand rule, gear and bearing pullers, electric drills, reamers, taps and dies,

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# N.Cal. Master Agreement

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oxy-acetylene hoses, gauges, torches and tips, torque wrenches, twenty-four-inch (24") pipe wrenches or socket wrenches, and sockets requiring over three-quarter-inch (3/4") drive, **box-end wrenches over 1" and open-end wrenches over 1"**. Heavy Duty Repairmen and/or the Registered Apprentices shall be entitled to a tool pick-up time before the end of each shift, which shall not be less than five (5) minutes or more than fifteen (15) minutes.

## 13.00.00 STEEL FABRICATING AND ERECTING WORK

13.05.10 Overtime. Employees employed on all work performed under this Section 13.00.00 shall receive double (2) the applicable straight-time rate for all work performed before a shift begins and after it ends, and on Saturdays, Sundays and holidays.

## 14.00.00 PILEDIVING

14.01.00 Employees working in conjunction with a crew (a crew shall consist of four [4] men of whom one [1] shall be a Foreman) of Piledrivermen and four (4) hours or more on any shift shall be covered by and under the provisions of Section 14.00.00. In addition, if any crew in any Agreement the Employer is a party to, or becomes a party to, is reduced below four (4) men, this Section 14.00.00 shall also apply.

## 25.00.00 CHANGES

25.02.00 The parties to this Agreement recognize the necessity of assuring the competitive position of the parties within the industry during the term of this Agreement. Consistent with that recognition, the parties will continually monitor the effectiveness of this Agreement relative to specific geographic or market areas and will endeavor, by mutual agreement, to initiate such modifications to the Agreement during its term as may be necessary to assure the work opportunities of the Employees and the competitive position of the Individual Employer; provided, however, any such geographic or market area modification, addendum or agreement which modifies this Master Construction Agreement, in part or in whole, shall be subject to the ratification and approval of the affected membership in the geographic or in the market area to which the agreement would apply. Failure by the membership to ratify any such agreement and/or modification shall nullify it, and said tentative agreement shall be referred back to the respective negotiating committees of the Union and the Employer for any further consideration deemed necessary. It is further agreed that the Employer and/or any affected Individual Employer shall be precluded from unilaterally implementing any said agreement(s), modification(s) or addenda.

## ECONOMIC PACKAGE Summary and Detail

### FIRST (1st) YEAR

All wage rates and fringe benefit contribution rates (except Apprentice Pension Contribution Rates) currently being paid shall remain unchanged and continue to apply through and including June 15, 1984.

### SECOND (2nd) YEAR

Effective June 16, 1984. There will be a *guaranteed* 5% total package increase applicable to wages and/or fringes. COLA will also apply and to the extent the Cost of Living, based upon the Consumer Price Index, exceeds 5%, any additional increase shall apply on November 1, 1984.

### THIRD (3rd) YEAR

Effective June 16, 1985. There will be a *guaranteed* 5% total package increase applicable to wages and/or fringes. COLA will also apply and to the extent the Cost of Living, based upon the Consumer Price Index, exceeds 5%, any additional increase shall apply on November 1, 1985.

In the material that follows, a detailed presentation of package increases will be shown by Group as well as Classification changes and/or additions.

### Second (2nd) and Third (3rd) Years

The total amounts shown below may be allocated to wages and/or fringes at the option of the Union's Executive Board. Recommendations will be made based on a Survey of the affected membership. It is anticipated that the major portion of the package increase will be allocated to wages.

In the event there is a COLA increase applicable on November 1, 1984, the total package amount effective June 16, 1985 as

shown below will be greater.

5% minimum Wage/Fringe Benefit Package Increase will be applicable by Group.

## 01.03.00 Classifications, Manning and Rates.

	6/16/84	11/1/84 COLA, if applicable	6/16/85	11/1/85 COLA, if applicable
Group 1	\$1.14		\$1.20	
Group 2	\$1.17		\$1.22	
Group 3	\$1.18		\$1.24	
Group 4	\$1.22		\$1.28	
Group 5	\$1.23		\$1.30	
Group 6	\$1.24		\$1.31	
Group 7	\$1.26		\$1.32	
Group 8	\$1.29		\$1.35	
Group 9	\$1.30		\$1.37	
Group 10	\$1.32		\$1.38	
Group 10-A	\$1.33		\$1.39	
Group 11	\$1.34		\$1.41	
Group 11-A	\$1.42		\$1.49	
Group 11-B	\$1.44		\$1.51	
Group 11-C	\$1.46		\$1.54	
Foreman	\$1.42		\$1.49	

## 01.03.01 Steel Erectors and Fabricators.

	6/16/84	11/1/84 COLA, if applicable	6/16/85	11/1/85 COLA, if applicable
Group 1	\$1.18		\$1.24	
Group 2	\$1.20		\$1.26	
Group 3	\$1.28		\$1.34	
Group 4	\$1.29		\$1.35	
Group 4-A	\$1.31		\$1.38	
Group 5	\$1.35		\$1.41	
Group 6	\$1.38		\$1.45	
Group 7	\$1.40		\$1.47	
Group 8	\$1.42		\$1.49	
Group 9	\$1.50		\$1.57	

## 01.03.02 Piledrivers.

	6/16/84	11/1/84 COLA, if applicable	6/16/85	11/1/85 COLA, if applicable
Group 1	\$1.14		\$1.20	
Group 1-A	\$1.17		\$1.23	
Group 1-B	\$1.18		\$1.24	
Group 2-A	\$1.18		\$1.24	
Group 2-B	\$1.22		\$1.28	
Group 2-C	\$1.24		\$1.30	
Group 2-D	\$1.25		\$1.31	
Group 3	\$1.26		\$1.32	
Group 3-A	\$1.29		\$1.35	
Group 4	\$1.33		\$1.40	
Group 5	\$1.34		\$1.41	
Group 6	\$1.42		\$1.49	

12.04.01 Each Individual Employer covered by this Agreement shall pay into the Operating Engineers' Pension Trust Fund according to the following schedule for Apprentices effective July 1, 1983:

1st Period	— \$2.00 per hour
2nd Period	— \$2.00 per hour
3rd Period	— \$2.00 per hour
4th Period	— \$2.00 per hour

14.02.01 Overtime. Employees employed on all work performed under this Section 14.00.00 shall receive double (2) the applicable straight-time rate for all work performed before a shift begins and after it ends, and on Saturdays, Sundays and holidays.

14.03.00 *Subsistence, Travel Time, Travel Expenses.* Subsistence, travel time, and travel expenses shall be paid in accordance with applicable Section of the Master Labor Agreement between the Associated General Contractors of California, Inc., and the Piledrivers, Divers, Carpenters, Bridge, Wharf and Dock Builders, Local No. 34 which is attached hereto as Exhibit A and made a part hereof. In the event the Employer is unable to reach a new agreement or is no longer bound to an agreement with Local No. 34, subsistence, travel time and travel expenses shall be paid in accordance with the agreement between the Piledriving Contractors Association and Local No. 34.

## Alcohol no way to cope with stress

By Nate Davidson  
Director A.R.P.

I've heard a lot about stress these days, and what serious health problems it causes. Actually, we Americans of this century didn't invent stress. I suspect that every human being in every time and place has experienced stress of one sort or another.

The particular circumstances that cause stress vary according to one's age, culture, socio-economic status, and other factors, but they usually come down to a few basics. Too much work and too little play, for instance, can lead to feelings of being overburdened. When two strong yet apparently irreconcilable needs come into conflict, a person feels trapped and helpless.

"I must always make the right decision, yet here I am bound to lose one thing or the other." A Catch-22 situation!

One person may be threatened by economic worries. "If I don't have money, I'll die," or "If my body isn't functioning well, I'll die." Still others have feelings of being alone, abandoned, unloved. All of these survival fears bring with them a sense of hopelessness.

Fighting the competitive battle of modern urban society may be one of the greatest sources of stress today. It leads to feelings of resentment and blame, both towards others and toward one's self. "If I'm not on top, I'm not worth much," and the battle is never over.

Typically, a business executive or an elected official will endure terrible stress for years to get to the top, only to find that the stress of staying there may be even worse. Often he or she has to prostitute his or her very deepest values to do so. This is a severe blow to one's self-worth.

To relieve the discomfort of their stress-filled lives, millions of people turn to alcohol and drugs. Like stress itself, these pain killers are far from new. People have been turning to chemicals as a remedy for all ills or difficulties for thousands of years. In our western world today, alcohol is most widely used drug, though certainly not the only one. It offers a cheap, easily available, and socially sanctioned way to cope. In fact, in many segments of our society, it has become an expected part of every social occasion.

For most people, alcohol seems to be a relatively safe relaxant. But not for all. For that unhappy minority who cannot control their drinking, the price of alcohol is enormous. The pain it relieves is nothing compared to the pain it brings as they slowly become dependent, or rapidly, depending on the individual. Eventually, they weaken or destroy all the parts of themselves that give life meaning and purpose, the very things they were trying to protect when they started to drink.

The breakdown in an alcoholic's inner system of parts of "personal potentials," is reflected by a parallel breakdown in the family or other intimate human system, of which he or she is a part. In time, as a result of their close relationship to him or her and their symptoms, the other members of his or her family experience a breakdown of their potential as well.

A family, like any other system, is always trying to maintain its stability. When one member introduces an unhealthy element, such as alcohol abuse,

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## WITH SAFETY IN MIND



By JACK SHORT, Director of Safety

## Equipment design can affect worker safety

Most people think of accidents only in terms of personal injury or damage to goods or machinery. However, an analysis of construction worker/equipment



systems for accident potential that only considers accidents themselves unnecessarily limits its own scope. Errors and failures which do not result in accidents must also be considered. Crucial to any rational approach to accident prevention must be the consideration of the limitations and abilities of the construction operator and his relationship with the equipment he operates.

Men at work are liable to make more mistakes under stress. These errors can lead to injuries, damage or just inefficiency. Whatever the case, cost to the individual, industry and society are all too familiar. Therefore, the awareness of design factors in operator/equipment systems that lead to any reduction in error may be beneficial in a number of ways such as productivity, accident prevention, fatigue, etc.

Engineers would not design equipment which failed to take into account such factors as power output, material strength and production, yet the equipment operator is frequently ignored. In some equipment, operators have to lean or stretch too far to operate controls and the noise level in some equipment exceeds allowable standards set by some countries.

With recent legislation it is becoming

more evident that certain environmental standards must be maintained to ensure health and safety standards for construction workers. Many people are unaware that reductions in efficiency occur long before dangerous conditions are reached. The fact that equipment operators are able to operate poorly designed equipment for extended periods under unfavorable environmental conditions does not mean efficiency or safety levels are satisfactory.

"Equipment should be designed to make the operator's task as strain-free as possible to leave him to devote his judgment and attention to those aspects of his work where he can make the most contribution," says Tom Wilson, an equipment research analyst with the Construction Safety Association of Ontario. "It is by helping to maximize the efficiency of the operator/equipment system that human factors (ergonomics) has a role to play. Ideally, the application of human factor principles should be incorporated in the design stage, however, more often the application involves retrofit of existing equipment."

Clearly, the application of human factors principles stand to benefit all construction workers. "Improved working conditions impose less strain on the individual worker, errors and accidents will be reduced and well-being and productivity increased. Whether expressed in terms of profit and loss or the personal well-being of the individual worker, benefits should be apparent both in the long and in the short terms to all concerned," he adds.

The beneficial aspects of participation and involvement at work and consultation between management, supervisors

and labor have been widely discussed in recent years. Productivity as well as health and safety stand to benefit from well planned construction sites which improve efficiency for all members of the workforce. This is especially true in smaller firms which cannot afford safety specialists to check on job situations.

Management and labor need to have an awareness of the wide range of human factors principles which they should make available to the workforce to enable them to recognize potential problems or areas of improvement in their own workplace.

"The philosophy underlying this whole approach is that early identification of human factors and safety problems demands intelligent anticipation by people familiar with individual work sites and subsequent co-operation between management and labor," says Wilson.

CSAO has completed several human factors projects. The basic is to provide an awareness of the wide range of efficiency and safety that labor and management can assess in their own work environment. Such topics as noise, site layouts, work patterns, retrofit of equipment, etc., are considered important in this respect.

"The incentives for firms to participate are many — improved cost effectiveness, less injuries and damage to materials, less retraining, etc. Individual workers can also benefit as there will be less stress and fatigue in the workplace as well as a reduction in safety hazards," says Wilson.

So, Brothers and Sisters, it looks like we, as well as Canada, are looking for a better working environment.

## Dredge work at full bore in Delta area

Dredge Representative Chuck Center reports that the active areas in the dredging industry are:

**San Francisco:** The outfall is still in limbo. The *Betty L.* is undergoing extensive repairs at AAA Shipyard at Hunters Point. *Mansons Viking* is up in the Delta doing levee work for Dutra Construction, and is currently reduced to a one shift operation. There are rumors that it will be back on the outfall soon, but depends on the repair schedule of the *Betty L.*

Healy Tibbits is gearing up for their return to the outfall at Half Moon Bay. They are currently involved in repair work and will be heading back to production soon.

**Oakland:** Crowley is involved in pile-driving and wharf repair at the Port of Oakland. Smith Rice is scheduled to do some dredging for the Corps of Engineers at the Naval Supply Oakland outer harbor. They will be removing approximately 750,000 yards. 480,000 yards is advertised for the 13th of June at Richmond. Alameda Naval Air is expected to be dredged this fall with the removal of 750,000 yards.

**Stockton:** Canonie is still working on phase one of the ship channel. They are running without their booster. It is being repaired in Texas and is due back in the middle of June. Phase two is expected to bid sometime this summer and is now estimated at \$11 million.



Dutra Dredging & Construction has the lion's share of the levee repair work that has kept dredge workers busy since the winter storms.

**Sacramento:** Maintenance on the ship channel from Light 65 to above the Rio Vista Bridge is expected to bid soon. Extensive levee repair is in the planning stages throughout the Sacramento Valley. Most of the work is expected to hit the books the first of July with approximately 100 sites in need of repair and rock work.

**Fairfield:** Dutra Dredging & Construction is involved in the lion's share of work in the Delta, with fair weather the work has somewhat slowed down, but with the expected rock and levee repair coming out this summer should be picking up again.

Shellmaker is currently digging at

Mare Island, with over 1,000,000 yards to remove. The *Vagabond* is on the waves, going through some improvements and is expected to head up the Delta and begin some levee maintenance programs.

We had our pre-negotiating meeting the 22nd of May. Congratulations to our two rank and filers who were elected to sit in on the negotiations, Bob (Boxy) Johnson and Cecil Wilson.

There's been a change in dates for our dredge picnic. It has been moved from August 22nd to September 11th. Make a note of it on your calendar. Jim Mettz is the chairman of the picnic and can be contacted at 916/372-6591.

# Alcohol no way to cope with stress

(Continued from Page 13)

the whole system becomes unhealthy in order to maintain its balance. The support system that once supported the person now supports his or her disease.

Drugs and addiction have been around since long before people were able to record the problem. The ways we are learning to deal with these problems are new. In the past few years we have finally stopped treating the alcoholic as "bad" and realize that he or she is sick. Instead of punishing, we have started trying to help these people get well.

The first area of recovery is spent persuading the person to stop drinking.

The alcoholic must get dry and stay dry. The myth we've heard lately about some alcoholics being able to return to social drinking after behavioral training is in fact myth. This is an untrue statement.

If the person doesn't start drinking again, he'll find a new addiction, develop a physical disease, adopt some unrewarding role, or otherwise become dysfunctional again.

The spouse of the alcoholic is at higher risk of both emotional and physical problems. While the children are at increased risk of depression, hyperactivity, school and behavior problems, and child abuse, they also have and increased likelihood of themselves developing alcoholism or drug abuse, or of marrying into another family with alcoholism, thereby perpetuating their high risk environment.

Alcoholism Recovery Program Coordinators	
<b>San Francisco</b> .....	415/431-1568
Nate Davidson .....	*415/573-1330
Archie Headley .....	415/626-7835
	*415/686-1600
<b>Igancio/Santa Rosa/Eureka</b> .....	707/545-1724
John Smith .....	*707/538-3940
<b>San Mateo</b> .....	415/348-7835
Robert Beall .....	*408/972-1019
<b>Oakland/Fairfield</b> .....	415/638-7277
Archie Headley .....	*415/686-1600
Steven Stromgren .....	*415/634-1603
<b>Stockton/Ceres/Fresno</b> .....	209/944-5603
George Morgan .....	*916/755-0292
Norby Flanagan .....	*209/275-6648
†George Matzek .....	*209/728-3235
<b>Marysville/Redding/Sacramento</b> .....	916/743-7321
Bill Marshall .....	916/383-8480
	*916/687-6494
†Bob Criddle .....	916/743-9254
	*916/743-6929
Larry Uhde .....	916/383-8839
	*916/456-4124
<b>San Jose</b> .....	408/293-7541
Robert Beall .....	*408/972-1019
†George Bist .....	408/295-8788
	*408/946-1872
<b>Reno</b> .....	702/323-2539
Mike Bailey .....	*702/849-1792
<b>Salt Lake City</b> .....	801/532-6081
Don Strate .....	*801/943-6210
Rickie Bryan .....	*801/465-3136
John Thornton .....	*801/756-4915
<b>Honolulu</b> .....	808/847-5523
Allen Souza .....	*808/488-1436
<b>Rancho Murieta Training Center</b>	
Dick McGill .....	916/354-2029
	*Denotes home phone
	†Public Employee Department

## INEERS TECH ENGINEERS TECH ENGINEERS T

### Talking to Techs

By Frank Morales, Wally Schissler and Jerry Steele

As of this writing, the Tech Department is happy to report that the out-of-work lists are going down. This is very encouraged and with continued good weather, we look forward to high employment for the remainder of 1983, as well as next year. All indications are pointing in that direction, with firms not only calling back their old hands, but also putting on additional crews.

When you return to work, please remember to phone the dispatcher in your area and have your name removed from the out-of-work list. This effort on your part will help tremendously in filling job orders much faster and eliminating unnecessary phone calls.

This will be not only a savings to Local 3 members, but will help the dispatcher do a much faster and thorough job for you and the firms that are doing the hiring.

For our members who are interested and would like to know more about unions and the American labor movement—what is it, how it got that way, how it works, etc., — the Fall semester for Labor Studies starts on August 15, 1983 in San Francisco. For information, write to: Labor Studies Program, 33 Gough Street, San Francisco CA 94103, or call 415/239-3090. The deadline is August 15th.

The Tech Department would like to extend congratulations to the following members for twenty-five-plus years membership in Local #3: Roy Bryan, Dave DeBoer, Richard Locke and Bruce Rider.



Working on the Hercules Village project are surveyors Frank Xavier and Neal Goudswaard of Brian Kangas and Foulk Engineers.

Testing and Inspection work has started to boom in the past month. Work in the Soils Trades is in high demand. There is a need for qualified personnel with nuclear gauge experience. Members who are out of work should contact the Tech Center in Oakland (phone 415/638-9355.)

### Teaching Techs

By Gene Machado, Administrator, Surveyors JAC

At this writing the weather is just changing for the better and some members are being called back to work, however still many Journeymen are out of work. Hopefully, as you read this article the work picture will be cranking up.

Because of the long long winter, Apprentices classes have fallen to an all time low. As on the job training hours pick up, so must your class hours. The time limit of your Apprentice Agreement may also be running out. Please check with our office if you think you may need to extend your agreement.

New changes are being made now for new indentures into the Surveyors Apprenticeship. 1) The On the Job Training Hours are being increased from 500 to 1000 per step making the 1st through 4th periods a 4,000 hour program. The reason for this change is the drop out rate in 5th period. It has been very high and we feel that a lack of experience and knowledge for that Apprentice may be a factor in his holding down a job in competition with other Journeymen. It was felt several years ago by Employers and Journeymen alike that we could train a person to become a Chainman in one year and were wasting time by training a

person for two years or longer.

But the two man crews are such that a great deal of experience and training is necessary in order to have a good working two man crew. 2) It will now be necessary for Apprentices to come to class at least 2 times per month and turn in a minimum of four topics per month or they will become deficient. 3) Testing procedures are being changed and the entry test has been re-written. A new indenture will now have to pass a written exam and an oral interview before being accepted into the Program.

That will cover the changes for the 1st through 4th period Apprentices. The 5th through 8th periods are currently being upgraded and should be ready by the end of this year. The 5th through 7th periods will be changed and re-written and 8th period will be Heavy Construction Surveying. So by the first of next year a new Survey Apprentice Program will be implemented.

Many Journeymen are signing up for the Slope Staking/Grade Checking and Heavy Construction Survey Courses. As 20 persons are needed for a class in a specific area, no class has been initiated as yet but quite possibly by the time you read this article one or two classes may be operating!

As we will be writing a field calculator programming course, an excerpt from **The California Surveyor**, letters to the Editor section may be in order as to the reason why calculator courses for survey work should be offered. This letter is in reply to a previous article on why plat bearings are shown to the nearest second of arc. The article reads:

*"In April, 1983, I spent two solid hours defending the technical correctness of a parcel map before the Planning Commission of Lyon County Nevada. The argument began when I submitted a parcel map whose boundaries went through a non-tangent highway curve with a radius of 4,950 feet. The Public Works Department, in running the closure reflecting an area that fell short of the 2 acre zoning requirement by 0.00005 acres. I argued, I lost.*

*I took back the map and converted the bearing to my H.P. 85A readout to 100th of a second and distances rounded to ten thousandths of a foot. The public works Wang Computer reran my H.P. garbage. The closure reflected a shortage of one ten millionth of an acre.*

*I withdrew the map at the request of the County Engineers, a registered expert Civil Engineer licensed both in California and the State of Nevada; did a boundary adjustment survey and map*

*with the consent of the neighboring land owner; moved the property boundary north one ten thousandth of one foot, redrew and resubmitted the Parcel Map.*

*The Wang computer then ran an average of one billionth of one acre which satisfied our Public Works Department and our technically oriented planning commission. I however, with my own overriding inferiority complex (and having become a true believer) investigated further.*

*The bearings and distances shown on my recorded maps, when punched through M.I.T.'s 16 Room, 7 story computer with the funny name, shows a shortage of 3 quad billionths of an acre. I am currently in the process of readjusting my north boundary to the north by 0.000001' to correct the deficiency.*

*Once I have recorded a new record of survey and new deeds, I shall then file an amended parcel map thus legitimizing the Parcel Map to a great deal of prideful satisfaction. The record will be satisfactory.*

*It's my damned field crew that is presenting the problem. Although we can by repetition, work up a satisfactory probability factor for all the overall measurement, they are having a problem finding a one millionth of a foot diameter center punch with which to mark the precise point in the middle of our 2" Brass Cap.*

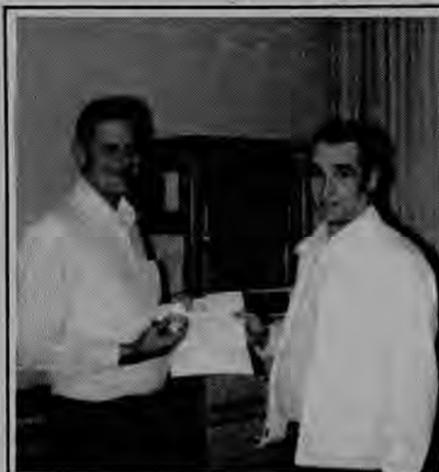
*It's people such as they who hold up land surveyors back from the eminence enjoyed by our more technically oriented brethren in the civil engineering profession.*

*You sir, should be ashamed in advocating a return to a system that allows such sloppiness. How can we even consider allowing an error of such magnitude, as is on my parcel map, to exist. Think of the Pain to the retracement surveyor 40 years hence.*

by: George H. Denson, R.L.S.

As the computer and new electronic equipment come into play in surveying, the accuracy of all phases of surveying will become much easier to achieve. The computations will be more involved, but the demands of higher degrees of accuracy will also come to be.

Prepare yourself for these changes by upgrading your skills now and we will continue to be the best survey force available. That distinction shall be a major set-back to that Non-Union element that is now trying to make inroads on our industry.



Business Representative Wally Schissler presents Ted Taylor of Bissell and Karn with his 30-year pin.

# Swap Shop: Free Want Ads for Engineers

**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** fully 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: 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. #1230043. 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 tr 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. #1709767. 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 tank, 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

**FOR SALE: 66 PONTIAC BONNEVILLE** new tires, battery, paint. Elec. windows, P.B., P.S., A.C. Gd shape. \$1,250. Frank H. Wright, 2900 Fairview Rd., #66, Hollister CA 95023. Ph. 408/637-7776. Reg. #0971462. 5/83

**FOR SALE: ONE HALF ACRE** in Sierra Brooks, in pines bordering trout stream. New 2BR & den, furn. All elec. kitchen, wash & dry. Nr. Reno. 69,500 20,000 dn w/10%. William G. Evans 916/993-4803, 993-1162. Reg. #0598664. 5/83

**FOR SALE: ONE ACRE** on trout stream. 11,500 low down. Write Bill Evans, Box 707, Loyalton CA 96118. Ph. 916/993-4803, 993-1162. Reg. #0598664. 5/83

**FOR SALE: 1965 C700 FORD** fifth whl & 40' pike van \$5,000. Gd. cond. William G. Evans 916/993-4803, 993-1162. Reg. #0598664. 5/83

**FOR SALE: LINK BELT SPEEDER** L.S. 85. Diesel mot., 1/2-yd dragline, exc. cond, extra pts. \$15,000. Chester Minton, Box 373, Arbuckle CA 95912. Ph. 916/476-2531. Reg. #1225646. 5/83

**FOR SALE: DATSUN 1980 310** H.Back, blue, exc. cond. AM/FM, 4 spd. 37248 m. under book price. \$3,500. Tom Stampler, Concord CA Ph. 415/689-3274 wkdays/evngs. Reg. #1842576. 5/83

**FOR SALE: 1966 BONNEVILLE** convt. \$3,000. 11 1/2' cabover camper set up for flatbd. Self cont., air, shower \$2,100. 1979 Kawasaki KZ 750 twin \$1,000. Joan Lewis, 19919 Rough & Ready Trl., Sonora CA 95370. Ph. 209/532-6658. Reg. #1916126. 5/83

**FOR SALE: 1971 F350 FORD 360** v8 one ton. P.S., P.B., A.T. chassis mnt 26' weekender. Self cont., oven, heater, 2 way fridge, clean! \$8,000. Ian Scott. Ph. 408/238-8413. Reg. #0908633. 5/83

**FOR SALE: REGISTERED 1/4 ARABIAN MARE.** Bay color. Greenbroke. \$1,000. Bob Rodrigues, 905 Oro Dam Blvd., Oroville CA 95965. Ph. 916/533-1854. Reg. #1006711. 5/83

**FOR SALE: 5, 10 or 15 ACRE PARCELS** in hills nr Oroville. Ideal retirement area. \$28,000 & up/acre. Terms. Bob Rodrigues, 905 Oro Dam Blvd., Oroville CA 95965. Ph. 916/533-1854. Reg. #1006711. 5/83

**FOR SALE: 3.78 AC** nr Valley Springs. Beau., secluded, w/50 mi. vu, no traffic, nr Pardee Comanchie & Hogan. Nr. golf crse. Must sell imed. for 1979 price, \$18,600, owe \$10,000. Loyd Hackett, 565 Maylen Dr., Livermore CA 94550. Ph. 415/447-9281. Reg. #1161107. 5/83

**FOR SALE: 10 1/2' CABOVER CAMPER.** Four hyd. jacks, A.C., 6 cu. ft. refrig., new carpet, slps four. \$1,300. Johnnie Egner, 4950 Nelson, Fremont CA. Ph. 415/793-8237. Reg. #1372753. 5/83

**FOR SALE: SIOUX GRINDER** comp. w/most domestic pilots, inc. diamond dresser \$400. Lee Ayers, P.O. Box 293, Rodeo CA 94572 or call 415/758-8162. Reg. #1797483. 5/83

**FOR TRADE: 2ND DEED OF TRUST** for 2/3 BR home, condo, have cash for closing costs. L. Ayers, P. O. Box 293, Rodeo CA 94572. Ph. 415/758-8162. Reg. #1797483. 5/83

**FOR SALE OR TRADE: T-BIRD 82**, classic, exc. cond. Strong 390 \$2,500 or offer. L. Ayers, P. O. Box 293, Rodeo CA 94572. Ph. 415/758-8162. Reg. #1797483. 5/83

**WANTED: HOME COMPUTER.** photo equip., commercial copier, misc. office equip. Lee Ayers, P. O. Box 293, Rodeo CA 94572. Ph. 415/758-8162. Reg. #1797483. 5/83

**FOR SALE: SPORTSMAN SPECIAL** mini motor home. Toyota Chinook, real clean. \$3,000 or trade for bare land. V. N. Dotson, 4161 Littleworth Way, San Jose CA 95135. Ph. 408/274-4905. Reg. #0657780. 5/83

**FOR SALE: THREE AXLE 26'** tilt bed trailer. Elec. brakes, gd. cond. Sells new at \$6750, will sell for \$4,950. Arlon Moore, 6779 Bodine Circle, Sacramento CA 95823. Ph. 916/423-2788. Reg. #0863796. 5/83

**FOR SALE: 77 TAMPO RS-28** VIB roller 5'x84" single drum. 1263 hrs, hydrostatic drive, new 353 eng., vandal guards, rops, backalarm, exc. cond. Berle Blehm 707/539-7437. Reg. #0676494. 5/83

**FOR SALE: CANOPY MFD** BY recognized co. OSHA approved, for 3-5 & 4-6 T Ferguson roller. Never installed, complete prints. \$500. Berle Blehm, 5017 Maiden Ln, Santa Rosa CA Ph. 707/539-7437. Reg. #0676494. 5/83

**FOR SALE: 1970 BUICK WILDCAT.** Good condition. P.S., air, mileage 11,500. Any res. offer accepted. John Lapp, 201 Vendola Dr., San Rafael CA 94903. Ph. 415/479-9190. Reg. #388103. 5/83

**FOR SALE OR TRADE: TWO PH-95 PAYHAULERS** quarry trucks, 22 yd., small bore 335. Allison trans. \$20,000 or trade for a backhoe svc setup. Jack Fusari, 35079 Bonadelle Ave., Madera CA 93638. Ph. 209/645-0148. Reg. #1725453. 6/83

**FOR SALE: 1968 PLYMOUTH FURY** convt. restored from ground up. Everything orig.-beautiful. \$6,500. Dan E. Giefer. Ph. 209/568-2019. Reg. #329125. 6/83

**FOR SALE: TWO BR HOME** on 1.4 acres. Fenced & x-fenced; two pastures, two stall barn w/tk rm; dbl garage; shed, aviary + other out bldgs. Charles W. Gardner, 195 N. 2 W., Monroe UT 84754. Ph. 801/527-4245. Reg. #351398. 6/83

**FOR SALE: 5-POINT ELK RACK** \$75. 3-pc Morrison tool boxes long bed pickup \$250. Sitkas Spruce slab for table about 4'x4' \$75. Ernest Mylar, 129 N. Oak, Oakdale CA 95361. Ph. 209/847-1322. Reg. #0826859. 6/83

**FOR SALE: ALASKAN PICKUP CAMPER** 10' 1973 stove, ice box. Fair cond. Jacks incl. \$700 or offer. W. B. Apted. Ph. 916/381-2336. Reg. #0745149. 6/83

**FOR SALE: 65 CHEV. ONE TON** Diamond plate bed pipeliner, 5 lock boxes, 200 amp. Lincoln welder, and, 6 cyl-260 C.I. Grey marine w/gear compl. Wayne C. Wagner, Box 224, Palermo CA 95968. Ph. 916/533-0849. Reg. #1087627. 6/83

**FOR SALE: FORD ENGINE** in my 78 3/4-ton pickup. Ran 26,000 mi. like new. You may listen to it until it's removed 5/15/83. \$450. Lester F. Young. Ph. 916/988-3642. Reg. #0956148. 6/83

**FOR SALE: ELECTRIC MOTORS** \$12.50 & up. Cummings V555 late model trk block + all parts for short block exc. crankshaft. Pump for 580 Case Backhoe 1/2 price. Front end bucket for #933 Catloader \$150 or best offer. Walking beams for Eaton-Hendrickson \$75 ea. Leslie E. Mulhair, 97 Southridge Wy., Daly City CA 94014. Ph. 415/333-9006. Reg. #154371. 6/83

**FOR SALE: HP 41CV PROGRAMS.** No card reader needed. Trav. inv. BB, BD, DD, VC, HC + much more. All for \$100. T. Milton, 15720 Rancho Dr., Morgan Hill CA 95037. Ph. 805/779-6422. Reg. #1143077. 6/83

**FOR SALE: 1973 DATSUN** pickup, late model, 1600 series. Low mi., new paint. Michelin tires, rad. new steel belted. Mint cond. \$2,995 or offer. B. F. Edelman. Ph. 415/685-7969. Reg. #0689209. 6/83

**FOR SALE: FOUR ACRES+ ON TRINITY** River. 200' river frontage. Priv. rd, city water, elec., tele. Small fruit trees, lg garden space. Two 12x16 Redwood bldgs. Cecil Gellmore, P. O. Box 247, Trinity Center CA 96091. Reg. #1920058. 6/83

**FOR SALE: JD890-B, JD410** LOADER/BACKHOE Cat D40 Dozer, 3 lb. T9 swing cranes, 255-A Parsons Trencher. Anthony Lopez. Ph. 408/778-2728. Reg. #1339400. 6/83

**FOR SALE: 1981 MOBILE HOME** w/expando on over 1 1/2 acres. 3 BR, 2 bath, wood stove, porches, lawn, trees, exc. view. ALSO, 1960 John Deere track loader, backhoe, Al Schindler, Elko NV. Ph. 702/738-4971. Reg. #1875518. 6/83

**FOR SALE: 3 BR, 2 BATH HOUSE** w/inground, stucco pool. \$64,500 firm. Write McCall, 1470 Orange St., Red Bluff CA 96080. Reg. #1908090. 6/83

**FOR SALE: OIL DISTRIBUTING POT.** 190 gal., gd shape \$1,100. John Corbett, 2606 Carpenter Rd., Stockton CA 95205 Ph. 463-7305. Reg. #1208766. 6/83

**FOR SALE OR TRADE: 1961 CHEVY**, 1200 gal. oil distribut-ing trk, 12' spray bars. Make offer. John Corbett, 2606 Carpenter Rd., Stockton CA 95205. Ph. 209/463-7305 or 477-7366. Reg. #1208766. 6/83

**FOR SALE: 1946 CHEVROLET** 2 ton w/stake-bed. Exc. orig. cond., very low mi., orig. owner's manual, new int., new tires & tubes. Everything works. \$3,000 firm. Kenneth Jones, P. O. Box 1530 Winnemucca NV 89445. Ph. 702/623-1336. Reg. #0991262. 6/83

**FOR SALE OR TRADE: 1966 TOYOTA** Landcruiser PU (rare body style) w/small block Chevy eng. w/4-spd Muncie, Saginaw steering, dual tanks, gd tires \$1,800, trade for mid-70's 3/4-ton Chevy. Kenneth Jones, P. O. Box 1530, Winnemucca NV 89445. Ph. 702/623-1336. Reg. #0991262. 6/83

**FOR SALE: BEAVER GARDEN TRACTOR** w/rotary tiller, 7 HP Wisconsin eng., 3 spds forward & 3 rev. \$400. R. A. Campbell, 2480 New York Ravine, Folsom CA 95630. Ph. 916/933-6862. Reg. #0773037. 6/83

**FOR SALE: 1978 OLDS SEDAN.** 4-door Delta 88, diesel,

loaded. 1980 Chev. 1-ton Duellley 454-25000 mi. Loaded. Anthony Santos. Ph. 415/447-4760. Reg. #0971443. 6/83

**FOR SALE: 1979 LANCER MOBILEHOME** 24x68, 3 BR, 2 bath, ref., stove, microwave, trash comp., bit-in hutch, util. rm, 23 gal. wll on 2.03 acres. fenced past., shed, awning, porch, trees, grape vines, gd area, nr elem. school, appr. 8 mi from hlmtn area, 45 min. from Fresno. Assumable loan. \$69,900. Lewis Peterson. Ph. 209/855-3195. Reg. #1812603. 6/83

**FOR SALE: 25' CABIN CRUISER** w/trailer. 255 HP Ford eng. stand up head fully equipped, extras. Trade for traveltrailer 22+ ft. C. E. Nunemaker II, 103 Lighthouse Ln., Daly City CA 94014. Ph. 415/756-7263. Reg. #563131. 6/83

**FOR SALE OR TRADE: KOHLER LITE PLANT BATTERY** CHARGER, 4 cyl. on 2 whl trailer. 1800? Horsesdrawn doctor's buggy FRAME/front & side springs, 2 step plates, axle HVB. Choker & other cables. More. Joe Risch, 703 W. Smith St., Ukiah CA 95482. Reg. #0395381. 6/83

**FOR SALE: 3 BR HOME & shop** in the country on 1.6 ac. Comm. zoned 10 mi E of San Luis Reservoir. \$65,000. 5th wheel travel tir or motor home as part dn. Bill Hilton, 23600 W. Ingomar Rd., Los Banos CA 93635. Ph. 209/826-4059. Reg. #1235164. 6/83

**FOR SALE: SIGMA ELECT. TROLLING MOTOR.** 28 lbs. thrust, like new. \$100. Louis Fusaro, 3006 Concord Pl, Davis CA 95616. Reg. #1793823. 6/83

**FOR SALE: 73 CHEV. TRUCK.** 60 series equipped w/1800 gal. water tk & 3" pump. Gd. cond. \$7,000. Ewell Paxton, 1169 Sonuca Av., Campbell CA. Ph. 408/378-0856. Reg. #1043707. 6/83

**FOR SALE: 2 BR HOUSE,** hardwood floors, firepl., RV parking. Adj. res. lot 81x85 gd Roseville CA location. Must sell both. Luther Holloway. Ph. 916/783-9420. Reg. #0477051. 6/83

**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 tir 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: STAMPS!** Collection of fine United Nations stamps selected for appreciation. Sacrifice 30% below Harris catalog, value of \$1500. S. E. Brooks, Yuba City CA. Ph. 916/673-1794. Reg. #0620701. 6/83

**FOR SALE: DALMATION DOG** female, six mo. old. Has all shots. Reg. w/A.K.C. \$200. Aldo Poretti. Call after 5 p.m. 415/793-1222. Reg. #595155. 6/83

**FOR SALE: 1977 FORD VAN E-350**, 1 T. Ideal for svc trk or Rec. Veh. to pull hvy tr. 460 V-8, 4 spd T-18 Warner trans, P.S., A.C. stereo, 10,000# GVW, H.D. tires, ex. mech cond. Extras. \$4000 or best offer. Charles Brand, 45680 Sunrise Dr., Ahwahnee CA 93601. Ph. 209/683-4467. Reg. #0661027. 6/83

**FOR SALE: 68 MUSTANG** 6 cyl. stick shift. Orig. owner. Gd. cond. \$4000. O. D. Hardy. Ph. aft. 6 p.m. 209/465-9089. Reg. #509762. 6/83

**FOR SALE: 72 CORVETTE 350** 4 sp. professionally flaxed fende's. New wide tires & whls. Beau. car. Asking \$10000. Bob Baroni, 2501 Simas Ave., Pinole CA 94564. Ph. 415/758-3285. Reg. #1225929. 6/83

**FOR SALE: 1917 MODEL T FORD** very gd chassie & extra parts. Also 2-gallon paint pot new hoses page \$50. William Taylor, 3657 Hwy 20, Marysville CA 95901. Ph. 916/743-8344. Reg. #0569540. 6/83

**FOR SALE: 1960 INTL. 190 ENGINE** overhauled May 1983. Very nice cab & chassie. Tight & sturdy. 2 axle dr. Make nice water trk. See by appointment. Ivan Heater. Ph. 702/972-0576. Reg. #1855369. 6/83

**FOR SALE: TWO HOUSES** on two lots in Meeker, Colorado. Trade for property of same value in Utah out of city limits. Prefer Provo area. \$85,000. Warren J. Wallers, 970 6th St., Meeker CO 81641. Ph. 303/878-9143. Reg. #0848982. 6/83

**FOR SALE: 1951 CHEV. tractor** w/20' dump trl \$2000. 10 ft. drag disc \$550. 9N Ford tractor \$1950. 48" backhoe bucket \$250. W. L. Maddox, 17311 S. Mercy Springs, Los Banos CA 93635. Ph. 209/826-0684. Reg. #1043556. 6/83

**FOR SALE: 1980 TRAILMOBILE EQUIPMENT** TLR, like new, 3 axles, 6 tires, ramps, elec. brakes. 8' wide outside, 6' wide bet. tires. \$2950. Elec. motors \$12.50 & up. Intl. 13" pressure plate & disk, new \$25. Lawnmower \$10. Leslie E. Mulhair, 97 Southridge Way, Daly City CA 94014. Ph. 415/333-9006. Reg. #154371. 6/83

## 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.

## Newark OK's \$7.3 million for streets

Two street construction projects worth more than \$7.3 million have been approved by the Newark City Council.

Council members, with Councilman Louis Cortez absent, voted unanimously for a project that would open 150 acres for new industrial development. They also voted for improving streets in the older section of the city.

The project, which will extend more than one mile, will cost about \$7 million. It will run from Central Avenue west to Willow Street, which would be widened to Enterprise Drive.

The project would be paid for by assessments levied against the nine property owners on the undeveloped site. Those assessments eventually would pay off bonds over a 15-year period.

Several representatives of the property owners were at the Council meeting; none protested the plan. Mayor David Smith, pointing out that it was the largest assessment district in the city's history, said "This will really open up another area of the city to needed expansion."

The assessment district was requested by Cabot, Cabot and Forbes of Boston, which wants to build an industrial park on 80 acres it owns there. FMC Corp., which owns about 20 acres, have the largest holdings of the other property owners in the area.

The street work was to get under way this month and be completed by the end of the year.

The Council also agreed to spend about \$355,000 in federal money to improve streets in the older section of the city.

Those projects will be paid for partially with assessment district bonds. The federal money will pay most of the cost, with the homeowners paying just for the cost of installing curbs and gutters in front of their homes. The cost to each homeowner will be \$735 to \$1,500.

# 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.

## June

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

## July

12th Eureka: Engineers Bldg., 2806 Broadway  
 13th Redding: Engineers Bldg., 100 Lake Blvd.  
 14th Oroville: Village Inn, Oroville Dam Blvd.  
 21st Fairfield: Holiday Inn, 1350 Holiday Lane  
 27th Honolulu: Kalihi Waena School, 1240 Gulick Avenue  
 28th Hilo: Kapiolani School, 966 Kilauea Ave.  
 29th Maui: Kahului Elementary School, 410 S. Hina Ave., Kahului

## August

2nd Stockton: Engineers Bldg., 1916 N. Broadway  
 4th Sunol: Sunol Valley Ctry. Club, Hwy. 680 & Andrade Rd.  
 9th Fresno: Laborer's Hall, 5431 E. Hedges  
 16th Sacramento: Laborer's Hall, 6545 Stockton Blvd.

## September

1st Santa Rosa: Veteran's Bldg., 1352 Maple St.  
 7th Salt Lake City: Engineers Bldg., 1958 W. N. Temple  
 8th Reno: Musicians Hall, 124 W. Taylor  
 22nd San Jose: Labor Temple, 2102 Almaden Rd.

## 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.

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# New AGC Master Agreement

(Continued from Page 1)

Despite these obstacles, the Local 3 negotiating committee was able to negotiate an agreement that provides:

- No wage cuts in any of the 46 Northern California counties.
- A five percent guaranteed increase each year for the second and third years of the agreement, plus cost-of-living adjustment.
- Language which will eliminate non-union subcontractors on most jobs covered by the agreement.
- Language which will offer greater protections for work already covered by the agreement, as well as offering additional work opportunities for the membership in low work areas.

Contracts negotiated thus far with the other crafts and local unions, by contrast, do not offer nearly what the Local 3 agreement provides. Here is a brief comparison of other agreements that have already been negotiated.

- Operating Engineers Local 428 in Arizona was offered a "take it or leave it" \$3.50 an hour across-the-board cut in wages and fringes, which was accepted.
- After initially refusing a multi-craft agreement and having nearly every AGC contractor withdraw from the multi-employer bargaining unit, Operating Engineers Local 701 in Oregon finally accepted a two-year wage and fringe benefit freeze with COLA only in the third year.

Extensive relaxation of work rules was accepted and there are no oilers on any equipment under 25 tons.

- Effective January 15, 1983, the Laborers took a \$1 per hour cut in the 40 non-Bay Area counties, which will continue until June 16, 1984. In the second year of the agreement, the Laborers get back the \$1 an hour they lost, plus COLA and on the third year they receive a \$1 an hour increase plus COLA.

An \$8 per hour classification was also added to the Laborer's agreement.

- Effective April 1, 1983, the Cement Masons accepted a \$1 per hour cut in all 46 northern counties, which continues until June 16, 1984 when they receive COLA only, if applicable. The third year of the agreement, they also get COLA only. There are no guaranteed increases.

Unofficially, the Construction Teamsters settlement is reported to be a first year freeze with a \$1 per hour increase in the second and third years. Overtime is time-and-a-half, except on Sundays.

"In view of the problems we faced, the

negotiating committee feels strongly that we settled on the best contract that was possible at this time," Stapleton said.

"The strong support given by the membership for the new contract indicates that our members are aware of the challenges we face and are willing to do their part to keep our employers competitive.

"At the same time," Stapleton continued, we have held the line against any major take-aways and have sent a clear signal to the employer that we do not intend to give up the wages and key working conditions that separate our union members from the scab worker.

## Summary of new contract

(Continued from Page 1)

terms and conditions of the agreement, with no exceptions. This provision will eliminate non-union subcontractors from construction jobs.

- Saturday Make up Day, which was negotiated into the last agreement, has been deleted entirely. All Saturday work shall be at the applicable overtime rate.

Excluding work performed under the steel erection and piling sections, all overtime except Sundays and holidays will be time and one-half.

- An employee may be changed between classifications and pieces of equipment provided any piece of equipment the employee leaves is operated only by an employee covered by the agreement.

Tool insurance has been increased from a maximum of \$3,000 to \$5,000. Added to the list of special tools to be furnished by the employer are box and open-end wrenches over one inch.

- Local 3 and the AGC will monitor the effectiveness of the agreement during the term of the contract. If necessary, modifications may be negotiated into the agreement in specific geographic areas or types of work in order to protect existing work covered under the agreement or to recover work that has been lost to non-union employers.

Any changes, however, will not be implemented unless they are ratified by the affected membership.

## Work is moving in Santa Rosa

Work is just commencing to move in the Santa Rosa area after the longest rainy season ever experienced, reports District Rep. Chuck Smith. "The dirt is starting to fly and the contractors, as well as the Brothers, are starting to smile. There are some good jobs going at the present and we hope to put all of the Brothers to work very soon.

"We will be calling the Brothers in Lake and Napa Counties to set up some meetings pertaining to the Homestake Mine situation," Smith continued. "It is very important all of you attend, and bring your friends as will since it effects everyone in the two counties.

There is a lot of overlay work to be done in the district, as well as street and road work. Brother Bob Tusi, Foreman for Ghilotti Bros, reports that they have quite a bit of work in the area, including

the Hewlett-Packard job in Rohnert Park, which is just over \$1 million.

In The Geysers Kiewit Pacific is moving dirt at NCPA #3 and have just been awarded the site work for PG&E Unit #20, reports Business Rep Bill Burns. After this rough winter Piombo Corp (also at The Geysers) has acquired some extra slide work on their job on PG&E Unit #6. Pete Baretta has moved back on the DWR South Geysers Project to get the site work done so Townsend & Bottum can commence work.

The Sonoma County Board of Supervisors has reached an agreement with PG&E to spend \$10 million on the South Geysers Rd over the next 10 years.

Pacific Western is getting started on its \$3 million road and bridge job on Hwy 162 just east of Covelo.