MUCH OF THE RESPONSIBILITY for the success of the semi-annual meeting of the Western States Conference of Operating Engineers, held in Phoenix on Dec. 12 and 13, must be given to the brothers pictured above. Shown are: seated, L. R. Laws, president of Local 1283; Int'l Third Vice Pres. John J. McDonald; Int'l Sixth Vice Pres. Victor S. Swanson, now president of the Conference; standing, W. A. (Jay) Local 428 manager; Int'l Secy. A. E. Egan, outgoing secretary-treasurer of the Conference; Int'l Trustee L. E. Egan, new vice president of the Conference, and Int'l Trustee H. H. Herbolsheimer.

Not in the group is the incoming secretary-treasurer, P. A. Judd, Local 12 secretary, who was absent because of a death in his family.

GUARD YOUR INSURANCE-PAY YOUR DUES ON TIME

By VICTOR S. SWANSON, Local Union Manager

It would be truly a pitiful thing if any great number of brothers in our Local Union had to be told why they should pay their union dues.

With the exception of that small number of individuals you will find in any place or any organization that will take a "free ride" whenever they can get away with it, most of our members, I am certain, know that in order to have an organization which serves them and protects them they have to pay the freight.

But it is true, and it is sad, that some of us—too many of us—have to be told why we should pay our union dues on time.

To these brothers I want to address an urgent appeal to keep their dues paid up at all times and not to fall out of good standing for even a few days.

There are all sorts of good reasons for that—all of the reasons why it is necessary to have dues at all. But I want to talk now about the one reason that should be of direct, selfish concern to every member—the protection of his rights in the Death Benefits paid by our International Union and in the Burial Expense Fund of Local No. 3 in which many of our members participate.

As you know, the International Constitution provides that 25 cents out of each of your monthly dues payments goes into a Death Benefit Fund. From that fund a set scale of benefits is paid to the beneficiary or beneficiaries of every brother who is fully paid up in dues and assessments at the...
time of death and who has been in continuous good standing for at least six months.

All of the conditions and rules governing these benefits are set in the various contracts which make up the International Constitution and in our Local By-Laws.

The all-important rule in both cases is that in order for anyone to be eligible for these benefits, he must be a good standing member of Local 3 for at least six months of the time of death.

In practical terms, therefore, whether your pay or your dues on time can mean the difference between no death benefit at all, the lowest amount, and the full amount you would be entitled to on the basis of lifetime membership in our organization.

Similarly, for those who participate in Local 3's Burial Expense Fund, when a member lapses he has to pay the $5 assessment before he can be reinstated, and even then it will be too late if he has the insurance which the fund was established to give.

These are costly, and in some cases tragic, penalties to pay just for being late with your dues on time. They may seem to some of you unfair, but they have been set after many years of study and consultation, and the full amount you would have been entitled to on the basis of lifetime membership in our organization.

The same holds true of our International Constitution and our Local By-Laws have these same rules defining these funds.

As officers of your union, ruled by the Constitution and By-Laws, we can't be more specific because of the secrecy and discretion and no choice in the handling of death claims. So have to go by the book.

The brothers have always kept his pay dues paid, and just this once he slipped. Why can't we just overlook it, or back-date the payment? To see what the International Constitution has to say to this point:

"ARTICLE XX, Section 12. . . Any Financial Secretary of any Local shall be able to alter the dues book of any member or members on advancement of the dues book, and all other accounts and books of the Local shall be open to inspection by each member, and the same shall be kept up to date."

You can see what that does—it absolutely ties our hands.

The only thing we can do is what I am trying to do now—impose on each and every brother to Local 3 the importance of keeping paid up and in good standing at all times.

This is truly one instance where you can get something for nothing. The dues and assessments have to be paid. The Business Representatives are not going to be lenient in this matter. The dues and assessments must be paid. The only way to keep the Business Representatives of Local 3 in front of the membership is to have a good standing member of Local 3 in front of the membership.

In my opinion the better you do your job, the more you are going to be helped by the Business Representatives. They are going to see to it that you are not going to be penalized for the omission of one instance where you can get something heartfelt sympathy to his family for the few dollars he left to them.

For our part, we are going to do everything we can to help you get this problem solved. That's why we're here, and that's why we're in business. We want to see that our members are properly taken care of. That's why we're in the business of the Brotherhood of恩 successfully carried on. That's why we're here, and that's why we're in business. We want to see that our members are properly taken care of. That's why we're in the business of the Brotherhood of
A union is the sum total of its membership and exists only to provide a united front for the members, but much of the responsibility for accomplishing this task is lodged in the officers who are elected by the membership.

The manner of their election is set in the By-Laws of Local 3.

The following are elected: the President, Vice-President, Recording-Corresponding Secretary, Financial Secretary, Treasurer, Auditor and Clerk.

Also up for election every two years are the seven members of the Local Election Committee.

There are three Trustees and three Auditors who are elected for three-year terms. However, these terms are staggered so that only one position in each category is voted on at each election. This system prevents the domination of the union by any group and service on the part of the Trustees would be the best assurance of the soundness of the policies and properties of the local, and of the good faith of the officers and other representatives of the interests of the union.

The Local Union Manager is elected by the membership at large.

Each of these officers is an elected official. The ballots are prepared and served on the members of the Union at large. The ballots are kept sealed in the envelopes in which to cast them. The method of counting the ballots is prescribed in the Local 3's jurisdiction.

The ballots are counted and the results reported by an Election Committee.

The member also gets a stamped envelope in which to cast his vote. The ballots are kept sealed in the envelopes until they are counted. Any member, by a request to the Local Manager, can have a copy of the election results.

The member also gets a stamped envelope in which to mail his ballot to the Local Manager in the main post office in San Francisco. This box is not opened until after the votes have been counted in a majority of the members of the Election Committee.

Any candidate for office can be present during the counting of the ballots. If the member who mailed out a ballot was again when the ballot is counted. The ballots are then counted and the results are announced.

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San Jose Sees Wet Month

By M. O. ("Chick") Murphy and A. J. ("Buck") Hope, Business Representatives

Well, brothers, this being our first issue for 1953, we will take this opportunity to wish all of you a happy and prosperous New Year. Let's hope that this one will be even better than the past.

Now, as for what is doing rains are having and trouble in the mill. Copper producers in the northern intermediate zones.

AFL CIO GROUP WINS ANACONDA VOTE

Operating Engineers Local 3 was one of four AFL unions which joined in a recent effort of the Nevada Industrial Council (AFL-CIO) to win a major election last month at the Yerington Copper Corp. In this contest, the group won by a ratio of almost 2 to 1 over the United Students, CIO, in the vote for safety representative.

The AFL's victory was certainly unexpected in a region where the U.S. Steel has reaped big victories in the past.

The Yerington property is an open pit copper mine which is still being developed. Copper ore is being extracted and stockpiled for use as is, to be part of the development of the property.

When completed and in full production the Yerington plant at $25.00 per day at the mill which is 21/2 miles within the inappropriately named zone.

NEW RATES FOR STEEL ERECTION

An increase in the rates and an allowance for absences have been approved by the Construction Industry Stabilization Commission for work in steel erection in northern California, northern Nevada and Utah.

The new rates will be in effect for work done on steel erection projects and will be effective January 1, 1953.

The new rates were authorized on the joint petition of Operating Engineers Local 3 and the Iron Workers Local 561.

A new year's present for members of Local 3 who are employed by the Granite Copper Corporation, as announced by L.E. Simon, District Manager, Dec. 31 by the Construction Industry Stabilization Board.

The board approved the time payments for Operating En-

ergists engaged in such work on the job at $1.00 per day for the two

The travel plans for all employees who have been hired by the Pinto Valley Copper Corp., were announced by R.A. Alcaraz, member of the board of directors, January 2, 1953.

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ENGINEERS' NEWS

Looking into Cloud Ball—Work Will Be Good in '53
By AL CLEM, T. B. REYERSON, LOUIS SOLARI, L. L. LAUX
and JOE RILEY, Business Representatives

The beginning of the year is always a time when we are all
tempted to take a look into the future and make predictions
of things to come. Without undue optimism, it is safe to pre-
dict, however, that the coming year will be another good year
for the membership working on a variety of construction
projects.

When the year 1952 ended, there were 2,500 men
employed working on 337 construction projects. This year
it is estimated that 3,000 men will be employed on 400 con-
struction projects. This means that the heavy building
activity will continue at a high level throughout the year.

In the San Francisco area, the pace is expected to be rapid
and the work will continue on a large scale. The construction
of the new San Francisco International Airport will continue
and many other large projects will be started.

In the Los Angeles area, the construction of the new
International Airport will also continue and many other large
projects will be started.

In the Sacramento area, the construction of the new
State Capitol will continue and many other large projects will be
started.

In the San Diego area, the construction of the new
University of California Medical Center will continue and
many other large projects will be started.

In the San Jose area, the construction of the new
State Highway Department building will continue and
many other large projects will be started.

In the Oakland area, the construction of the new
State Office Building will continue and many other large
projects will be started.

In the Stockton area, the construction of the new
State Penitentiary will continue and many other large
projects will be started.

In the Santa Barbara area, the construction of the new
State Library will continue and many other large projects will be
started.

In the Redding area, the construction of the new
University of California Branch Campus will continue and
many other large projects will be started.

In the Stockton area, the construction of the new
State Hospital will continue and many other large projects will be
started.

In the Stockton area, the construction of the new
State Prison will continue and many other large projects will be
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In the Stockton area, the construction of the new
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CONTRACTORS KEEP SOME MEN
FOR EARLY WORK IN SPRING

"Old Man Winter" has been very jealous, with several of our contractors hanging on to some of the early work by the
end of last year, before the construction season begins. Gobins & Reed just landed a big job in Salt Lake which is being
employed on several of our projects and is in that excellent condition. The weather has continued as it has in the past.

New developments in the road area are continuing this week. The City of Logan and their hot plant at Provo, are

SCHEDULE OF MEETINGS FOR CONSTRUCTION, LAG CO.,
Sand and Gravel, Iron Ore Mines, Vitro Chemical Co., and Kennebeck Copper Co.

Kennebeck Copper Co. Members: All called meetings in February.

The Board members are:

Monday, Feb. 19, 1953, 3:00 p.m.: Labo. Co. members, Opening Engi-
neering.

Thursday, Feb. 21, 1953, 6:00 p.m.: Sand, Gravel and Construction man-
agers, Engineers' Ball, 1953 South Main St., Salt Lake City.

Friday, Feb. 22, 1953, 7:30 p.m.: Labor, 141 West 1st Nth, Provo.

Kennebeck Copper Co. Construction meetings.

Labor, Temple, Ogden.

February 19, 1953.

Iron Mines, Sidewalk Co.,

Hotel, Cedar City.

SCHEDULE OF STATE ROAD MEETINGS

Wednesday, Jan. 27, 1953, 7:10 p.m.: Labor, 141 West 1st Nth, Provo.

Tuesday, Feb. 9, 1953, 7:30 p.m.: Commercial Club, Roosevelt.

Wednesday, Feb. 10, 1953, 7:30 p.m.: Engineers' Hall, 148 South Main St.,
Salt Lake City.

Thursday, Feb. 11, 1953, 7:30 p.m.: Hotel, Cedar City.

NEWS FROM THE MINES AND SHOPS

PUSH FOR EARLY Wage Approval

The Kennebeck Copper Co. is now back in business. The company, which was closed down because of the strike, has

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We expect to start negotiations with the Anaconda Copper Mining Company during the first week in February. The three-month period for negotiations closes March 15. Meanwhile, the employment picture is good, as indicated by the Anaconda Copper Mining Company employment figures for the month of December, which show an increase of 4,700 workers over the same period last year. This is a significant increase, reflecting the rising demand for copper and other minerals in the market.

The National Labor Relations Board has certified the Copper Union as the bargaining agent for the Anaconda Copper Mining Company employees. We expect to get a good agreement from this company.

However, the situation is different with Bunker Hill and Dome mining properties. There is a long history of labor unrest in this area, with frequent strikes and other labor disputes. The company has a reputation for being difficult to negotiate with. They have a long history of non-compliance with labor laws and have a track record of frequent lockouts and work stoppages. The union is concerned about the treatment of workers and the working conditions.

Bro. George Miller has given a call to the members of the union to come together and prepare for the negotiations. He has also called for a special meeting of the union members to discuss the issues and strategies for the upcoming negotiations. The union is seeking to improve working conditions, safety, and benefits for its members.

* * *

The labor relations process can be complex and challenging. It requires patience, persistence, and a strong commitment to the principles of justice and fairness. The union is committed to fighting for the rights of workers and ensuring that they are treated with dignity and respect.

END OF PAGE 3, CONTINUING ON PAGE 4.
Field Surveying Report—Welfare Plan in Contract For Pacific Mill Draftsmen

By AL BOARDMAN and HILL MABARAN, Business Representatives

Agreement has been reached with the Pacific Manufacturers of Sons of Santa Clara on the field covering mill draftsmen. This contract is for the year 1963 and terminates on Jan. 1, 1966. A wage opening clause effective in May covers the possibility of a sudden rise in the cost of living. The company agreed to pay into the Operating Engineers Local 3 Welfare Trust Fund the sum of $30.00 per month for each employee. The trust fund will issue each and draftsmen to the following extent:

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Life Insurance
Health Insurance
Accidental Death
Hospitalization
Dental Benefit
Vacation Pay
Amenities (per trip)
Mileage Expense
First Visit, Hospital
First Visit, Accident
Second Visit, Inoc.
Surgical Expense
Laboratory and X-Ray

This also includes an additional wage increase based on the increase in the cost of living index.

After meeting with Napa-Solano Civil Engineers & Land Surveyors Association, it was decided that the union would be paid for membership in the Bay Area Association. Rain continues to tie up most of the join in the area.

The governors and legislators of Brother Judd was unable to make it. The conference called for an agreement with the U.S. Bureau of Reclamation in the Sacramento Municipal Utility District. A resolution passed later by the conference calls on the U.S. Bureau of Reclamation to sign the Federal Government Agency to sign collective agreements with local unions. This action includes work performed in the general labor, now having five such agreements.

The conference went on record as: "deciding the Bureau of Recom- mending the motion for all our employees through our collective labor organizations and our local unions to continue their strikes over more money and stricter enforcement of safety reg-

GARFIELD & CO.
Power Shovels — Cranes— Dredges

HERRICK IRON WORKS
18th & Campbell

SLOTE, Inc.

SOUTHERN CALIFORNIA:

Rock Plants Close Down At San Rafael; It's We!

By H. O. FOSS and FRANK LAWRENCE, Business Representatives

Rain still is the top subject in this area, with most work brought to a standstill. Basin rock plant closed down to cut down on the high cost of labor. The men are still on the job.

A resolution passed later by the conference calls on the U.S. Bureau of Reclamation to sign the Federal Government Agency to sign collective agreements with local unions. This action includes work performed in the general labor, now having five such agreements.

The conference called for an acco-

HARRISON IRON WORKS

HARRY PORTLOCK

SOUTHERN CALIFORNIA:

HARRISON IRON WORKS

SOUTHERN CALIFORNIA:

HOWEVER, President I. C. Lane of local 396 visited the dele-

new officers chosen

Of the few agreements of similar

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SOUTHERN CALIFORNIA:
Public utility projects: a city's growth and development

**Daily report of awards for construction**

**Compiled by E. F. Vanevra, Western Newspaper Enterprise**

**DAILY CITY**

Awarded to San Francisco, 50th Ave., San Francisco, $38,077 for street and sidewalk in vicinity of Building No. 996.

**SACRAMENTO**

Awarded to A. Tischler & Son, Inc., 1115 11th St., Sacramento, $10,000 for construction work on project No. 3241, 7th Ave. and 18th St., Sacramento.

**KERN**

Awarded to L. C. Smith, 9th Ave., San Bernardino, $450 for street, sidewalk, and drainage work in city center.

**OAKLAND**

Awarded to M. S. James, 805 Alameda, Oakland, $11,481 for street, sidewalk, and drainage work in city center.

**RICHMOND**

Awarded to Agipor Bros., 1715 Broadway, Richmond, $200 for improvement of pedestrian zone.

**SAN FRANCISCO**

Awarded to Edward R. Bacon Company, 2100 Western Ave., San Francisco, $3,600 for major construction work in city center.

**LAFAYETTE**

Awarded to Blake Bros. Co., 205 S. California Blvd., Lafayette, $625 for construction work on project No. 357.

**BURLINGTON**

Awarded to Blake Bros. Co., 205 S. California Blvd., Lafayette, $625 for construction work on project No. 357.

**BLAKE BROS. CO.**

Producers of Concrete

**BURLINGTON**

Wiring & Burks

General Contractors — Highway and Public Works

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Awarded to San Francisco, 50th Ave., San Francisco, $38,077 for street and sidewalk in vicinity of Building No. 996.

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Awarded to A. Tischler & Son, Inc., 1115 11th St., Sacramento, $10,000 for construction work on project No. 3241, 7th Ave. and 18th St., Sacramento.

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As the new year gets under way, the indicators all point to a good year at this writing we are still being lashed by heavy winds, torrential rains, cold of rain, and snow. Construction progress has allowed a lot of money for highways and county roads in the Redding district. One of the best jobs this season is the work on Shasta Dam. The mills and the power plants are getting along smoothly.

Another good project that should get under way this fall is the freeway, between Project City, California, and Boulder Creek. About three other road projects are coming up in Shasta county and are budgeted to amount to about a half million dollars.

Shasta county has a lot of work underway. In the first three months of this year, there were about 3000 projects coming up in Shasta county, and an estimated 600,000 new jobs will be created in this area. The total cost of these projects is about $50 million.

Another good project near Traver is the construction of a new bridge over Highway 199, from Adin to Rich Creek, California. The project was started by the Indian engineer in Modoc county this coming season.

The same is true of courses of action for good projects coming up this year. There are a lot of projects in Mendocino county, such as highway projects, that are at least a $60 million project. Another good project near Ukiah is the construction of a new bridge over Highway 101.

Another reason for a good job coming up for the year 1952, according to the Federal Reserve, is that there is very good for a lot of good jobs this season, and, of course, the Fourth of July and Labor Day are the biggest developing seasons near Big Bend.

State Labor Laws Protect Workers on Overseas Jobs

You've heard a lot about the "long arm of the law" and have probably associated the idea only with the relentlessly tracking down of criminals. Another side to that "long arm" idea—-one involving protection to working people—-is the work of the last membership meeting of the Union of San Francisco by Bro. Frank Lawrence, member of our local, who is one of the State Industrial Accident Commissioners.

The same is true of our neighboring states, such as the work of the States Industrial Accident Commissioners, as well as the employees and the companies that are being protected by these laws. The same is true of those who have been injured.

The law requires that any worker hurt on overseas jobs, or any other workers hired in California for overseas construction work, be as fully protected by the same laws as all other workers.

The State of California has been working on this problem for many years, and has been successful in getting many of the laws passed that are necessary to protect these workers.

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