

# Remco Strikers Win 7 Per Cent Increase

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## Local No. 3 Pension Superior In Comparison Test

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### Cost Of Living Stipulation In Contract Also

A nine-day strike by 120 operating engineers employed by Remco Hydraulics of Willits, California ended late last month with the ratification of a contract providing for annual seven per cent, six per cent and six per cent raises over the next three years.

The contract also contains a cost of living clause based on the consumer price index which is unprecedented in agreements covering operating engineers.

The strike began Sept. 18 when Remco employees turned down a proposed contract 59 to 41. The proposed contract offered annual six per cent raises over the three-year period and contained the cost of living clause.

Immediately after the proposed contract was turned down, Local 3 requested the presence of a commissioner of the Federal Mediation and Conciliation Service. Meanwhile, striking engineers caused a shutdown of Remco Hydraulics which business representative Bob Wagnon called "99 per cent effective."

Striking engineers were vocal in their criticism of the proposed contract.

"This is the first time Bob Reinhard (Remco Hydraulics general manager) has been challenged about how he runs this place," said Brother Don Albee. "I think he thought that what he was doing was fair with respect to the economy around here. But I think that the cost of living is going to increase twice as much in the next three years as it has in the last three."

Brother Marcus W. Spivey agreed, saying that many of the men felt they had been "burned" on the last contract they had ratified.

"I think what most of the men are interested in is the money in their pocket right now," said Brother Harold Atherton.

One job steward cited the high amount of noise and air pollutants which are part of the job at Remco as partial justification for the higher pay request.

General Manager Reinhard said that working conditions at Remco Hydraulics were excellent and that he felt operating engineers had been foolhardy in turning down the proposed contract.

"I think it was one of the best contracts offered in the state of California, maybe even in the U.S.," he said.

On Sept. 26 negotiations were again opened with the aide of Roger Randell of the Federal Mediation and Conciliation Service. Representing Local 3 were Dale Marr, assistant busi-

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"Serving the men who move the earth!"

## ENGINEERS NEWS

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

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SAN FRANCISCO, CALIFORNIA

40

October, 1973



OPERATING ENGINEERS pull a self-propelled boom-type lifting device out of the excavation of the San Francisco Municipal

Railway after it flipped over, throwing its operator into the 35-foot hole. For story see page 3.

## DIR Official Praises Safety Program

Local 3 has one of the most effective and most advanced safety programs in the world, according to Clifford W. Farmer, principal engineer of the construction industrial unit of the Department of Industrial Relations.

Farmer, who worked closely with Local 3 in implementing its safety program, was interviewed last month at a luncheon of the California Safety Congress and Exhibits held at San Francisco's Hyatt Regency Hotel. Farmer had spoken to the Congress the previous day on the subject of California's new falsework and vertical shoring standard proposals.

Farmer recalled a time when safety programs in California were small and ineffective.

"In those days the injury rate was very high," Farmer said.

"Local 3 decided to do something about it and they thought the best thing to do was to come to the Division of Industrial Safety."

Farmer said that he was assigned to work with Local 3.

"We went to all the district offices and explained the accident picture to the operating engineers, since they are the ones who actually run the equipment," Farmer said.

He explained that operating engineers responded enthusiastically and the program was started.

"The Division kept statistics on the accidents in this craft and it was apparent that the accident rate was greatly reduced," he said.

According to Farmer, after Local 3 had spearheaded safety programs of this type, other crafts began to develop their own programs. During this time knowledgeable people, including

representatives from Local 3, were asked to participate on select committees to develop safety standards for California.

"We continued to work very closely with Local 3," Farmer said. "Where they were unable to bring safety to the job site, they requested the Division to make safety surveys and bring the construction job site into compliance with the safety standards they helped develop."

Farmer praised Local 3 for its stand on several specific safety regulations.

"Local 3 participated in the development of some of the most controversial of safety regulations—those dealing with roll-over protective structures for heavy equipment," he said.

According to Farmer, this was the first set of safety standards for heavy equipment operators in the nation and, as such, it was na-

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### AFL-CIO Unhappy With Pension Bill

By PAUL INGALLS

Several pieces of legislation have recently been developed for nation-wide improvement of employee pension and welfare benefit plans. The most important of these is probably the Williams-Javits bill (S.4), which has been combined with another bill, HR 4200, to form a synthesis. This bill is now in the House Ways and Means Committee. If it passes this committee it will move to the floor of the House for final approval.

According to the AFL-CIO, there are several major problems with S.4. The largest problem is that it fails to differentiate between single-employer and multi-employer plans. The bill does not recognize that multi-employer plans offer built-in advantages and that beneficiaries of these plans, therefore, should not be required to meet the same standards of vesting and funding, since less rigorous standards would provide the same protection.

The AFL-CIO also said that the bill fails to recognize that the value of a Federal termination insurance program is minimal for multi-employer plan participants and, for this reason, participants of such plans should not be required to pay the same termination insurance premium rate as single-employer participants.

With the attention of the nation's legislators turned to pension and welfare plans as a whole it is important that operating engineers know how their pension plan compares with those of other unions.

The pension program of Operating Engineers Local No. 3 offers five basic plans: a normal pension, provided for an engineer who retires after age of 65 if he has at least 10 pension credits without a break in service; an early retirement pension which provides a graduated monthly benefit for engineers who retire between the ages of

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#### ELECTION MATERIAL

Official information governing the upcoming election of officers of Operating Engineers Local Union No. 3 may be found on pages 11 and 12 of this issue of Engineers News. Sample ballots, extracts of pertinent bylaws and other material have been placed on these pages for your convenience. Please read rules governing the election carefully. It is the hope of your officers that you will make every effort to participate in this vital election year.





## Collectively Speaking with Al Clem

Following is a speech given Sept. 23 by Business Manager Al Clem at the Old Timers Day at Rancho Murieta. Story and pictures may be found on pages 4 and 5 of this issue of Engineers News.

### Fellow Engineers and Ladies:

You are here today as the guests of Local 3 and we hope that you like what you see.

You own a piece of this development. You own as much as I or any other member of Local 3, perhaps more. As I look around here, I see many of the old timers who walked the picket lines and contributed to making this organization the great organization that it is today. You are a part of the backbone of this organization, you are the old timers who built the greatest union in the world. It might be of interest to you to note that Local 3 and its membership is the largest construction local union in the world, and that we are very proud of.

This development is a part of an investment program, overseen by a board of trustees with an equal number of employer and employee trustees. All the principal officers of the union are trustees of the Pension Trust, as well as an equal number of employers, so it goes without saying that what you see here today has been concurred in by each and everyone and they have a judiciary obligation to see that the trust money is invested under the responsible man rules.

From the very outset, it was anticipated that this would be a development of which we could all be proud, and I believe that what you see here today will bear this out. Of course, in an organization of over 35,000 people, we do not have all who think alike, so we are aware that we have some dissidents who think differently from the majority. History tells us that people who have invested money in land in California have made good investments and this is very important to each and every one of us. It means that you have a part of the action. As the value of this development increases, it means that there will be, perhaps, an opportunity to plow dollars back into the Pension Fund and help those who are on pension at the present time to get a cost of living increase as you have received in the past.

We must look forward, and not be panicked by the rabble-rousers and the plow jockey actuaries, but instead, heed the advice of the bankers and the money managers and people who make their living in the money market. This investment is the same as if your money would be invested in stocks and bonds. In fact, if the stock market declined, in all probability your return will be greater than had it been invested in common stocks. In addition to this, you have a monument which we hope you will all be proud of when dedicated to Local 3. It has been accomplished by the members of our union who are training to improve their skills that they may earn a better way of living for themselves and their families. So, this development serves two functions—that of upgrading the skills of the members of our union, as well as building something that will be beneficial to the people who participate in our pension plan.

I am as interested in what happens to this development as you are, and after having seen the project, I am sure that all of you will be more than interested in watching it develop and grow, and those who did not avail themselves of the opportunity of being with us today, we hope that when you go home, you will tell your fellow engineers and their wives about this development and explain to them what they are part of.

Let us not be panicked by the bearers of gloom and doom or listen to those people who want to sell this develop-

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## More Pension

(Continued from Page 1)

55 and 65 with at least 10 pension credits; a disability pension, provided for an engineer under age 65 who is totally disabled if he is 50 years old and has at least 10 pension credits or has at least 15 pension credits regardless of age; a pro rata pension, provided for engineers who have not accumulated 35 pension credits under this plan but who have earned at least 10 combined pension credits in this plan and a reciprocal plan; and a basic pension, provided for an engineer who was age 65 and retired with at least 15 past service credits prior to the end of the first year following the contribution date for the bargaining group in which he was last employed.

(The contribution date is a date established for the bargaining group in which the engineer was employed when contributions were first made to the pension fund on his behalf. One past service credit is received for each year before this date that an engineer was employed in Local 3's jurisdiction at specific types of work.)

In addition, a brother may elect to take a lower monthly pension in exchange for the guarantee that a beneficiary he names will receive the total amount of his pension for the remainder of the beneficiary's lifetime.

These programs have been constantly upgraded whenever possible with the result that pension benefits have been increased 160 per cent since 1963. The result is that the amount of dollars expected to be paid to each retired engineer over his expected lifetime far exceeds the total amount of contributions made for him based on his work.

Six improvements of special note came in 1971 and 1973. In 1971 a 5 per cent pension increase for all engineers who retired before 1971 was provided, vesting was reduced to age 45 with 10 credits and the crediting factor for service after the contribution date was raised from 1.8 per cent to 2 per cent of contributions. (In the same year another Operating Engineers local was forced to reduce its credit factor from 2.035 per cent to 1.85 per cent.)

In 1973 credit for each year's work after the contribution date from 1958 to 1968 was raised from \$10 to \$17, the raise to 2 per cent was retroactively adjusted for the years 1969 to 1970 and the maximum credit limit was raised from 25 to 35 credits.

In the area of retirees health and welfare, benefits have been increased at least four times since the inception of Medicare, once for each time Medicare benefits have been reduced. Also, the monthly cost of Medicare for retirees and their wives has been increased by the Social Security Administrator and each time the trustee have agreed to make additional reimbursement to re-

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Otto Sheraske of District 40 and Cy Shephard of District 60 were elected to the Grievance Committees of their respective districts at the regular quarterly membership meetings. Sheraske and Shephard will fill positions left vacant by resignations.

## More Collectively Speaking

ment at a reduced price with a promise of increased pensions. This is not the way our great organization was built. It was built upon trust and confidence and as long as we have trust and confidence we will continue to grow and prosper. Local 3 is known throughout the world for the progressive steps it has taken in the health and welfare, pension, apprenticeship training and the credit union in addition to the wages and working conditions that we have. You, my brother engineers, who are here today are the ones who helped make this possible.

We have approximately 3,695 members on pension. Unfortunately, many who also played a great role in helping to build this project are not here today. We have many members who are still working and building pension credits that continue to play a role in this development, a role of which we are extremely proud. Therefore, let us continue to work together as one big family. Don't let dissidents tear us apart. In the years to come I hope that we can come back here and look with pride upon the accomplishments that have been achieved.

So my friends, and I do consider each and every one of you my friend, I'm looking forward to the day when I can also retire and join your ranks. I hope that I have contributed a little bit to this great organization of ours to make it what it is today. I can say to you that after talking to many of you here today, I am sure that I will enjoy every day being a Sunday.

In conclusion, good luck and God bless every one of you. May you return home better informed and with a greater understanding of what your union has accomplished for you. I thank you.

## World of Work

# Unemployment Insurance Is Not Welfare Or Charity

By PETER J. BRENNAN  
Secretary of Labor

W.B. of Eau Claire, Wis., writes: People are always talking disparagingly about unemployment insurance, often referring to it as a form of welfare or charity. Is it insurance or welfare? What laws govern unemployment insurance programs?

Dear W.B.: Unemployment compensation is insurance. It is paid for by employers as a specific tax on a portion of the wages of workers covered by the insurance. Most of the money goes into a trust fund used to pay weekly compensation to workers during periods of unemployment suffered through no fault of their own. A part of the Federal tax is used to pay the administration costs of the public employment service in each State. The employment services provide free employment aid to workers and employers alike. The first U.S. unemployment in-

surance law was enacted in 1932 in Wisconsin, with the first benefits payable in 1936. The first Federal law providing for unemployment insurance programs was the Social Security Act of 1935. By June 30, 1937, all 50 States and the District of Columbia, had unemployment insurance laws.

Peter J. Brennan  
Secretary of Labor  
U.S. Department of Labor

Dear Sir:

I received the check for my husband's (Henry Robison) insurance. Many thanks. It was handled in such an efficient and courteous way.

I shall always treasure the beautiful bible presented to me.

Sincerely yours,  
Mrs. Henry E. Robison

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# Operator Injured On Muni Construction

A 51-year-old operating engineer working on construction of the San Francisco Municipal Railway was seriously injured October 11 when the self-propelled boom-type lifting device he was operating flipped over and threw him into a 35-foot excavation.

Al Heimiller of Santa Rosa, California, was taken to San Francisco General Hospital with two broken shoulders, a broken arm and extensive internal injuries. His condition is listed as serious but improving.

According to San Francisco Business Representative Charles Snyder, Heimiller was using the lifting device to raise a metal box used to transport men into and out of the excavation. The box was empty but the outriggers which stabilize the crane had not been let down, he said.

"Heimiller reached out with the boom extended and, according to one who saw it, the crane flipped over so fast that he didn't have a chance," said Snyder. "He was thrown out of the seat and fell a good 35 feet before he landed on his back."

Snyder said that the crane turned completely upside down.

"The only thing that saved it from going down into the hole was that the boom hit the ground

and the counterweight hooked on the deck," he said.

Immediately after the accident a passing ambulance was flagged down and Heimiller was taken to San Francisco General Hospital.

In the meantime oil and gas began leaking from the upside down vehicle and the San Francisco Fire Department was alerted. They arrived and began spraying the area with water as a safety measure.

It is not known why Heimiller failed to use the outriggers that would have prevented the accident, but it has been alleged that all Fruin & Colnon employees on the project had been told not to use the outriggers for certain operations.

Dick Butler, Fruin & Colnon business manager, said that he seriously doubted if such an order had been given.

On October 15, the Monday after the accident, a safety meeting was held in which Ed Schlegel of Fruin & Colnon instructed all operators to use outriggers regardless of what was being lifted.

Later that day Snyder returned to the job site and reported seeing two pieces of equipment being run without outriggers.

## Meeting Called To Draw Standards For New Law

Mike Womack, special representative for technical engineers, will be calling a representation of technical engineers from Bay Counties and North Counties survey firms to a unique meeting to help draw standards for the implementation of recent Federal and State law that affects every worker in the construction industry.

The new, rather stiff safety law applying to both employers and employees has been passed by Congress. The State of California has adopted a program approved by the Federal Government and it is now imperative that both employers and employees implement these laws, rules and regulations on the job site. These laws have been passed explicitly for the protection of the employee. This was a labor carried bill and whereas it is a good law and for the right purposes, there still remains the next step of putting it into effect at the job site.

One of two methods can be used. Either hire a whole lot of people at great expense to bird-dog, accuse, convict and fine at a great, great expense or employee and employer sit down together and produce reasonable and practical solutions for the real problems that the worker is confronted with on a day to day basis at his place of employment.

Dale Marr, Safety Director, Local Union No. 3 has suggested that experts from the various entities involved—employer, employee, the union, training staff, legal staff, and a governmental official from the Department of Industrial Relations—come together and draw up implementing procedures which are not just a bunch of words, but which reflect the very real problems and solutions affecting the Local 3 member employee, the worker, for whom the law was designed.

The technical engineer employer, your boss, has avidly agreed to this method of approach. It is contemplated that initially three working sessions will be held. One in the greater San Jose area, one in the greater Oakland area and one in the greater Sacramento area. These will not be general membership meetings, they will be workshops, including technical engineer members who are willing to give of their own time, knowledge, experience and expertise for the best purpose of all technical engineers.

To be effective, unionism is just more than paying the dues and knowing who the business agent is; it can be only that, but it can also be communications and input, a little extra time now and then, which can produce tremendous results.

Labor exists at several levels. We have the international unions who were able to force through a bill at the Federal level to protect the worker. Labor forced through a bill at the state level. You own union can enforce at its level and you, the member, the worker, for which all of this effort has been expended, now have the opportunity to put the frosting on the cake—you can make it work. You are the only ones who can make it work in a practical and reasonable manner for your own protection and for your own best purpose.

# Two Get Appointments To CU Supervisory Committee

Al Clem, Business Manager and Chairman of the Local Union 3 Credit Union Supervisory Committee announced this week that Bob Mayfield and Irving Myerson had been appointed new members to the Committee following the resignation of Bill Raney and Bill Relerford.

The union's chief executive said that, "The Supervisory Committee accepted the resignation of Brother Bill Raney with deep regret and thanked him for his long and dedicated service, however, since Brother Raney is on disability and his continued membership on the Committee would represent a hardship on him, we could not impose on Brother Raney to continue." Bob Mayfield was elected to succeed Bill Raney.

Bill Relerford's resignation followed and Irv Myerson was elected to succeed him. Brother Relerford resigned because the demands of his current employment make it difficult to attend meetings. Clem said that "Although the Special Meeting of the Supervisory Committee was called to deal with several easily resolved problems, it does offer an opportunity for myself as chairman of the committee to give an updated report to the membership on the progress of their Credit Union."

"We find your Credit Union in excellent condition and it is providing more than 18,000 Local 3 members who are participating with outstanding services,"

said Clem. "We have watched this fine service branch of Local Union 3, independent of our Local Union, show the same growth and progress that our Apprenticeship Training, Journeyman Training, Fringe Benefit Service Center, Safety Program, Job Stewards Program, and other membership-service programs have," Clem said, "Many members have commented to me over the years that before the Credit Union was organized, they were never able to save for a rainy day and that over the years the savings they have effected and the availability of low interest loans to Credit Union members has enabled them to fulfill a lot of their dreams."

Clem went on to point out, "Your Credit Union, under the leadership of Treasurer James 'Red' Ivy, has grown from \$250,000 to \$15,000,000. There were 2,900 members in 1964 and there are now 18,000 participating in this fine organization. Loans have been made to members totalling more than \$25,000,000."

# More On Pension

(Continued from Page 2)

tires for these increased costs.

Specifically your local union's retirees health and welfare program offers up to \$1,000 for burial expenses, 80 per cent of major medical expenses up to \$30,000, 100 per cent of vision care expenses (with \$7.50 deductible per usage), 80 per cent of expenses for hearing aids and devices, 100 per cent of non-hospital prescription drugs (with \$1.50 deductible per prescription) and many other benefits designated according to the state in which the engineer lives.

Local 3's pension plan has also been designed to offer what the administrator calls "maximum portability." This is done through the pro rata plan mentioned above. Under this plan, credit for work done is stored and will be married at the appropriate time with credit earned in any other local of the International Union of Operating Engineers. In this way a brother never need worry about losing pension credits as long as he is an operating engineer.

Although the consistent aim of Business Manager Al Clem has been to standardize pension plans throughout the jurisdiction of Local 3, it must be remembered that pensions are still based on individual contracts and hours worked. Regardless of this, pension plans may be generalized and it is in a careful comparison of this generalized plan with those of other unions that Local 3's program truly stands out.

Several pension plans provide for a service pension which allows retirement at any age after 25 years of service. Local 3, however, has decided not to adopt a service pension but to use surpluses to provide a greater credit for work done

after the contribution date. As a result of increasing the crediting factor from 1.8 per cent to 2 per cent as mentioned above the average operating engineer now accrues an annual \$33.56 credit toward his future monthly pensions while members of other unions average between \$15 and \$25. Future retirees will receive up to \$800 per month due to the 2 per cent formula.

Your local union's early retirement pension plan has provisions for yearly increases. Operating engineers who retire early now receive \$328 per month. Other unions do not have this provision for increases and in several years their members will be receiving benefits far below what cost of living increases would dictate.

In addition to the above named advantages, Local 3's pension has these:

Brothers of Operating Engineers Local 3 can retire with 10 credits while members of many other unions must have at least 15 years' credit before a pension is awarded.

Your local union's post-retirement death benefit guarantee plan amounts to 60 monthly pension payments for all types of pensions including disability and pro rata pensions while other similar plans are limited to 36 monthly payments in most cases.

Local 3 pays post and pre-retirement amounts to the spouse or other beneficiaries while other plans pay only to a living spouse.

Other unions allow only one credit to be earned in a year while Local 3 allows a credit and a quarter to be earned in many cases.

The above advantages are now being enjoyed by 3,714 retired operating engineers.

# Allegations Of Discrepancies Cause Rerun Of '72 Election

In the past editions of the *Engineers News* you have probably noticed several articles pertaining to the upcoming election which is now scheduled to be rerun from November 12 through 26, 1973. You are encouraged to check the sample ballot in this edition and to vote for the candidates of your choice.

The election was rerun in 1973 rather than 1975 because objections were filed to the 1972 election alleging discrepancies in the conduct of the election. The Department of Labor was requested to investigate and in their findings they alleged that there were instances of possible discrepancies which might have affected the outcome of the election. On February 15, 1973, the Union was informed of the areas of alleged discrepancies and given a chance to respond. Counsel, Officers of the Local Union and Officers at the International level prepared an answer to the allegations. Finally, during the second week in May, 1973, the General Counsel for the International and several representatives from Local 3 met with the Department of Labor to discuss the allegations. The Department of Labor admitted that some of the allegations had no merit but felt that others could have.

Local 3 representatives returned to San Francisco and the General Counsel for the International subsequently had several meetings with the Department of Labor regarding the allegations. Although both the International and the Local felt there had been no wrongful acts committed, rather than subject the Union to time consuming and costly litigation and the adverse publicity which goes with it of

which there has already been more than enough in the press and since all the officers of the Union are strong believers in the workings of democracy in the labor movement, it was felt that a settlement agreement should be worked out.

A proposed settlement worked out by the International and the Department of Labor was submitted to the Executive Board which includes the six constitutional officers and was approved unanimously. Upon the action of the Executive Board on May 20, 1973 the General Counsel for the International informed the Secretary of Labor that day that in order "to avoid time-consuming and costly court litigation with its attendant disruption of the affairs of the Local Union..." the Union Agreed to rerun the 1972 election.

Machinery was subsequently set in progress for the election of Election Committeemen, Nominations and next month's Election.

The U.S. Department of Labor was created by Congress in 1913 to foster, promote, and develop the welfare of wage earners in the United States, to improve their working conditions, and to advance opportunities for profitable employment.



# Old Timers' Day at R.M. Draws Crowd



BUSINESS MANAGER AL CLEM addresses retired members at the flag raising ceremony of Old Timers Day. Over 600 retirees

defied a gas station shutdown to attend the event held at Rancho Murieta.

Despite a weekend shutdown of northern California gas stations, 647 brothers and their wives attended the Old Timers Day held at Rancho Murieta late last month.

Business Manager Al Clem officiated the raising of a new Local 3 flag and dedicated it to the old timers who built Local 3. Shortly after, seven buses began taking guests on tours of the Rancho Murieta complex.

Many retirees commented on the tours and on Rancho Murieta. Jack Starns of Sacramento said that he had seen many things which had been built since he had been to Rancho Murieta last and Cecil Johnson of Palermo and Verdon Garner of Auburn, neither of whom had been to RM before, said that they were very impressed.

"The bus tour was very enlightening," said Cap Schuette of Antioch. "I learned a lot of things I didn't know before."

Lunch—roast beef, peas and mashed potatoes—was served under a huge 80 by 200 foot tent while guests listened to taped music, including Sacramento business representative Al Dalton singing his song, "Operating Engineers."

The day was keynoted by a short speech by Clem, the text of which may be found in its entirety on page 2 of this month's Engineers News.

Although most guests said that they had no trouble with gas, lube instructor Al Coldiron manned Rancho Murieta's pump and sold gas to those who needed it for 33 cents a gallon.

Many old timers talked about their hobbies and fishing and hunting were the two most popular activities. Several retirees, however, had unusual hobbies. Brother Garner said his hobby was raising chickens and Harry Morris of Paradise, California, said he collects old phonograph records.

"I have about 225 records, all from the 20's and 30's, when I was a kid," said Morris.

Brother Schutte summed the feeling of most of the old timers who gathered at Rancho Murieta.

"Retirement is the best job I've ever had," he said.



TWO RANCHO MURIETA INSTRUCTORS, upper left, hold up the official flag of Operating Engineers Local Union No. 3 that flew over the Old Timers Day celebration. At upper right two old timers compare year cards as their wives stand by. They are, left to right, Marie Crump, John Crump, Walter Drendel and Lois Drendel. Many retired union executives attended



the Old Timers Day gathering, including Vic Swanson (left in lower left photo), 90, past business manager of Operating Engineers Local Union No. 3, and Bill Brown, 79, past president of Hoisting and Portables Local Union No. 59, which later merged with Local 3. Old timers board a bus for a tour of the Rancho Murieta facilities in the photo at lower right.



# Retirees Hear Clem, See Rancho Murieta



THE ICING ON THE CAKE—Business Manager Al Clem addresses the assembled retirees, left, after they finished the cake baked in their honor



by Rancho Murieta chefs, right.

## More Remco

(Continued from Page 1)

ness manager, Russ Swanson, district representative from Santa Rosa, Bob Wagnon, business representative from Santa Rosa and Remco job stewards Bill Voris and Bob Munson.

Negotiations continued throughout the day with the result that another one per cent and several other changes were made in the original contract. Wagnon presented the new contract to members on Sept. 27 and it was ratified by a vote of 90-16.

The men returned to work directly after the contract was ratified.

In addition to the annual percentage increases, the ratified contract provides for a cost of living adjustment based on the Consumer Price Index. The adjustment is made on a semi-annual basis and amounts to one cent per hour increase for each half-point (.5 point) increase in the Index. September of 1973 is used as the base month and the first adjustment will be made in March of 1974.

Additions to the fringe benefits schedule include a 10 cent increase to 45 cents per hour contribution to pension health and welfare, a new 10 cents per hour contribution to pension and a new 5 cents per hour contribution to a fringe option.

Other aspects of the ratified contract which differ from the previous Remco Hydraulics contract ratified in 1970 are:

One and one-half times the straight hourly rate will be paid for all work done over eight hours, up to and including 10 hours, for all work done before a shift begins and after it ends, and for all Saturday work up to and including 10 hours. Double the straight time rate will be paid for all work done after 10 hours.

If an employee is notified not later than the close of his shift on Thursday that he is expected to work on the following Saturday and no work is provided for him he will be paid for four hours at the applicable rate. If an employee is notified as provided that he is to work on Saturday and is subsequently notified on Friday that he is not required to work, he will be paid



AL CLEM spots many old friends among the many old timers who attended the celebration.

two hours at the applicable overtime rate.

When an employee is called in for Saturday work without having been given notice by the close of his shift on the preceding Thursday, he will be paid at least five hours at the applicable rate, unless such work immediately precedes his regular shift and he works, or is paid for, the first half of his regular shift. In this event he will be paid for the overtime actually worked by the hour. All time worked by such employee beyond the first five consecutive hours on Saturday will be reckoned by the hour and half hour.

No employee will lose his seniority for refusing temporary employment (anything less than 30 working days).

Any time the employer terminates an employee's training for advancement as a trainee specialist or as a trainee journeyman a written justification for the termination must be given to the trainee and to the steward.

An employee who has been in the employ of the employer for two years or more shall be entitled to two weeks vacation with pay based upon 80 hours at his regular straight time rate. An employee who has been employed for five years or more shall be entitled to three weeks vacation with pay based upon 120 hours at his regular straight time rate, and an employee who has been employed for 10 years or more shall be entitled to four weeks vacation with pay based upon 160 hours at his regular straight time rate.

When an employee quits or is terminated he will receive prorated vacation pay in lieu of vacation according to a new schedule. Twenty hours credit will be received for three to six months work in the second through fifth year of his employment, 30 hours for three to six months work in the fifth through ninth year of employment and 40 hours for three to six months work in the

tenth or subsequent years of employment. Forty hours credit will be received for six to nine months work in the second through fifth year, 60 hours for six to nine months in the fifth through ninth year and 80 hours for six to nine months in the tenth or subsequent years. Sixty hours credit will be received for nine to 12 months credit in the second through fifth year, 90 hours for nine to 12 months in the fifth through ninth year and 120 hours for nine to 12 months in the tenth or subsequent years.

Vacation pay will be paid at the beginning of the employee's vacation by a separate and plainly marked check.

Employees called for jury duty will, upon furnishing written proof of such service, be paid the difference between the jury duty pay and the amount he would have been paid had he worked an eight-hour day.

All company rules will be posted.

## More Safety

(Continued from Page 1)

tionally recognized. Then, when the roll-over protection standards were written into the Occupational and Safety Act, a representative from Local 3 participated on the nine-man national committee, he said.

"We have 10 per cent of all heavy earth moving equipment working in California and now approximately 90 per cent has roll-over protection," Farmer said.

(For an example of how this roll-over protection saves lives, please see the Cherry Valley Dam report by Mike Jones.)

According to Farmer, Local 3 was instrumental in stopping several dangerous practices, including dry-drilling and the reversing of air in tunnels. Local 3 also led the fight to completely revise safety orders carried on in 1965, he said.

"California also has the most extensive crane safety program in the nation and Local 3 participated in its development," Farmer said.

He added that AB 150, or Cal/OSHA, a bill recently signed by Governor Ronald Reagan, was an excellent piece of legislation and called it "another tool that we really needed."

According to Farmer, California, with the help of Local 3, will probably spearhead the nation in another area of industrial safety: control of the working environment of operating engineers. Farmer explained that this meant air conditioning, noise and dust control in cabs for operators.

He said that Local 3 was now assisting in research and will also help next year when committee work on the new standards begins.

**The Executive Board last month approved honorary memberships for the following retired members: Carmelus G. Owens, initiated in February of 1938 by Local 208A, Gervais Moore, initiated in September of 1936 by Local 45B, Claude L. Youngs, initiated in July of 1938 by Local 45 and Frank Mederios, initiated in February of 1938 by Local 208.**



## Some Classifications Short

# Jobs Going Strong In San Jose Area

By DICK BELL,  
District Representative and  
**BOB FLECKENSTEIN, JACK CURTIS, TOM CARTER, JACK BULLARD and MIKE KRAY-NICK, Business Representatives**

The work picture in the San Jose area was still very good as the month of September drew to a close.

As in most districts in Local 3, finish blade operators and grade checkers are extremely hard to find; there is a shortage in some other classifications also but so far we have been able to fill most of the contractors' orders.

The Operating Engineers Blood Bank is still critically low in the San Jose area. We would like to thank the brothers and their wives who have donated in the past, and also thank in advance anyone who will donate in the future.

Madonna Construction Company was the apparent low bidder on a contract to repair the mud-slide damage caused by last winter's heavy rains in the Big Sur Country. This job promises to be a difficult one due to the steep ground and the danger of slides on the area.

Raisch Construction has eight operators constructing Montague Expressway from Highway 101 across Highway 17 to Highway 680. They'll soon employ more on the same job. Liton Construction does the structures on this project. George Logan cleared for this job on a Handy-crane.

Maurice "Frenchie" Ebollito is steward for Pacific Readymix and works at Mountain View on Bayshore 101. He and wife Gabrielle and daughter vacationed three weeks in Marseilles, France, their former home. They did some European sightseeing too. We went with them to the July 14 Bastille Day celebration in San Francisco this year. Many French-born attend this festivity which was plenty of fun despite language problems. Some CAP Concrete employees were there too. When San Francisco Mayor Alioto speaks to this group, he addresses them in French. That is being a politician.

When called on, we have been attending various public hearings on construction projects in Santa Clara and Santa Cruz Counties. Jack Curtis also attends meetings in Santa Clara County when needed. We're happy to report Harbor View Enterprises won their long battle to build a housing development in Santa Cruz. The affirmative vote came at a joint meeting of the Santa Cruz Council and Santa Cruz Planning Commission. We even attended a State Coastal Commission hearing in Torrance, California on this project. This one will give our brothers a lot of work.

Brother Ray Derting has a serious medical problem. Friends, call the San Jose office, we'll put you in touch with him. Better do it soon.

Armand Herrera and Bill Shutt are with Ken's Blade Rental now. We three worked together some years ago.

Santa Cruz Montessori School children received a gift of sand again. Jim Anderson, Labor Relations Superintendent for Kaiser Permanente in Cupertino got it started. He called Bill Berger, Superintendent of Kaiser, Felton Sand Plant. Bill Ok'd a gift of fifty tons. Pete Kester of Cabrillo Rock and Sand approached Bill Sehorn, who hauled the fifty tons free. Many thanks to all concerned, from all the children and from this writer.

Brother John Dwyer, 15 years in Foil Plant, has left our ranks, and stepped into Kaiser Foil management. He'll supervise in the same Four-Hi area.

Marty Nagel and Jib Wilson do the construction surveying for the McKinley Co. branch office in Burlingame. Jim called just before leaving for Poland; they are laying out two meat packing plants 80 miles from Warsaw. Total jobs are \$65 million. If they let Jim use his camera in Poland, we'll have a full story in the December issue.

Ran into Ace Oxford and Sergio "Jim" Iturralde on an AADCO job in Santa Clara. They're with Shahinian and Rogers, who moved their office to Santa Clara recently. Don Henderson and Dale Nooncaster are with same company.

Well, brothers, it looks like winter is here again, however work in the southern part of District 90 is still going real good at the time of this writing.

Ed Buttler is moving right along with the Salinas Airport job and have started their job on Mety Road in Greenfield which will keep all his men working for a while longer. He also has a few small jobs throughout the city.

Granite Construction out of Salinas has all their crews working plus quite a few men they have ordered from Salinas to King City. They are going along real well on their Natividad Road job and the winery project. They are doing the dirt work in Gonzalves.

Central Coast Pipeline is going along well with their job at the Salinas Airport too, and are putting the finishing touches on their job in Marina. They also have a couple of good jobs coming up that should keep everyone busy for the season. Paul Beek also has all his crews busy and will be starting the dirt work on the New Salinas Convention Center which will be a great help to the community.

The road jobs going on in Carmel Valley are good at the present time. All the contractors, plants and shops are going full swing at present.

Most of the contractors have enough work in Santa Cruz County until the rain or snow starts falling. Granite Construction Company was awarded \$230,000 for widening Highway 17 south of Lexington Dam.

The Rob Roy project on Highway 1 has slowed down a little because of earth slides. According to the Division of Highways, the water forms at the base of the excavation and acts as a lubricating agent. The water wants to move and the earth wants to go

with it. There are over 500,000 yards of muck to move in these slides, but Granite Construction Company says the project would be completed on schedule.

Brothers, as you know, we have been fighting the City Council Planning Commission and Supervisors for work and it is paying off! The last two projects which were turned down several times by the Council have been approved. They were the Harbor View Enterprises and the Convention Center. We know you have read about these projects in the paper. The Convention Center and shopping center will run about \$30 million and will give all crafts some work. So, brothers, remember the ones who voted in favor of the working man and we will put the other ones out of business.

Wheatley Jacobsen, of Palo Alto was the low bidder for construction of the new high school in Morgan Hill with a total bid of \$5,565,900.

The Morgan Hill Unified School District is now advertising for bids for financing the project. Bids will be opened on September 25 and upon the award of a successful financing bid, the con-

struction contract will be awarded so that construction can begin in about 30 days.

A little more than a month ago ground breaking ceremonies were held at the site of the new Evergreen Valley College. Grading for the first unit has been completed and the Carl Swenson Construction Company has a large crew working on the foundations which will form the first cluster buildings. The total cost for this first of several units is over \$6 million. The college is scheduled to open in the fall of 1975.

Leo Piazza Paving Company and Lew Jones Construction Company are making good progress on the Almaden Expressway job between Foxworthy Avenue and Ironwood Drive in San Jose. This is a six-lane widening job, which includes realignment of the Guadalupe Canal plus two bridges over the canal.

All of the local grading and paving contractors are now working their crews long hours and in most cases six days a week to take advantage of the good weather to get as much work as possible completed before winter.

## Eureka District Has Poor Season

By RAY COOPER  
District Representative and  
**GENE LAKE**  
Business Representative

As the days shorten and the leaves begin to turn color another construction season draws to a close on the North Coast. A gentle reminder of what is to come in the next few months fell on Humboldt and Del Norte counties in the form of over an inch of rain in the past couple of days.

Reflecting on the past season, without a doubt, it has been the poorest for the members of Local 3 here in District 4 in the memory of this writer. A few of the brothers have not yet been dispatched to a job this year. On the other hand those members who took advantage of job opportunities available in the other districts report having had a good year. In spite of all recent technological and other improvement in the construction industry the nature of the business has not changed—if you want to work you have to go where the work is!!!

Brothers this is an opportune time to give some serious thought to spending some time at R.M.T.C. this winter upgrading your present skills as well as developing new ones. A few weeks spent there could pay off handsomely for you in the future as it has for many others in the past.

At Cook's Valley on the Humboldt County line Mercer Fraser Company plant is going full bore furnishing materials to various projects in Humboldt and Mendocino Counties.

W. Jaxon Baker Company recently completed the Benbow project and has moved south to

the Red Mountain job in Mendocino County. This was our only major dirt moving project this season.

David R. Wilkins is still keeping most of his crew busy on the Petrolia and Shelter Cove contracts.

Wilkins was also low bidder on the ground water interception trench at Benbow in the amount of \$21,030.

Jensen Drilling has a rig on the south approach of the new Scotia-Rio Dell bridge installing horizontal drains. Another couple of weeks should complete this item.

Malcolm Drilling subbing the footings on the C. K. Moseman bridge project at Scotia has an eye to the sky and for good reason. They are working on the river bar and any raise in the water level is certainly going to have an adverse effect on their operation.

Lew Jones Construction Company is making good progress on their bridge project just north of Rio Dell. Completion date is in November 1973 with acceptance by the State Division of Highways expected sometime in December.

Crescent City is still a bee-hive of activity with Umpqua River Navigation Company working both their inner harbor and jetty jobs. They have the "Mink" a barge mounted whirley crane unloading rock barges and the 4600 Manitowoc placing rock.

Western Pacific Dredging is working six days a week in order to complete their sub-contract on schedule. They have encountered tough digging in the harbor due to rock and all sorts of debris which has been dumped overboard from ships in the past 100 years.

## Nevada Injured Must Report Full Earnings

It is now imperative that Nevada brothers who are injured report their full gross wages when they submit an accident claim form, according to Claude Evans, commissioner representing labor on the Nevada Industrial Commission.

With the passage of new legislation which became effective July 1, temporary total disability, permanent total disability and permanent partial disability benefits are based on the claimant's average monthly wage, subject to a maximum of \$668.

Evans said that pay for travel, tips that are on the paycheck, room and board and any other income received from employment should be reported.

Evans also said that in an attempt to expedite appeals of claims department decisions claimants are now given a special form so that they may make rapid appeals to the Commission.

Copies of the new rules and regulations, claim forms, appeal forms and Occupational Safety and Health Act complaint forms are available at the Las Vegas and Carson City offices of the Nevada Industrial Commission.

Recently two small road repair projects have been let in Del Norte County. The A. J. Construction Company of Smith River was the low bidder of six with a bid of \$51,375 on a project for Del Norte County.

The Route 199 project consists of placing concreted rock slope protection at various locations along a 14-mile stretch of the route. Work limits extend from 3.1 miles east of Myrtle Creek Bridge to .8 mile west of Middle Fork Smith River Bridge, about 3 miles east of Patrick Creek in the north-central portion of Del Norte County.

The California Department of Transportation announced that Ray N. Bertelsen of Marysville was the low bidder on a project to repair a slipout on Route 197 in Del Norte County with a bid of \$39,245. There were 5 bids received.

Erosion of the embankment slope by the Smith River caused the slipout, closing one of the highway's two lanes and creating a 30-foot drop from the broken edge of the pavement to the river below. The location is 5.7 miles north of the Route 197/199 junction, nearly eight miles northeast of Crescent City. To correct the situation, the roadway and embankment will be restored and rock slope protection will be placed to prevent further erosion damage.

In the near future bids will be called for an extension to the Meadow-brook Acres water system, another pipeline project for the Crescent City area.

Don't forget to vote November 6, 1973 as the future of the Butler Valley Dam project will be determined at the polls on that day.





VOL. 3—No. 10

SAN FRANCISCO, CALIFORNIA

October, 1973

## State Fair Booth Draws Crowds Interested In Apprenticeship

By CLEM HOOVER

Another year has come and gone with the State Fair. The attendance this year was quite a bit lower than last year but we still had considerable interest shown at our booth.

The booth was manned again this year by three young men from the Vocational Industrial Clubs of America (VICA). These are fine young people that are sincerely interested in learning about the world of work. I have had the pleasure of attending some of their functions and it is a pleasure to see how well they conduct themselves among the business and political leaders of the community.

The booth is put on by the Affirmative Action Trust each year as a public relations project. We hope in these small ways we can make the public more aware of the efforts by both the contractors and union, including the members, of what is being done in the field of

training for the young people of America. We only wish that more jobs were available in order that we could offer more training opportunities to all the young people interested in learning our trade, especially our members sons who have been trying so long and hard to get into the program. We know there are a lot of good prospective journeymen among them if it were possible to offer them a chance.

The apprentices that are in the program do not fully realize the golden opportunity they have and they should do everything to protect it. One of the ways they can do this is by following the rules as laid down by the JAC. These rules are made with the welfare of the apprentice in mind, although some don't think so, and therefore they are benefiting themselves by observing them. The job situation is critical so every precaution should be made by the apprentice not to jeopardize his apprentice status.

## Rancho Murieta Attendance High

By HUGH BODAM

Employers are working a little overtime this month in hopes of finishing their respective jobs before the rains come, so prepare yourselves for the off season.

We have had a pretty good work season as far as apprentices go. They have had a variety of jobs and have gained a lot of knowledge that I am sure they can put to good use when they become journeymen.

We have had good attendance at Rancho Murieta and all of the apprentices that have attended praised the classroom work and the instruction they have received in the field.

We have again had the apprenticeship booth at the State Fair at Cal Expo and the apprentices attending to the booth have had many inquiries about the program and the training school at Rancho Murieta which has received recognition nationwide.

Fellows, be sure to keep the dispatcher and your coordinator informed of your correct address and phone number. Also stay informed about the activities of your local union. Get acquainted with the business and district representatives in your district and work in your community for the benefit of yourself and your union as it is your livelihood.

## Nevada Apprentices Find Many Projects

By IAN CRINKLAW

The late summer and early fall have been unusually good times for the Silver State apprentices. We have approximately 40 apprentices with approximately two to five on the out-of-work list at any given time. The list has been very lively with no one on it very long.

We have graduated four apprentices in September and we indentured four apprentices in August. Those who are now journeymen are Frank Graham, Andy Peterson, Mike Stair and Willie Richard. These men are to be considered "hands," and with just a little more guidance from their senior brother engineers, as they go along, we're sure they will be a real credit to all operating engineers. By the same token we're sure these newly graduated apprentices will be happy to help some of the greener apprentices through some rough spots and maybe even show them some "tricks of the trade" worth knowing.

We are sure that all apprentices have heard by now that the home areas for dispatching purposes have been re-shuffled in order to make the out-of-work list more fair and equitable for all apprentices—no matter where they live in the State. In essence, the old area four (the eastern half of the State) is now considered area "B". The western half, or the old areas 1, 2, 3 and 5, are all now area "A". The JAC considered this action long and hard and they feel that this is a more just way to distribute the work and the travel that might be involved.

If you apprentices have any questions on this or other JAC matters, please ask and we'll do our best to answer your questions; and if we do not know the answers, which is often, we will find out for you as soon as possible.

## Apprentices at Work In San Jose District

By HARLEY DAVIDSON

Work is holding up very well in the San Jose area.

Approximately 130 apprentices are working and will continue to work until the rains begin. The San Jose Sub J.A.C. has been very busy this year taking care of the problems of the apprentices and they are doing a fine job of it.

The Sept. 6 safety meeting was very successful. One hundred apprentices attended, 20 apprentices were absent and seven were excused. Dick Bell, the new district agent of San Jose spoke to the group. There is one more safety meeting for this year on Dec. 20. It is your duty to attend this meeting so let's complete this one with no absences.

## Apprentice Systems

### Notebook

By JACK H. McMANUS  
Administrator

One of the happier aspects of working in the training industry is to have the opportunity of visiting other areas of the apprenticeship programs to observe the training and the formation of better training principles. It was my pleasure last month to attend a special apprenticeship seminar for the state of Hawaii for Operating Engineers held in the city of Hilo on the big island of Hawaii.

You must bear in mind that the people who attend meetings in Hawaii must of necessity, travel from one island to another and that involves a little bit of money for plane fare as well as the time and the effort to attend these meetings. It was with a great deal of pride that I saw a full complement of both labor and management as well as some employers and apprentices attending the Hawaiian J. A. C. meeting in Hilo.

Jack McManus

Each segment of the industry had the opportunity to express itself in terms of training and what would be best for their portion of the industry. Management, without exception, feels they need better qualified and better trained apprentices resulting in better trained journeymen. The labor people have the same feeling and Harold Lewis, the district representative for the Operating Engineers Local Union No. 3 has requested me to indicate that this need is as strongly felt with the labor representatives as it is with the management representatives. It is badly needed from labor's point of view. When an employee who has signed the out of work list as a journeyman eventually is eligible for dispatch and he is assigned a classification that he believes or would like to operate in, and then the good employer calls for a man to operate a particular piece of equipment that the man on the top of this dispatch list has really had no experience, experience in operating, but he does need the money, does need the job badly and says, "I'll give it a go—all they can do is fire me." He then goes out on the job, fails miserably, may damage the equipment or create an accident or a hazard and the employer, of necessity, must terminate him. Lewis says that this then falls back and reflects upon the union for dispatching an unqualified man to a job and there is no way he can determine that this particular man has had the experience on that piece of equipment and can do the job.

This seems to point up the entire problem throughout the industry that it is the obligation of the labor organization to supply competent qualified help and is the obligation of the employer to determine that that man is competent and qualified to do the job that he has been assigned to do. And while we are talking about assignment of jobs, it is the assignment of the training program to train people to do those types of jobs. We, the employer and the labor organization are charged with the responsibility of training those operating engineers to do a job competently and skillfully and safely. You cannot read a book nor view a TV screen or look at some pictures and then become an operating engineer because there is no substitute for training and experience. That brings us to the word we are all interested in, TRAINING.

Training is a work experience accompanied by related supplemental training that allows you to have more knowledge, to gain more experience and can best be summed up by some of the trite and obvious slogans as, "The more you learn, the more you earn" and secondly, "The more you know, the higher you go." And on and on, concluding with, "The better the scholar, the bigger the dollar." Now these all refer to the potential earning capacity that you, as an operating engineer, will enjoy if you acquire the proper training and skills in the proper manner and we believe that apprenticeship is the only proper manner to train operating engineers. People continually tell me there is no need for a training program because there are literally thousands of people out of work and this can, in part, be true—but I'll cite two examples I believe could convince even the great Sphinx in Egypt. Number one, as an old-timer I looked into the International Union magazine called the "International Engineer" and on the pages listing the deaths from the various local unions throughout the United States, this month I found four of my friends. Their names were there and they have passed on to another reward. This points to the fact that attrition rate is growing alarmingly in this industry because Local Union No. 3 increased by leaps and bounds particularly during the war years of 1942 to 1946. My second premise still reflects those war years and as one of the volunteers for the Sea-Bees (known as the Construction Battalions) in World War II, it has been increasingly apparent that the skill and knowledge and the building construction industries must remain with the operating engineer, because in the event (and history has always borne this out fairly well) that national emergencies must be met at all costs. As an ex-Sea-Bee I believe the construction industry met their commitments in years gone past and we should have the same commitment and the same type of people available for the future and I am sure that is what we are all interested in.

With respect to those apprentices in California that are in one of the following branches either universal equipment operator, grading and paving operator, piledriving branch or steel erecting branch, it is important that you continually check with your area coordinator each month, either in person or by telephone, and chat with him for a few minutes to make sure that your hours and your position is abundantly correct. I would be less than honest if I may fail to tell you that we are experiencing difficulty in the recording process as required under the court order. In many instances the minus hours conflict with the plus hours and the plus hours plus the plus hours conflict with the minus hours and it is, therefore, important that you check as often and as frequently as possible with your area coordinator for your correct status.

See MORE NOTEBOOK, Page 10





"I've traveled pretty much over the areas during my 27 years in the union," said Ken Waldron, age 50. "Then I had a problem that made it necessary I be at home each night. That cut down the hours I worked last year and I had to do something." Ken's need to remain close to Sacramento meant taking more short-term jobs with a greater variety of equipment. He's at RMTC learning to operate a trencher and back-hoe to add to his previous experience as an oiler, diamond drill rigs, and black-top. And besides these machines he'd like to add some experience on pipe-laying.

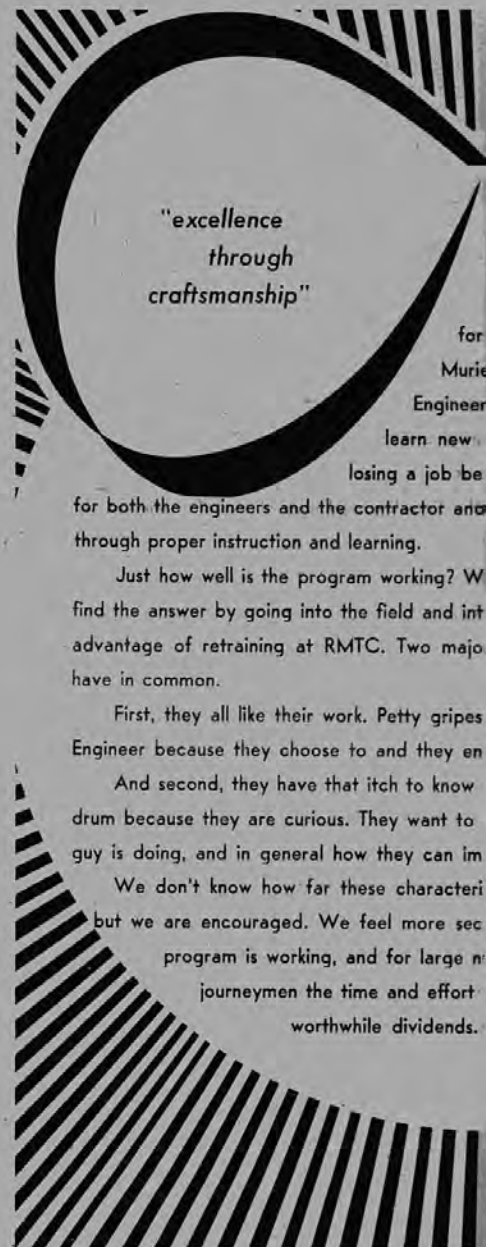
"Not enough work for the crane," said Leon Pettitt, age 40, as his reason for going to RMTC. Starting as an oiler in 1956 and working drag-line and scrapers over the years in several major dam projects, Leon found himself dependent on work only when the crane was in demand. "The more you know the better," and at RMTC he learned the loader, back-hoe and got his Class 1 license. Now he feels he has increased his job classification so that should afford a better chance of keeping busy all year, without traveling too far from his Oakdale home. Leon is looking forward to more hours, and planning to go back to RMTC.



"We (operating engineers) make our own conditions," said John Gilincur, age 62, who can be found working daily on the Golden Gate Bridge. A 26-year member, John broke in during service in Alaska. For 17½ years he worked in Saudi Arabia, Liberia, Casablanca and Northern Africa, returning to San Francisco in 1954. "Most of the equipment we had overseas was old and worn out. It was junk. Back here everything had pretty much changed and I had to pick up on a lot of new equipment." A stint at RMTC on dozers and back-hoes with a little work on the crusher helped. And John admits if he goes back to RMTC he'd like to pick up more on rubber equipment.



Bob Dalton, age 42, retired from the Air Force last May after 20 years in the service operating dozers, fork-lifts, and blades. He compares the Service training on equipment about equal with the kind of training at RMTC and he's known them both. But apparently the civilian world of work is a little different because he sought out additional training right away. Working out of the Vallejo job placement center mainly on the fork-lift, he is expanding his experience on universal equipment.



"excellence  
through  
craftsmanship"

for  
Murie  
Engineer  
learn new  
losing a job be

for both the engineers and the contractor and  
through proper instruction and learning.

Just how well is the program working? We  
find the answer by going into the field and into  
advantage of retraining at RMTC. Two major  
have in common.

First, they all like their work. Petty gripes  
Engineer because they choose to and they en

And second, they have that itch to know  
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guy is doing, and in general how they can im

We don't know how far these characteri  
but we are encouraged. We feel more sec  
program is working, and for large n  
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worthwhile dividends.

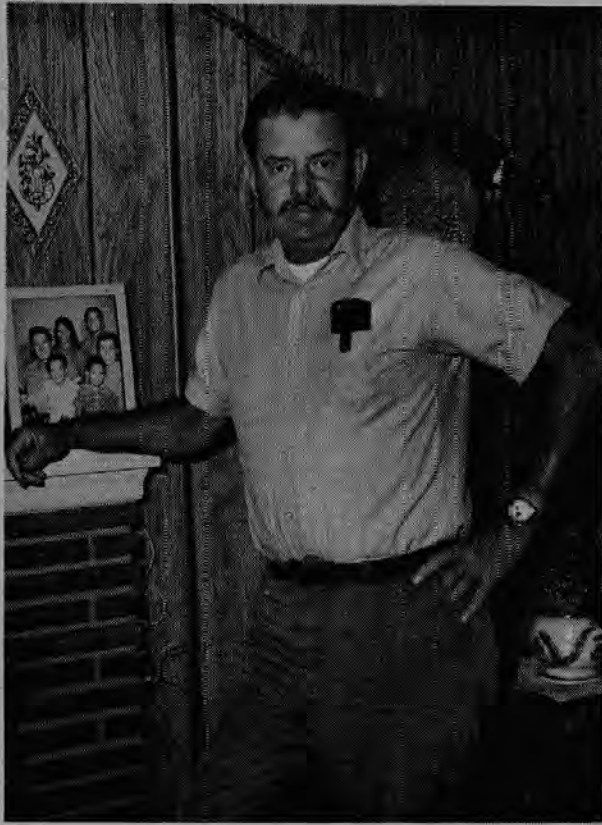


Jerry Tobin has been a member of the Operating Engineers Local No. 3 since 1968. He feels that it was "a struggle to get in, and he is darn proud to be in." He has predominantly worked around the Oakland area, with some time around San Jose. He is currently working on the Moraga project, operating a Euclid T.S. 14 scraper. Jerry's primary skill was surveying. That is, until he attended training and upgrading at the Rancho Murieta Training Center in the early part of 1971. At RMTC under the able instruction of Wendy Phillips and Grady Dean, he feels that he learned the basic fundamentals of operating a scraper. He further feels that Rancho Murieta is the place to learn, as you aren't under the constant pressure of getting fired for the mistakes you're inadvertently going to make. Jerry Tobin feels that he is "his own man," and decides for himself. He doesn't believe in a lot of things, but does believe in training and upgrading at Rancho Murieta. Jerry wants to go back to Rancho Murieta this winter so that he can further upgrade his skills and increase the saleability of his services.



All the way from Hawaii to Northern California came 57-year-old Joe Santos from his home in Hanalei about 40 miles from Hilo. After giving up the sea to stay with his family, Joe began operating equipment in 1939. Considered a top hand on the blade, Joe had nothing but praise for the RMTC instructors who are teaching him to operate the paddle-wheel and back-hoe. "A guy might think he knows everything there is about a backhoe until he comes up here (RMTC) and these instructors can show you things you've never seen before," said Joe. "We don't have the chance all the time and must take advantage of opportunities like RMTC when it comes." Sometime in the future, Joe wants to come back and learn other equipment.

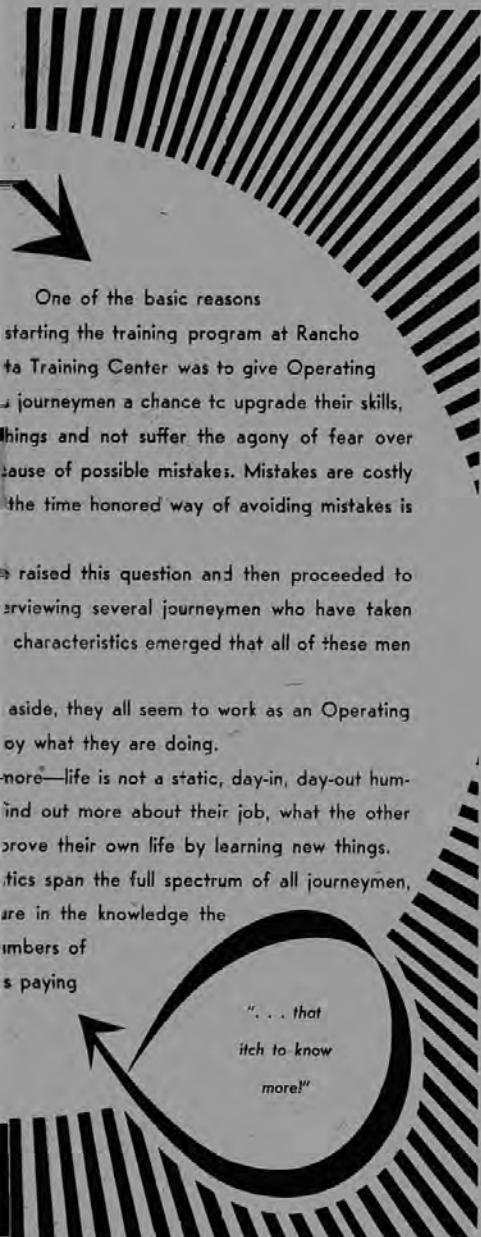




Back in 1969 when RMTC was first opened, Dan Johnson, age 44, tried out the training by signing on as a journeyman trainee for technical engineers. Becoming an operating engineer in 1948 after learning equipment in the Army Engineers on the dozer, scraper and shovel, he has expanded his horizons to other classifications and chose surveying because, as he said it, "the more he (an operating engineer) knows on a job the better hand he'll make." This curiosity had led Dan to the Oroville Dam, Trinity Dam and Beale AFB and a variety of jobs such as grade checker, water wagons, blades, scrapers, and dozers and even working in a plant once. Dan sees learning as a way to improve himself from the days he worked as a "laborer as a kid on a hand shovel and saw a dozer and the size bite it took," and he decided, "that was the thing for me." A flying hobby, complete with commercial pilot's license, has Dan looking to buy an airplane to "travel around the Local more easily," from his Yuba City home.



"Sometimes you know I just want to do something different," explained Bill Lauderdale, age 56. "When they shut down (a plant at the Lexington Reservoir Quarry) for a short time you have to get something going." Bill's answer was up-dating himself on several machines at RMTC. That way he could always find something on a dirt spread. This desire to know more than one job extends back to the days of the Manpower Development Program at Camp Roberts. Bill was there. After 21 years' traveling over Northern California, sleeping in his car, and even a ditch a time or two, he stays close to the San Jose area. And he's working more hours a year.



One of the basic reasons starting the training program at Rancho Santa Training Center was to give Operating journeymen a chance to upgrade their skills, things and not suffer the agony of fear over cause of possible mistakes. Mistakes are costly the time honored way of avoiding mistakes is

raised this question and then proceeded to interviewing several journeymen who have taken characteristics emerged that all of these men

aside, they all seem to work as an Operating by what they are doing.

more—life is not a static, day-in, day-out hum-drum out more about their job, what the other prove their own life by learning new things.

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itch to know  
more!"



The son of an operating engineer, Tony Rivas, age 31, has now completed 12 years as an engineer himself. Starting as an oiler he became an operator and worked a clamshell for 5 years, throughout the northern part of the state. Dispatched from the Stockton job placement center he has settled with his family in Tracy. Then during a slack period he heard about RMTC and gave it a try. He picked up on the back-hoe, loader (both rubber and track) and learned gradechecking. Now he wants to go back for more back-hoe work. He likes the country around RMTC and said the "food and accommodations were much better than he expected."



He's coming back next year because what additional training he has received has increased the number of hours he can get each year, said Libert Goodwin, 33, of Hawaii. A member since 1961, Lee started

as an oiler but the work was scarce. Now at RMTC he has gained experience on the scraper, dozer and back-hoe and expects things to be a lot better.



First starting in construction in 1947, West Brooks, age 47, left the industry for about nine years. He came back to the trade via Pacific State Steel where he commutes from his home in Oakland. He heard talk about RMTC on the job and recognized an opportunity to learn more about equipment. Now he is becoming an accomplished hand on the DB, D9 and the DW 15. West is looking forward to more work.



An eight-year member at age 26, Raymond Ortega of Tracy has been the vacation reliefman most of the time at the quarry south of the city. But work on a pneumatic roller, loader and once in the rinse plant is steady but Raymond has a lot of years ahead to think about. He went to RMTC as a journeyman during a wet period last winter and because of the rain spent about two weeks in the classroom where the instructors lectured on the

various parts nomenclature, and procedures used on several machines. Then he got in two weeks on a drag-line and a scraper. "The instructors really try to help," explained Ortega. "They don't yell at you, which is what I expected." The RMTC experience turned out to be a good thing. Raymond expects to go back secure in the belief he has the opportunity to learn more.



## Scanning The System

By Art Pennebaker  
Assistant Administrator

There is no living in the past. It is comfortable to reminisce about the good old days and to remember those long job with overtime and to wish again for the times when a good hand could choose the job he wanted. But that is in the past.



Art Pennebaker

has been going on.

We now must exist with wage freezes, impounded construction monies, over-enthusiastic environmentalists, and changing construction methods. The world keeps moving and if the operating engineer doesn't move along with it he will stand still while the world moves away from him.

Your union and your employer are fighting side by side for the very existence of the construction industry. The fight goes on not just within the confines of Local No. 3 but at every level of government clear into the highest echelons at Washington D. C. While this vigorous war is taking place another phase of the battle

### THE R. M. T. C. CONCEPT

1. A qualified journeyman possesses a certain number of skills.
2. Those current skills can be carried across to another piece of equipment.
3. Using present skills as a base, new techniques can be easily and quickly mastered enabling the journeyman to add another piece of equipment to those he already operates well.
4. Each journeyman who can operate one more piece of equipment is worth more in income to himself and in production to the employer.

The decision was made that to train a journeyman to dig a hole and then cover it up would be ridiculous. The only way to train a man to perform on a production job is to train him on a production job. Train him to cut to line and grade so that he can compete in the job market where they cut to line and grade.

Land was purchased as an investment by the Pension Trust Fund, the monies to be returned with a profit enabling higher and/or broader pension coverage for the member.

A master plan was produced by professional engineers for the construction of a full scale community encompassing a variety of diversified construction techniques.

Training facilities and equipment were furnished through the Affirmative Action Trust and additional equipment was obtained at no cost from government surplus.

Expert operators were hired from the membership of Local No. 3 to aide the journeyman in transferring his skills and sharpening his techniques in the shortest time possible.

R.M.T.C. is the finest training center anywhere in the world. It lacks only one thing to do the job it was envisioned to do. It lacks a YOU who is willing to sharpen his skills, to broaden his production capabilities, to increase his yearly take home pay, to stay competitive with the other good hands on the list waiting for a job.

Some operating engineers have looked ahead and made the investment of time and a little energy and are now profiting from the experience.

There are still a whole lot of operating engineers living with the success of yesterday and only wishing it were different today. It is pretty hard after a lot of good years to go back to school. The difference is that this is not like any school you ever saw before. It is just as much the construction job you feel comfortable with as the last job you were on. There are many big pluses at R.M.T.C. that you can't find on any construction job.

You have time to learn, you have expert instructors with time to aide you and you can choose the type of equipment you want to train on.

There is no cost to the journeyman. Just request a dispatch from your friendly job placement center dispatcher and you are on the way. And, oh yes, your name remains on the out of work list and you will be called in your regular order while you are at RMTC.

Your union and your employer are fighting their part of the war and have provided the employee union member an opportunity to fight his part of the war for his livelihood.

Like any other battle, it will be won when everyone has done his part.

Larry Busby has been appointed coordinator for the San Rafael-Vallejo area. He may be contacted through either the San Rafael or Vallejo office.

The National Labor Relations Act guarantees the right of workers to organize and to bargain collectively with their employers, or to refrain from such activity.

### SPECIAL NOTICE

Only ballots received in the Post Office Box on the return envelope by 10:00 o'clock a.m., November 26, 1973, will be counted.

In a white envelope marked "OFFICIAL BALLOT" you will receive your ballot envelope, business reply envelope and ballot(s). Watch for the envelope. When you receive your Official Ballot envelope, open it, punch out the cross to the right of your candidate's name, enclose the official ballot(s) in the ballot envelope and follow the directions on the ballot envelope.

Under no circumstances change the address on the business reply envelope since the address is designed to prevent your ballots from being mixed up with the general mail of the Union.

Do NOT insert dues payments, letters, etc.

If you live overseas, you will not receive a business reply envelope, but will be required to pay the necessary postage yourself, since under present regulations it is impossible for the Local Union to arrange matters otherwise.

In the event you do not receive a ballot by November 16, 1973, or your ballot is destroyed or lost, you should contact Price Waterhouse & Co., 555 California Street, San Francisco, California, (Phone: 415/392-1032) and ask for Jan Spinale.

## Pioneers Run Dam Equipment

By MIKE JONES, Coordinator

Cherry Valley Dam, built in 1955, has a robust crew at its underpinnings. Running its crusher and supporting equipment are five engineers worthy of the name "pioneers." They are Lewis Barclay, crusher operator; Jam Carmeen, 966 feeding the plant; Charles Rhyno, 46A owner-operator; Bertis L. Bush, 980 loader, loading trucks; and Jim Bailey, foreman.

During the recent fire called the "granite fire" because it began at Granite Creek, most of these men were called upon by the forestry service to use their wits and equipment to put out the fire. Because of someone's careless smoking habits 20,000 acres, covering an area of pines, fir and birch measuring 10 miles long and three miles wide, were destroyed.

The above named engineers are working for Flinkote Corporation out of Modesto, crushing and supplying rock for the Cherry Valley Dam roadbed and for Cottonwood Road. So far tonnage has run 22,000 tons on Jawbone Creek and 27,000 tons on Cottonwood Road, with another 40,000 tons projected for the road on the top of the dam.

Brother Bob Cole was injured on the job when the loader he was operating struck a berm and turned over, pinning him underneath. He suffered a deep cut on the forehead, a bad gash on his leg and many bruises but he is out of the hospital, recovering at home and expected back at work within two weeks. The roll cage on the loader was responsible for saving Bob's life since, if it had not been present, the loader would have turned all the way over and killed him.

## Survey Notes

### Surveyor Organizer Now Enjoying His Retirement

Carl Hooper, born in 1911 in Hastings, Oklahoma, moved to Salinas, California in 1934 and worked varied aspects of construction until 1942 when he moved to Richmond, California to work one year in the shipyards. He then took charge of the Naval airfield for one year after which he came back to the mainland and joined the Navy.

After World War II Carl came back to Sacramento and, as fate would have it, he ended up as a chairman for Druey Butler (R.C.E. No. 46) and then for Joe Spink until 1950.

Carl then went to McClellan Field for the government through 1954, Joe Spink until 1965 and Packard, Muir and Train through 1967 where Carl helped Local No. 3 organize the Sacramento surveyors. In 1968 Carl was with Peter Kiewit on the BART system, in 1969 he went back to Sacramento with Sutcliffe and Morrow until August of 1972 when hardening of leg arteries forced him to apply for a disability pension.

Carl and his wife Florence are enjoying their retirement years by fishing, visiting friends and cultivating a beautiful lanai-type yard. Carl says that everyday is Saturday and Sunday and that he is never at a loss for things to do.

Carl and Florence wish their many friends well in working their way towards retirement and both express their heartfelt thanks for the Local No. 3 pension and pensioners health and welfare plan.

Many, many happy years, Carl and Flo!



THE PAUSE THAT REFRESHES—Carl Hooper gets a cold beer from wife Florence, after doing some work on the lanai-type yard they are cultivating.

## More Notebook...

(Continued from Page 7)

I once again would bring to your attention the formation of the Standing Committee that meets once a month for the express purpose of reviewing for possible acceleration those apprentices that show exceptional ability as a result of their training. For further information regarding the Standing Committee, check with your area coordinator to establish the correct procedure in the event you would like to have your record reviewed by this committee. Those persons presently serving on the Standing Committee are:

Charles W. Brown, Chairman	Delta Construction Co., Rio Vista (E.G.C.A.)
Edward Middleton, Secretary	Local Union No. 3, Rancho Murieta Training Center
Louis Mendez	R. C. Collett Co., Woodland
Raymond A. Felix	Local Union No. 3, Sacramento
Charles Young	Mexam, Inc., North Highland (E.G.C.A.)
Jay Victor	Local Union No. 3, Rancho Murieta Training Center
James Pope	J. R. Pope, Inc., Sacramento (A.G.C.)
Pedro Corral	Local Union No. 3, Sacramento
John Carstensen	C. K. Mosseman Const. Co., Shingle Springs (A.G.C.)

Again, check with your coordinator for the proper procedure for your evaluation for acceleration by this Standing Committee.

Undoubtedly, the men from both labor and management who are your representatives on the Joint Apprenticeship Committees for Northern California, Northern Nevada, Utah and Hawaii are deserving of recognition for their participation and efforts to serve you well by giving so freely of their time by attending monthly meetings to iron out all difficulties so that the apprenticeship program progresses forward and the training of apprentices keeps pace with the requirements of the industry. So that you will be aware of the high caliber of the men who represent you, we are printing these rosters:

See MORE NOTEBOOK, Page 14



# Official Union Notice Of Upcoming Election

The attention of all Members of Operating Engineers Local Union No. 3 is directed to Article XII, Elections, Local Union By-Laws, as printed on pages 39 through 45 inclusive, and specifically calls attention to the following provisions wherein there have been changes pursuant to directive from the representative of the Department of Labor.

## (C) ELECTIONS

### Section 1

(a) The election of Officers and District Member of the Local Union Executive Board shall be held during the month of November by mail referendum vote of the membership of this Local Union under the supervision of the Election Committee and a nationally known firm of Certified Public Accountants, selected by the Executive Board, and representatives from the Department of Labor, with such other technical and legal assistance as may be provided.

(b) The election shall be conducted by a committee known as the Election Committee, composed of one (1) Member from each District in which nominations will be made. The Member shall be nominated and elected by secret ballot at the Regular Quarterly, or specially called District meetings by vote of those Members present whose last known address, as shown on the records of the Local Union ten (10) days prior to the first such Meeting in August preceding the election, was within the area covered by the District. Each Nominee shall be a registered voter in the District in which he is nominated, shall have been a member of Operating Engineers Local Union No. 3 for one (1) year next preceding his nomination and election, and shall not be a candidate, or nominator of a candidate for any office or position.

The Nominee for Committee Member in each District receiving the highest number of votes shall be elected, and, in the event he is unable, or unwilling to serve, shall be replaced by the Nominee with the next highest number of votes, and he, under the same circumstances, by the next highest, and so on, until the list of nominees is exhausted.

(c) The Election Committee shall determine whether or not each Candidate nominated is eligible. Any Candidate found not to be eligible shall be declared ineligible by the Election Committee. The Committee's decision shall be promptly communicated to each such ineligible Candidate in writing. Unless the Election Committee's decision is reversed on appeal, it shall govern, and the ballots shall be prepared accordingly.

(d) The Election Committee shall be responsible for the conduct of the election, and specifically: for the preparation of the list of eligible voters, showing the Member's name and last known address as it appears on the records of this Local Union; the preparation and printing of the ballots, listing the Nominees for Business Manager first and the Constitutional Officers next, and other positions thereafter in the order in which they appear in Article VII, Section 1 of these By-Laws with a separate ballot of a different color for each District for Nominees for District

Member, listing the incumbent for each office or position first and the other Nominees for the same office or position in alphabetical order by their last name (the candidate's name and one occupational classification, i.e., classification set forth in collective bargaining agreement that the Local Union has entered into, if any, given by him being printed as it appears on Acceptance of Nominee form) and envelopes; and the giving of a Notice of Election, by mailing a printed Notice thereof to each Member of the Local Union at his last known address as it appears on the records of this Local Union not less than fifteen (15) days prior to the mailing of the ballots to eligible voters.

The Election Committee shall cause a sample ballot to be published in the October edition of the Engineers News preceding the election, and to be promptly posted in the District Job Placement Centers.

The Election Committee shall deliver the list of names and last known addresses of eligible voters, and cause the printer to deliver the ballots and envelopes to, the nationally known firm of Certified Public Accountants chosen by the Local Union Executive Board, which firm shall rent a post office box to which the ballots shall be returned.

(e) The Certified Public Accountants shall mail the ballots and return envelopes to the eligible voters between November 10th and 16th preceding the election, and shall open the post office box, for the first and last time, on the November 26th next following, at 10 o'clock A.M. of that day. In the event November 26th should be a Sunday or a Holiday, the post office box shall be opened by the Certified Public Accountants on the following day, at the same time.

The Certified Public Accountants shall remove the returned ballots, count the same and certify the results in writing to the Election Committee.

The Election Committee, or a sub-committee thereof, shall be present at the mailing of the ballots, the opening of the post office box, and the counting of the ballots.

The Election Committee shall make certain that adequate safeguards are maintained so as to protect the secrecy of the ballots.

(f) The Election Committee shall declare the Candidate for each office and position receiving a plurality of the votes elected, except that the three (3) Candidates receiving the highest number of votes for the office of Trustee and the position of Auditor shall be declared elected. The certificate of the Certified Public Accountants shall be published in the December edition of the Engineers News following the election.

(g) The newly elected Officers shall be installed, at a specially



## U. S. DEPARTMENT OF LABOR LABOR-MANAGEMENT SERVICES ADMINISTRATION

ROOM 1604, 100 MCALLISTER STREET  
SAN FRANCISCO, CALIFORNIA 94102

### SPECIAL NOTICE

TO: GUAM VOTERS - Operating Engineers, Local 3

Mail ballot elections presume delivery of a voting package to a voter by means of the U. S. Postal Service Department. In certain situations where the Post Office box address of groups of members are not under their control (such as those P. O. Boxes belonging to an employer or to the union), special procedures are necessary to minimize possibility of error in delivery of voting materials.

The procedure outlined below was adopted by the Election Committee at their meeting of Sept. 25, 1973.

#### 1. Employer Post Office Boxes

Large groups of members using an employer's P. O. Box address will be notified by bulletin board posting at their work location of the date and time the Election Committeeman for their District will visit to issue ballots. Members will be required to show satisfactory identification to receive a voting package from -

RICHARD C. LACAR, JR.  
Election Committeeman, District 17


#### 2. Union Post Office Box #2547 - Tamuning

Ballots for members using P. O. Box 2547 as their address will be sent Certified Mail. Additionally, each envelope will specify -

RETURN RECEIPT REQUESTED  
Deliver ONLY to addressee

These members will be able to obtain their ballots at the Tamuning Post Office on presentation of satisfactory identification and signing of the required receipt.

Questions regarding this procedure may be directed to the Dept. of Labor's representative in Honolulu, George L. Bensley, Area Admin. LMSA, 1833 Kalakaua Ave., Room 601, Honolulu, Hawaii 96815, phone (808)955-0259. Mr. Bensley, or a representative of his office, will accompany Mr. LACAR on his visit to Guam.

  
John J. Jordan  
Election Supervisor, U.S.D.L.

called District Meeting in District No. 1, not later than December 15th.

(h) Every Member who is not suspended for non-payment of dues as of November 11th, the date for the first mailing of ballots, shall have the right to vote. No Member whose dues shall have been withheld by his employer for payment to the Local Union pursuant to his voluntary authorization provided for in a Collective Bargaining Agreement shall be declared ineligible to vote by reason of any alleged delay or default in the payment of dues by his employer to the Local Union.

Eligibility to vote for District Member shall, in addition, be based on each Member's last known address as shown on the records of the Local Union on November 1st prior to the mailing of the ballots, and each Member shall be eligible to vote only for the Nominees for District Member for the District in which such address is located.

#### Section 2

Each Candidate shall have the right to have an observer at the polls and at the counting of the ballots; that is, each Candidate shall have the right to have an observer to check the eligibility list of voters, check the ballots, see that the ballots are mailed, be present at the opening of the post office box and the counting of the ballots. The Observer may challenge the eligibility of any voter, and the ballots of all voters who may have been challenged shall be set aside, pending determination as to their validity.

If the challenged ballots are sufficient in number to affect the results of the election, all challenges shall be investigated by the Election Committee to determine their validity, as promptly as possible.

#### Section 3

(a) Every Member shall have the right to express his views and opinions with respect to the Candidates; provided, however, that no Member shall libel or slander the Local Union, its Members, its Officers, District Members, or any Candidate, and all Members shall avoid all personalities and indecorous language in any expression of views and opinions with respect to Candidates.

(b) Any Member found guilty of violating Paragraph (a) of this Section 3 shall be subject to discipline in accordance with the applicable procedures of the Constitution and By-Laws, and if such Member should be a Candidate he shall, if found guilty, in addition to any fine, suspension or expulsion, suffer the loss of the office for which he is a Candidate, if elected thereto.

#### Section 4

The Recording-Corresponding Secretary, upon request of any bona fide Candidate for office, shall distribute such Candidate's campaign literature, by mail or otherwise; provided the Candidate making such request does so in writing, advising the Recording-Corresponding Secretary of the type of mailing, or other form of distribution desired, pays all costs involved, and delivers the literature to the Mailing Mart, 432 Bryant St., San Fran-

cisco, Calif., if it is to be mailed, in a sealed and stamped envelope. Two (2) copies of the literature, the contents of the sealed and stamped envelope and two (2) of the envelopes in which the literature was enclosed are to be delivered to the U.S. Dept. of Labor, Jack Jordan, Election Supervisor, 100 McAllister St., Room 1604, San Francisco, Calif. Two (2) copies of the literature are to be delivered to Jack Jordan also if it is to be distributed other than by mail.

No such requests shall be honored if made on or after 5:00 P.M. Local Time, the 5th day of November next preceding the mailing of the ballots.

#### Section 5

Where any candidate duly nominated is unopposed for election, the secret ballot vote shall be dispensed with and the Recording-Corresponding Secretary shall cast one (1) ballot for such nominees who shall then be declared duly elected to their respective offices. Nomination, and Acceptance of Nomination and elections records - including but not limited to the list of eligible voters, the ballots cast and all challenges and challenged ballots, the certificate of the Certified Public Accountant, copies of all requests for distribution of campaign literature with copies thereof, and envelopes in which mailed, if mailed, the record of the cost thereof and the amount received for such work - shall be preserved by the Recording-Corresponding Secretary, for a pe-



Sample Ballots For The Upcoming Election

OFFICIAL BALLOT  
FOR  
ELECTION OF OFFICERS  
OPERATING ENGINEERS LOCAL UNION No. 3  
NOVEMBER 26, 1973  
Ballot Box Closes November 26, 1973 at 10:00 a.m.

BUSINESS MANAGER		Vote For One	
MARTIN W. CASEY	Crane Operator		+
NORRIS A. CASEY			+
PAUL EDGECOMBE			+
DALE MARR			+
PRESIDENT		Vote For One	
HAROLD HUSTON			+
JOHN B. NORRIS	Crane Operator		+
F. O. (FRAN) WALKER			+
GEORGE WALKER			+
HAROLD WALKER	Heavy Duty Repairman		+
LLOYD WALKER			+
RALPH H. (DICK) WALKER			+
VICE PRESIDENT		Vote For One	
ORIN W. GEORGE	Power Blade Operator		+
DON LUBA	Dozer Operator		+
BOB MAYFIELD			+
RECORDING-CORRESPONDING SECRETARY		Vote For One	
T. J. "TOM" STAPLETON	Incumbent		+
RICHARD J. CONNELL	Foreman		+
C. R. "CHUCK" IVIE			+
JAMES "RED" IVIE			+
FINANCIAL SECRETARY		Vote For One	
JERRY BENNETT			+
HAROLD J. LEWIS			+
ARTHUR WALKER	Tractor Operator		+
ASTER WHITAKER			+
TREASURER		Vote For One	
DON KINCHLOE	Incumbent		+
GAIL BISHOP	Crusher Plant Engineer		+
LELAND E. ELLISON	Dozer Operator		+
OWEN B. LAWS	Crane Operator		+
TRUSTEES		Vote For No More Than Three	
TOM BILLS	Incumbent		+
BILL ADAMS			+
LOU V. BARNES	Foreman		+
DALE BEACH			+
BOB DANIELS	Power Blade Operator		+
KENNETH M. GREEN	Rubber-tired Earthmoving Eqpt.		+
PAT O'CONNELL	Dozer Operator		+
DICK WEIGEL			+
AUDITORS		Vote For Not More Than Three	
WALT TALBOT	Incumbent		+
DICK BELL			+
RUSSELL D. HALCRO			+
A. G. (AL) HANSEN			+
MIKE WOMACK			+
DENNIS WRIGHT	Tractor Operator		+
CONDUCTOR		Vote For One	
RAY COOPER	Unopposed		+
GUARD		Vote For One	
KEN BOWERSMITH			+
MIKE KRAYNICK			+

VOTE BOTH SIDES

More On Elections

(Continued from Page 11)  
Member nominated, at his last-known home address, notice of his nomination and the office to which he has been nominated.  
All Members nominated who are more than 100 miles from their Regular District Meetings the day before and the day of the meeting are excused from attending for good cause. However, a Member nominated who claims to be excused for this reason shall notify the Recording-Corresponding Secretary in writing, by letter or telegram, not later than 5 P.M., Local San Francisco Time, within five (5) days after such meeting.

To Insure Secrecy Place Your Voted Ballot(s) In This Envelope.

BALLOT ENVELOPE

HOW TO VOTE

- 1. Vote only one ballot at a time. Vote both sides of each ballot if applicable.
- 2. Record your vote by completely removing the perforated cross in the voting square to the right of your choice.

USING THE FOLLOWING METHOD . . .

- A. Put ballot on table top.
  - B. Take paper clip that is included in the voting package and straighten.
- SEE ILLUSTRATION:



- This is now your voting instrument.
- C. With tip of paper clip, press down on the cross to the right of your candidate's name, SLOWLY raise the ballot with the other hand until the cross is completely detached from the ballot.

- 3. Remove the stub ends from the ballot(s) and retain.
- 4. Insert your marked ballot(s) in this envelope and insert this envelope into the Business Reply Envelope.

IMPORTANT

Sign your name, Social Security No., and Register No. on the back of the Business Reply Envelope in the space provided and mail. No postage is required.  
BALLOT(S) WILL BE VOID IF YOUR SIGNATURE IS NOT ON THE BUSINESS REPLY ENVELOPE. IF YOU DO NOT INTEND TO VOTE, DESTROY ENTIRE VOTING PACKAGE TO PREVENT MIS-USE.  
Ballot(s) received in the mail after 10:00 A.M. November 26, 1973, will not be counted.

NOTE: The Sample Ballots are subject to correction by the Election Committee by reason of the failure of a candidate to continue to be eligible or to qualify for any reason.

SAMPLE BALLOT ONLY  
OFFICIAL BALLOT  
FOR  
ELECTION OF DISTRICT EXECUTIVE BOARD MEMBERS  
OPERATING ENGINEERS LOCAL UNION No. 3  
DISTRICT NO.: 1  
NOVEMBER 26, 1973  
Ballot Box Closes November 26, 1973 at 10:00 a.m.

DISTRICT EXECUTIVE BOARD MEMBERS		
DISTRICT No. 1		
Vote For One		
GIL HAGER	Incumbent	+
RAY HELMICK	Crane Operator	+
CHARLES SHAFRAN	Crane Operator	+
HERBERT STONE	Compressor Operator	+

NOTE:  
(Ballots for each District where there is opposition will be shown in the Sample Ballot above. The only differences will be in the district number and the candidates' names as shown below.)

DISTRICT No. 2		
Vote For One		
TED N. MASON	Incumbent	+
TEE ZHEE SANDERS		+

DISTRICT No. 7		
Vote For One		
LAURENCE R. SACKETT	Incumbent	+
JOSEPH AMES	Power Blade Operator	+

DISTRICT No. 9		
Vote For One		
BID DICK MILLER	Incumbent	+
MAX WEAVER	Heavy Duty Repairman & Welder	+

DISTRICT No. 10		
Vote For One		
GARTH A. PATTERSON	Incumbent	+
CHARLES "CHUCK" SMITH	Dozer Operator	+

DISTRICT No. 11		
Vote For One		
ED JONES	Incumbent	+
BILL HEINZ	Loader Operator	+

DISTRICT No. 12		
Vote For One		
KAY LEISHMAN	Incumbent	+
JAMES COLOGNA	Crane Operator	+
RAY LEWIS		+
MAVIN MILLS	Foreman	+
DON STRATE	Universal Equipment Operator	+

Pursuant to the Local Union By-laws, ARTICLE XII (C) ELECTIONS, Section 5: The Recording-Corresponding Secretary shall cast one (1) ballot for the following unopposed candidates who shall then be declared duly elected to their respective offices.

DISTRICT NO. 3	MERLE W. ISBELL
DISTRICT NO. 4	DON C. DILLON
DISTRICT NO. 5	A. E. 'JACK' LOFTON
DISTRICT NO. 6	JACK W. SLADE
DISTRICT NO. 8	HENRY WILLESEN
DISTRICT NO. 17	SHOICHI 'MALA' TAMASHIRO



## Dist. 10 Jobs Running Wide Open

By RUSS SWANSON, BOB WAGNON & STAN McNULTY

Work in the Santa Rosa District is going full blast as contractors attempt to finish or button up before the heavy rains arrive. Gordon H. Ball Company started moving with small spread at Geyserville. It looks like just abutment fills this year.

Aron's Wrecking has almost completed this year's clearing and will be back in April to complete the job.

Peter Kiewit Sons' Company's adjoining job is progressing smoothly as finish crews pretty up the slopes and Arthur B. Siri, Inc. paves shoulders and cross-overs. In the same area, Piombo Construction finally has the belt bugs worked out at Warm Springs Dam and is double shifting on test fill. Brother Bob Brodie is the new job superintendent and is shooting for a million yards during the month of October.

Over on the coast, Granite Construction is slowing down due to P.G.&E. not staying out in front. Should be a nice early job to finish next spring. Baxman Sand & Gravel is crushing base to cover up completed grade and is also completing small subdivisions in Anchor Bay and Fort Bragg. Parnum Paving is also in Fort Bragg, with overlay adjoining Mercer-Fraser at Westport

Huntington Brothers paying out job at Piercy as C. K. Moseman puts the finishing touches on their bridge and prepares to move to the Rio Dell job. W. Jaxon Baker has 20 brothers moving muck on the adjoining slope stabilization job. Slopes toe out in the Eel River and Baker is hoping to beat this "killer" river.

Mendocino Aggregates is busy on their overlay at Laytonville and is also paving out Joe LaMalfa's work in Ukiah area.

Robert Hughes, apprentice for Mendocino Aggregates, was seriously injured in the plant by a backing loader. Both wheels rolled over him and as we write this he is in Santa Rosa Memorial Hospital in serious condition, with a fractured pelvis and internal injuries.

As reported in another story in this issue, 120 Brothers have returned to work at Remco Hydraulics, Inc. in Willits, and are quite happy with a very sweet three year contract.

Argonaut Constructors, Don Dowd Company, A. B. Siri, Inc., Rapp Construction, Earth Construction and numerous others are all very busy in the Santa Rosa, Rohnert Park and Petaluma areas. Moberly Construction is double shifting on its sub-contract from Granite Construction at the sewer farm in Petaluma.



THE NEW SANTA ROSA OFFICE, purchased at a cost of \$45,000, has 1,800 square feet of floor space and an ample parking area. It is also easily accessible by

bus and proposed additions to Highway 12 will pass close by. The meeting hall of the new building will seat over 100 people.

## California Pension Fund Payments Up

Payments by California employers to union-management pension trust funds have been rising at an annual rate of 22 per cent, Director of Industrial Relations H. Edward White reported

recently.

A survey of union agreements just completed by the Department's Division of Labor Statistics disclosed this trend. Pension fund payments were found to average 47.3 cents per hour in October 1972. This was double the average hourly payment of 23.6 cents in March 1969, three and one-half years earlier.

White said that the proportion of California union workers whose collective bargaining agreements make some provision for employer-financed retirement benefits also increased, edging up from 87 per cent to 92 per cent.

White's facts were based on a review of 1,436 collective bargaining agreements covering an estimated 1.49 million California workers. Among them were 1,186

agreements affecting 1.37 million workers that made some provision for retirement benefits supplementing Social Security.

Most commonly, for 66 per cent of the workers with retirement benefits, the union contracts called for a cash contribution by the employer to a pension trust fund administered jointly by labor and management. These contributions were usually specified as a cents-per-hour amount, or in terms convertible to cents per hour. Collective bargaining agreements of the remaining 34 per cent of the workers with retirement benefits obligated the employer to provide annuities of a specified type and amount, rather than contribute to a jointly-administered fund.

## Out Of Work List Low In Utah

By Tom Bills, Wayne Lassiter, Lake Austin, George Morgan Rex Daugherty

With the construction season reaching its peak, the out-of-work list is down in most classifications.

W. W. Clyde's job at the Point of the Mountain is nearing completion. Two-way traffic was diverted to the completed southbound lane at the end of July so construction crews could put the final surface on northbound lanes. This five-mile interstate, when completed, will have cost over \$7.5 million. It is estimated that over 2.5 million cubic yards of dirt have been moved on this project. Railroad tracks, a 90-inch pipeline and power and natural gas lines had to be moved. The biggest problem on this job has been the large volume of traffic which averages about 20,000 cars a day. With the completion of this project, I-15 will be continuous from the Lagoon cutoff to Santaquin.

At Electric Lake Dam, Gibbons and Reed Company is still working a two-shift operation trying to complete the project before the winter. The number of pieces of equipment is still increasing to be able to move more dirt per shift. This project is at the 8,500 ft. elevation and has been hampered by weather. The crane on the concrete work is a long-boom operation and has been able to keep up with the tower pours with only one long shift.

H. E. Lowdermilk's road job is still higher than the Electric Lake project and the employer is working a ten-hour shift on the dirt and is in hopes of completing this phase of the job and doing the crushing and paving next season.

W. W. Clyde is working a two-shift operation on their road job that will connect with H. E. Lowdermilk's project and they are hopeful the weather will allow a late working season.

At the Huntington Power Plant, Jelco Construction is well on the downhill side of the erection of Phase No. 2 and most of the coal handling equipment is erected. If all goes well, the job should be nearing completion by the end of the season. There is a possibility that another power plant will be built next to this one in the very near future. However, there are many problems yet to be solved and just when and if construction will start is still in doubt.

L. A. Young & Sons is just getting underway on their sewer job in the town of Salina. They are also trying to get going on their I-70 job up Salina Canyon, hoping to keep going this winter.

Members working for Kaibab Industries in Panguitch are hard at it trying to get the logs out of the mountains before the snow flies.

L. A. Young & Sons was low bidder on street improvements in their home town of Richfield.

James Reed Construction Company is off to a good start on their Collingston job with a combination of scrapers and truck bellydumps working, and should last for about a year, with approximately 15 to 20 operating engineers working.

Jack B. Parson Company has moved the hot plant from Tremonton to South Weber in Ogden. The project should be open in November, connecting I-80 to I-15, a needed link for all east-bound traffic.

Thorn Construction is at Wan-

ship with their crushing plant and asphalt plant on an overlay job.

L. A. Young should start on a 3.352 mile stretch of Interstate 80 from Emery to Castle Rock in Summit County by September 15th. Cost of project is \$2,981,727.00.

W. W. Clyde Company is going full bore, trying to beat the weather at Parleys Canyon. Their crusher is set up at Wanship, which makes a 20-mile haul, all up hill to the hot plant in Parleys Canyon. With plenty of equipment and time the company has been able to keep up and lay a lot of asphalt.

Cox Construction at Hot Springs is on their last leg of a total of 7,000,000 tons of imported borrow. They have 5,000,000 tons in place with the balance of 2,000,000 left to go. With the conveyor system operating at full speed, Cox Construction is moving about 25,000 tons per eight-hour shift.

W. P. Harlin Company at Park City is on schedule with their \$14 million condominium. However, with the large percentage of work left to be done they will be working in several feet of snow later this season.

On September 1, 14 inches of snow fell on the Cannon-Galesberg job at Snowbird. This contractor is at the end of construction on their 14-story complex, but the Henry C. Beck Company has just started off the ground on their job at this ski resort. There are two tower cranes, one 80-ton crane and one 40-ton crane on the job for Henry C. Beck.

Peter Kiewit was low bidder at \$1.8 million on the 3-span structure on I-80N at the South Weber Interchange.

## Commercial, Residential Building Keeps Stockton-Modesto Booming

By WALT TALBOT and AL McNAMARA

The work picture continues to remain bright here in the Stockton-Modesto district. This is due largely to the commercial and residential building construction. Payless Drugs, K-Mart Stores, Wickes Corp. and other commercial developments has kept many engineers employed as have HEW housing projects that continue to spring up all over the district.

The State Division of Highways has called for bids on construction of Interstate 5 freeway north of Hammer Lane past highway 12. This contract was delayed by lack of funds and squabbling over the Peripheral Canal water route. Bids are to be opened November 29 on this new 7.8 miles of six-lane freeway for an estimated cost of \$14 million.

Teichert Construction, McGaw Company of Stockton and Claude C. Wood Company of Lodi were successful bidders last month on road reconstruction contracts for the cities of Stockton, Lodi and for San Joaquin County projects.

A & K Earthmovers of Fallon, Nevada was low bidder at \$180,000 for struts, water and sewer construction at Woodfords Community Indian Reservation on

Diamond Valley Road in Alpine County.

J & M Inc. of Hayward's bid of \$396,000 was low for a storm drainage collector line about six miles southeast of Tracy. R. Gould & Son of Stockton was awarded the stormwater pumping plant job on Duck Creek north of Stockton for \$173,000. Duncanson - Harrelson of Petaluma was low bidder on the sea wall at Weher Point here in Stockton for \$1.5 million.

Several major projects are scheduled to be let in the near future that will provide employment for engineers in this district. They are two more college academic buildings for Delta College at approximately \$9 million, a general service building at Delta College for \$4 million, a 40-home housing project for San Joaquin County in Tracy at \$900,000 and 21 apartment buildings and a swimming pool in Manteca for Raymus Real Estate for \$2.5 million.

The date to widen Highway 99 near Modesto has been advanced from the 1975-76 to 1974-75 budget. The project is to widen from four lanes to six lanes the 4.6 mile segment of Highway 99 between Highway 132 and Pelandale Avenue in Stanislaus County.



## Obituaries

Business Manager Al Clem and the officers of Local Union No. 3 offer their sympathy and condolence to the families and friends of the following deceased:

Andersen, Andrew (Clara, Wife)	9-25-73
659 South Spring Street, Fortuna, California	
Andrus, Eugene (Peggy, Wife)	9-13-73
5230 Gyosa Street, Fair Oaks, California	
Butler, Harry (Elisa, Wife)	9-19-73
1086 Alabama Street, San Francisco, California	
Campbell, Neil (Eleanor, Wife)	9-6-73
2574 Rita Avenue, McKinleyville, California	
Chase, Waldo (Marion, Wife)	8-26-73
P. O. Box 404, San Margarita, California	
Downin, Joseph (J. Victor Downin, Son)	9-4-73
1565 49th Street, Sacramento, California	
Feehan, Robert (Bernice, Wife)	8-22-73
1621 Shasta Street, Richmond, California	
Haines, Jay (Ila, Wife)	8-31-73
2437 El Paso Way, Chico, California	
Hartford, Leo (Ethel, Wife)	8-29-73
P. O. Box 994, Central Valley, California	
Knowles, Earl (Lillian, Wife)	9-12-73
2048 Sherman Drive, Pleasant Hill, California	
Lawson, Charles (Mary, Wife)	9-14-73
3800 26th Avenue, Sacramento, California	
Leaf, Walter, A. (Vivian, Wife)	9-2-73
Route 1, Box 1226, Auburn, California	
Leavens, William (Margaret, Wife; William, Son)	9-2-73
7832 Lakeshore Drive, Roseville, California	
McCloskey, Harry (Margaret, Wife)	9-23-73
3344 Buchanan, San Francisco, California	
McCuaig, Donald (Mary, Wife)	9-30-73
1289 Elgin Street, San Lorenzo, California	
MacDougall, Roy (Ellen, Wife)	9-9-73
118 Anthony Court, Concord, California	
Mautino, William (De Vere, Wife)	8-31-73
Route 1, Box 304, Nevada City, California	
Meadors, Howard (Opal, Wife)	9-16-73
1994 Sunset Avenue, Marysville, California	
Parolini, Frank (Kathleen, Wife)	9-9-73
1740 Broadway Street, No. 46, Vallejo, California 94590	
Pritchard, Jack (Minnie, Wife)	9-16-73
3240 Root Avenue, Carmichael, California	
Ritter, Henry (Elaine, Wife)	9-4-73
5317 "U" Street, Sacramento, California	
Rowe, Leo P. (Evelyn, Wife)	9-6-73
2025 Yorkshire Way, Mountain View, California	
Sanders, Dale (Pearl, Wife)	9-5-73
903 Sullivan Avenue, Stockton, California	
Slay, John (Kathryn, Wife)	9-17-73
P. O. Box 17, Olivehurst, California	
Thibodeaux, Joseph (Nellie Irene, Wife)	9-29-73
1500 Pine Street, No. 72, Concord, California	
Webb, Henry B. (Geneva, Wife; Ray, Son)	9-16-73
8207 Mondo Lane, Oakdale, California	
Wolfe, James	8-30-73
3000 Dickerson Road, Reno, Nevada	
Yates, Julian (Frances, Wife)	8-28-73
1469 Akuleano Place, Kailua, Hawaii	

### DECEASED DEPENDENTS

Anderson, Vylotte—Deceased September 9, 1973
Deceased wife of Irvin D. Anderson
Berreth, David—Deceased August 5, 1973
Deceased son of Donald Berreth
Gilman, Geraldine—Deceased August 31, 1973
Deceased wife of Robert F. Gilman
Irving, Leah K.—Deceased August 13, 1973
Deceased daughter of Daniel Irving

## New Agreements Signed At Cortez And Carlin Gold Mines

By DALE BEACH,

District Representative

LENNY FAGG, PAUL WISE,  
DAVE YOUNG,

Business Representatives

The decision to call a strike at Carlin Gold Mine was reached last Sept. 15 by a vote of employees who attended a meeting to consider an offer from the Company with regard to renewal of a new three-year contract.

The meeting was attended by 95 of 117 brothers working at the mine. The vote was 72 to 23 in favor of rejecting the company's offer and going on strike.

The members rejected the company's offer because they wanted wages equal to those paid by the Anaconda Mine in Yerington and the Duval Mine in Battle Mountain, Nevada. The company's final offer figured out to be about 20 cents lower than the pay scale at the two above

mines.

On Sept. 25, while the brothers at Carlin Gold Mine were out on strike, we entered into negotiations with Cortez Gold Mine. On Sept. 28, the members of Cortez Gold ratified a tentative agreement by a unanimous vote. The current Cortez Agreement expires Oct. 1, 1973, and the new Agreement is for a three-year period.

Effective with the new increases, Cortez' wage rates may well be the highest paid in the U. S. mining industry. A severance plan was offered which provides credits for prior service. This was done mostly because of the pressure put on the gold mines by the members at Carlin Gold being on strike, and we were able to obtain an agreement second to none in Nevada mining.

See MORE FROM NEVADA, Page 15

## Proposed Power Plant Would Employ Many

By CLAUDE ODOM, District Representative, and BOB MERRIOTT, HAROLD C. SMITH and JERRY BENNETT, Business Representatives.

If the Federal Power Commission grants permission to P.G. & E. Company to construct a \$235 million pumped storage hydroelectric plant between Court-right Lake and Lake Wishon on the North Fork of the Kings River, the project will be one of the most massive jobs in recent years.

P.G.&E. announced it has asked the F.P.C. for a license to construct the facility which would add over a million kilowatts to the P.G.&E. system.

The project, if approved, would employ as many as 1,000 construction workers at its peak in 1976-77.

Known as the Helms Pumped Storage Project, the facility would become the second subterranean power plant in Fresno County. Under the plans, three reversible pump turbines located underground, would pump water from Wishon Reservoir through tunnels back into Court-right Reservoir. During periods of heavy electrical demand the water would be released back into Wishon creating the needed additional electrical power.

The Corps of Engineers gave a shut down order to Perini Corporation at the Buchanan Dam on the dam embankment.

The reason for the shut down was that Perini was about two months behind schedule and if there is a wet year, the bypass tube could not handle the water. A 50-foot wide channel will have to be cut through the south side of the dam. This will mean that approximately 140,000 yards of rock and clay will have to be moved.

The second shift operators and third shift mechanics have been shut down. However, there have been few lay-offs as they have moved some of their equipment over to the Hidden Dam where they are working one shift of operators 5-9's and 8 hours on Saturday with two shifts of mechanics. There are still about 85 operators and 9 apprentices on the two jobs.

Ball, Ball & Brosamer has moved their batch plant down to Lassen Avenue on their lower Master Drain job and the trimmer and liner will soon be crossing Lassen Avenue finishing the paving in about six weeks.

There has been no word yet when the next 28 miles will be let out to bid. This company was low bidder on the reconstruction of the Friant-Kern Canal between the Kaweah and St. Johns River in Tulare County at a cost of \$1.9 million. This work will have to be completed during the non-irrigation season while the canal is dry.

A pre-job conference was held with Altermott & Fedrick on their Westland Water project from the San Luis Canal to the City of Huron. This job went for over \$800,000 and the employees will be working between this job and C. R. Fedricks project near Interstate 5 and Highway 198.

D & C Rentals has moved on the Tri-City Sewer project in Kingsburg and will have all-winter work there due to almost pure sand. They have approximately 700,000 yards to move and will keep 8 to 10 engineers busy for 6 to 8 months.

## More Notebook...

(Continued from Page 10)

### California Joint Apprenticeship Committee

Frank Pozar, Chairman	Pacific Western Construction, Inc. (A.G.C.)
Paul Edgecombe, Co-Chairman	President, Local Union No. 3
William Parker, Secretary	Local Union No. 3
Robert N. Mounce	Director, Labor Department—No. California Associated General Contractors Assn.
Al Otjen	Granite Construction Co. (A.G.C.)
George Perham	Perham Construction Co. (E.G.C.A.)
George McGehee	American Paving Co. (E.G.C.A.)
Melvin Haynes	Melcar Construction, Inc. (A.G.C.)
Carl Aparicio	Aparicio Cement Contractors, Inc. (E.G.C.A.)
Charles Page	Engineering and Grading Contractors Assn.
Frank Savino	Active Construction Co. (A.G.C.)
Al Clem	Business Manager, Local Union No. 3
Dale Marr	6th Vice President, I.U.O.E.
A. J. Hope	Vice President and Asst. Business Manager Local Union No. 3
L. C. Bradley	Financial Secretary, Local Union No. 3
Anthony Medinas	Local Union No. 3
Ralph Wilson	Local Union No. 3
Charles Snyder	District Representative, Local Union No. 3
John Donovan, Consultant	Business Agent, Local Union No. 3
Ivan Angle, Consultant	Apprenticeship Training Representative, U.S. Dept. of Labor, Bureau of Apprenticeship and Training

### Hawaii Joint Apprenticeship Committee

Edwin S. Hulihee, Chairman	Royal Contracting Co., Ltd. (G.C.L.A.)
Harold Lewis, Co-Chairman	District Representative, Local Union No. 3
Wallace Lean, Secretary	Local Union No. 3
Joseph Akiona	Moses Akiona, Ltd. (G.C.L.A.)
Gilbert T. S. Ho	Hi-Way Transportation & Contracting Co. (G.C.L.A.)
Clinton S. Hardesty	Pacific Contractors (G.C.L.A.)
James G. Westlake	General Contractors Labor Association
Wilfred Brown	Local Union No. 3
Tad Miyazaki, School Coordinator	Honolulu Community College Extended Day

### Ex-Officio Members

Bernard P. Ney	State Supervisor, U.S. Dept. of Labor Bureau of Apprenticeship & Training
Abraham Lewis	A.T.R., U.S. Dept. of Labor Bureau of Apprenticeship & Training
Willard H. Loomis	Administrator, Apprenticeship Division State Dept. of Labor & Industrial Relations

### Nevada Joint Apprenticeship Committee

Jerry Lester Helms, Chairman	Robert L. Helms Construction Co. (A.G.C.)
Dale Beach, Co-Chairman	District Representative, Local Union No. 3
Dave Young, Secretary	Local Union No. 3
John Uhalde	Associated General Contractors Inc. (A.G.C.)
Leo Tuccori	H. M. Byers Construction Co.
Paul Wise	Local Union No. 3
Lloyd Jones, Consultant	State Supervisor, U.S. Dept. of Labor Bureau of Apprenticeship & Training
Stanley P. Jones, Consultant	Secretary-Director, Nevada State Apprenticeship Council
George Tavernia, School Coordinator	Reno High School

### Utah Joint Apprenticeship Committee

Howard Baggett, Chairman	Heckett Engineering Co.
Wayne Lassiter, Co-Chairman	Local Union No. 3
Tom Bills, Secretary	District Representative, Local Union No. 3
Jack B. Parson	Jack B. Parson Construction Co. (A.G.C.)
J. Grant Richins	Strong Company (A.G.C.)
M. H. (Bill) Cook	M. H. Cook Pipeline Company
David L. Cook	M. H. Cook Pipeline Company
Rex Daugherty	Local Union No. 3
Lake Austin	Local Union No. 3
George Morgan	Local Union No. 3
Grant Tuckett, Consultant	Director, Utah State Apprenticeship Council
David Turner, Consultant	State Supervisor, U.S. Bureau of Apprenticeship & Training
Geoffrey R. Brugger, School Coordinator	Training Coordinator and Consultant, Utah Technical College
Ex-Officio Members	
E. A. (Bert) Strong	Strong Company (A.G.C.)
Hal Clyde	W. W. Clyde & Company (A.G.C.)
Kenneth Reed	Gibbons & Reed Company (A.G.C.)



# Personal Notes

## SAN JOSE

We would like to extend our condolences to the families of the following deceased members: Robert B. Park and Leo P. Rowe. Our thanks to Brother Bob Sandow for his blood donation.

## EUREKA

Congratulations are in order to Mr. & Mrs. Loyal Brown, a former member of Local Union 3 who are proud parents of a baby daughter who arrived in June.

Dual happiness came to Mr. & Mrs. Robert Flowers with the arrival of Amy Michelle and Amber Danielle on July 20.

Congratulations are in order to Mr. & Mrs. William Walters. They are the proud parents of a baby daughter who arrived on August 20.

We wish a speedy recovery to a pensioned brother, Frank (Sandy) Parks who has been hospitalized since July. Another pensioned engineer, Virgil (Jiggs) Williams has been in the hospital and we hope for another short stay.

Brother Clyde Olds has been admitted to the hospital in Fortuna and transferred to San Francisco. We wish you a speedy recovery.

## STOCKTON

Our deepest sympathies are extended to the families and friends of departed Brothers Jack Beckwith, Harry Livermore, Henry Webb and Dale Sanders. Also to Mr. and Mrs. Donald Berreth on the loss of their son, David, in an auto accident. The following brothers were either hospitalized or under a doctor's care during the past month: Henry Carlier, E. A. Comer, Manuel Souza and Lee Roy Jenkins. A speedy recovery is wished for all.

## MARYSVILLE

Brother Otis Gross has been in the Oroville Medical Center. We hope by the time this is published he is home with his family and well on the road to recovery.

We are sorry to hear that Brother Emmett Jacobs is again hospitalized. This time he is at the Veterans hospital in Martinez.

Deaths recently included Brothers Jay Haines and Hershel Roberts. Our sincere sympathy to their families and friends.

## FRESNO

We would like to express our deepest sympathies to Brother Irvin "Ark" Anderson on the recent loss of his wife Vylotte.

# More From Nevada

(Continued from Page 14)

This pressure then worked in reverse on Carlin Gold Management and they were forced to make further concessions. On Oct. 2 Carlin Gold Negotiating Committee and Management reached a tentative agreement subject to ratification. This ratification came on Thursday, Oct. 4, 1973. The settlement of the strike was based on the same wage increases and fringes as Cortez received. The agreement provides for a substantial wage increase immediately with additional increase during the second year of the agreement. Among the changes agreed upon were: establishment of a new pension plan, increased health and welfare, and major language changes.

The cooperation of members working in these two mines are much appreciated. With their continued help in the future we

will be able to continue to improve the wages and working conditions in the mining industry in Nevada.

The next major mine contract in Nevada will be Anaconda in Yerington, Nevada. Their contract expires next August.

Helms Construction has started work on both new jobs that were recently awarded their company: the Ring Road here in Reno, and the Golconda overlay in the east, which totals over \$3 million.

Winter being just around the corner finds the out of work list growing, and we certainly hate to see the work season coming to a close.

PKS has been awarded a state highway job at Curry, Nevada. Twenty-four miles is the length, and \$2 million the price.

Lockheed is still in Carlin Canyon working on the tunnels,

# SWAP SHOP CORNER: Free Want Ads for Engineers

**FOR SALE: 1970 HARLEY DAVIDSON MOTORCYCLE 76.** Full dress. Call 408/724-3040 or write R. Wilson, 1168 Green Valley Rd., Watsonville, Ca. 95076. Reg. No. 1388899. 10-1.

**27 ACRE SAND QUARRY, GILROY, CA. FOR LEASE.** Entire mtn. 10c/ton royalty to owner. Lessee must have finance for equip. to operate. Mel Williams, 408/246-6820. Reg. No. 1414682. 10-1.

**FOR SALE: RETIREMENT LOT FOR MOBILE HOME ON LAKE.** Tennis crt., swim. pool, all util. at door. Copperopolis, Cal. priced right. Jesse Hardy, 617 E. 17 St., Kansas City, Mo. 64126. Reg. No. 0290558. 10-1.

**FOR SALE: FLAIL MOWER w/pt. hookup.** Hydr. drive. \$250. 174 amp DC gas driven welder like new \$280. Ph. 916/885-1886. Reg. No. 1166574. 10-1.

**WANTED: BACKHOE ATTACHMENT** for Model 202 Massey Ferguson. Also Eslick tandem vibrator roller 28 to 36" model. Call Andy Liranzo, 415/782-5177, Hayward, Reg. No. 1112931. 10-1.

**FOR SALE: 1960 10X50 JUPITER TRAILER HOUSE.** Ex. cond. \$2,500. See at 650 S. Olive Ave., Stockton, Ca. or ph. 209/948-7066, Lee Roy Jenkins. Reg. No. 1157987. 10-1.

**FOR SALE: 1971 17' THUNDERBOLT TRI-HULL.** 115 HP Merc. motor, trailer, cover. \$2,700. G. Bedford, 2504 Noble Ave., Alameda, Ca. 415/521-2971. Reg. No. 0892645. 10-1.

**FOR SALE: CAMPER 70 GMC PICKUP** 8' cabover camper \$1,000 assume \$2,800 Local 3 Credit Union loan. Mel Williams, 1181 Glen, San Jose, Ca. 95125. Reg. No. 1414682. 10-1.

**FOR SALE: THREE AXLE EQUIP.** TLR w/elect. brakes. Goose neck type w/5th whl hitch for 3/4 or one T pickup. 9 T capacity. Ex. cond. 916/885-1886. Reg. No. 1166574. 10-1.

**FOR SALE: 1963 CHEVIE TRACTOR** and 35 ft. trailer. Very good cond. Ph. 408/923-7720. Ted Amarillas, 880 Novak Dr., San Jose 95127. Reg. No. 0825783. 10-1.

**FOR SALE: UTILITY BOXES FOR 6 FT. PICK UP BED \$250.** 1954 GMC flatbed dump \$1,800. 1964 Int'l. flatbed dump \$2,800. Ph. 702/782-3530. Reg. No. 1153111. 10-1.

**FOR SALE: 1970 TRAIL 80 YAMAHA DIRT BIKE.** Elec. start, buddy seat, all extras. \$200. 3,000 miles. Ph. 916/331-5078. R. Revelle, 3615 Waynesburg Ln., N. Highlands, Cal. Reg. No. 1420233. 10-1.

**FOR SALE: MACK 401 GAS MOTOR** complete. \$400. Intl. Eaton Differential Drop Ins. \$25 ea. L. Mulhair, 97 Southridge Way, Daly City. 415/333-9006. Reg. No. 1547371. 10-1.

**FOR SALE: LOWER LAKE, CAL. LARGE LEVEL LOT.** Util. available. \$4,600. Will take late model compact car, partial pay cash. Harry Doolittle, 711 Old Canyon Rd., Fremont, Ca. Ph. 415/796-1531. Reg. No. 0563196. 10-1.

**FOR SALE: IN AROMAS THREE BEDRM TWO BATH A.E.K.** Carpets, drapes, firepl., patio, 2-car garage. 1,330 + sq. ft. on half acre. \$27,000. K. Armer, 951 Scottsden Ct., San Jose, Ca. 408/265-6553. Reg. No. 1091245. 10-1.

**FOR SALE: 750 KAWASAKI 73.** Accessories. 86 mil.-new. \$1,495. Call 415/527-0282. Reg. No. 0855511. 10-1.

**FOR SALE: BEAUTIFUL BLUE LAKE SPRINGS 1/3 ACRE PLUS,** w/golf, tennis, ski, country club, condominiums, private home rentals. \$2,400 satisfies equity, balance @ \$50/mo. A. Reynolds, 3475 Ensalmio Ave., San Jose, Ca. 95118. 408/267-1398. Reg. No. 0282585. 10-1.

**FOR SALE: 40 HP MERCURY MOTOR.** \$200. J. Peralta, 534 Kearney St., El Cerrito, Ca. 94530. Ph. 415/525-6761. Reg. No. 1181689. 10-1.

**FOR SALE: 1985 OLDSMOBILE TOURING SEDAN.** Newly renovated engine. All original. \$1,000 or offer. Jim Wood, 740 Greenwood Ave., Brockton, Ph. 916/372-3735. Reg. No. 069979. 10-1.

**FOR SALE: 1971 SKI DOO OLYMPIC 355E** w/elect. start & cover. Low hrs., like new, w/windshield, spare pts., tools, owner's manual. Perf. for beginners. Spec. price \$750. Rick Seim, 415/323-8773. Reg. No. 0977680. 10-1.

**FOR SALE: A 3 in 1 BARGAIN!** Wettez Blood Lines, Reg. Arabian mare, colt at side, bred back to a Risab Son for 1974 foaling. \$3,500 firm. 707/545-2746. Mark B. Rose, 416 Horn Ave., Santa Rosa, Ca. 95404. Reg. No. 1059628. 10-1.

**DOUBLE BURIAL LOTS FOR SALE** at Oak Hill Cemetery, Mortle Lawn section, San Jose. Cost \$350, reasonable offer will be considered. A. Reynolds, 3475 Ensalmio Ave., San Jose, Ca. 95118. 408/267-1398. Reg. No. 0282585. 10-1.

**FOR SALE: EQUIP. COMPLETE WELDING SHOP.** Mig. Tig. & Gen. leads, pts., wire, rod, spot welder, cut off saw, drill press, compressors, tools block shears, etc. Will finance. 415/685-7670. Reg. No. 0763553. 10-1.

**FOR SALE: MECHANIC'S TRUCK,** one ton Chevy w/Braden wench, brown light, vise, tool box, lights, etc. \$2,000. 12 ft. R.E.A. van, white GMC w/removable work bench \$500. Call 916/665-1749. Reg. No. 1022376. 10-1.

**WANTED: GOOD USED CASE BACKHOE.** buckets 12 in. 18", 24" or 36". Call Ray, 415/757-5889. Reg. No. 1123505. 10-1.

**FOR SALE: SUNSET DRILLING RIG** & pull truck, 10, 12, 18' augers, reconditioned & painted. Phone 415/656-0848. Reg. No. 0603281. 10-1.

**FOR SALE: LORAIN BACKHOE & SHOVEL** comb. 3/4 yd wide tracks crawler, old but good, \$1,200. Phone 415/562-3236. Reg. No. 0678953. 8-1.

**FOR SALE: CABIN IN LAKE COUNTRY,** Anderson Sdrts. Two BR, bath, lv. & dining rm, elec. kitch., centr. heat. 2 firepl., air cond. \$21,000. Call 415/223-0311. Reg. No. 253938. 8-1.

**FOR SALE: TWO 1969 FORD DIESEL BACKHOES & LOADERS:** Two dual axle tilt trs: 1 Hydramac w/buck, & clam. 1963 GMC 1-T trk; 1960 Chev. 1-T tk. Phone 209/523-6834. Reg. No. 0689121. 8-1.

**FOR SALE: PROPERTY & LG. BRICK HOUSE** in Jonesboro, Ark. Access alley, potential for office, shop plus live-in. Will bargain. Call collect 702/882-8219. Reg. No. 1181919. 8-1.

**FOR SALE: AIR COMPRESSOR DE-VILBIS 7 CUBIC TANK,** 2-stage, 7 HP Wisconsin. \$395. J. K. Short, 1889 Montecito, Livermore, Ca. 94550. Ph. 415/443-0374. Reg. No. 1166575. 8-1.

**FOR SALE: TL20 LORAIN BACKHOE** w/gas eng., mounted on IHC 190 trk. \$2,000, or make offer, will trade. C. L. Schriener, 492 105th Ave., Oakland, Ca. 94603, tel. 562-0184. Reg. No. 0608068. 8-1.

**FOR SALE: BUCYRUS-ERIE SHOVEL,** air operated, 1 1/2 yd diesel crawler. \$1,000. Ph. 415/562-3236. Reg. No. 0678953. 8-1.

**FOR SALE OR TRADE: 12x60 1972 MOBILE HOME** w/lot 100x240. \$8,700. Mobile hm 20x54, lot 50-150 \$8,900. Both nr Hanford, Ca. Write 14613 Johnson St., Hanford, Ca. Ph. 209/582-5357. Reg. No. 0386092. 8-1.

**FOR SALE: 1953-1960 FORD PICKUP,** 3-spd std. trans., w/overdrive. Less than 1,000 use. Call 415/797-3187 after 6 PM. Reg. No. 0313338. 8-1.

**FOR SALE: LOT 160-60,** city sewer & water. Will accept best offer. Ph. 874-2988 Waterford, Ca. Reg. No. 0620518. 8-1.

**FOR SALE: CURTA CALCULATOR,** 6-pl., like new. Textbooks: Bouchard's 5th ed. Surveying; Tracy's Surveying Theory; trig. w/tables by Welchons. \$100. H. A. Kaurin, 2524 Noble Ave., Alameda, Ca. Call 521-9475. Reg. No. 0915793. 8-1.

**FOR SALE: CAT LOADER MODEL 933.** Crawler w/hydr. backhoe, exc. undercarriage, very gd cond. \$4,950. J. F. Meyer, P.O. Box 308, Valley Springs, Ca. 95252. 209/786-2224. Reg. No. 0409005. 8-1.

**FOR SALE: 1961 FORD F850,** 534 eng., 10 yd dump trk ready for work. \$5,000. TD14A eng. good cond. \$2,000. L. W. Mansker, 11330 Farndon Ave., Los Altos, Ca. 94022. Reg. No. 1967423. 8-1.

**SHOW HORSE FOR SALE, AQHA,** four-year old mare, well bred & trained, 707/763-8558 or 415/892-5232. Reg. No. 0716361. 8-1.

**FOR SALE: TRACTORS, 1951 MODEL A John Deere** w3 pt. hook-up \$575. 1950 R John Deere, diesel \$650. W. L. Maddox, Box 58, Los Banos, Ca. 93635. Ph. 209/826-0684. Reg. No. 104356. 8-1.

**FOR SALE: BEAUTY SHOP EQUIP.** 2 ea wet booths, shampoo bowls, rayette chrs, desk, dryers & chairs. Exc. cond. \$400. R. Maldonado, 2300 11th St., Sparks, Nev. Ph. 702/358-8429. Reg. No. 1550971. 8-1.

**SELL OR TRADE: 8-YR OLD REG. APPY,** & 4-yr old Reg. 3/4 Arab. 3/4 Qut. Both horses exc. Gymkana and trail horses. S. Gaunt, 5912 Heriman Dr., Concord, Ca. 94521. Days 689-0250, nhts 685-5426. Reg. No. 0865431. 8-1.

**FOR SALE: CLEAR LAKE PARK LOT** 12-6th St. bet. Oak & Bush. \$2,400 cash. A. Gabriel, 1730 Almond Ave., Merced, Ca. 95340. Reg. No. 0714912. 8-1.

**FOR SALE: 14-FT BOAT GLEN L DESIGN.** 35 HP Johnson. Lg wheel tr. Exc. cond. \$700. Ken Downing, 415/581-2482. Reg. No. 0387121. 9-1.

**FOR SALE: BEER BAR & RESTAURANT,** lvg. qtrs, 2 plus acres, motel or tr set up. Nr ski areas, Hwy 88, 4000 ft. elev. Owner terms. Pr. 209/295-4901. Reg. No. 0388528. 9-1.

**FOR SALE: 1971 12x60 CHAMPION TRAILER,** lg bedrm, big lounge, bath & kitchen. Occupied only 4 mos. \$4,000. Tel. 415/228-1576. Reg. No. 1243029. 9-1.

**FOR SALE: AUSTIN WESTERN GRADER H4050.** Rear end out, parts or all for sale, or will buy rear end to fit this model. C. Gebhart, P.O. Box 395, Santa Cruz, Cal. 95061. Reg. No. 1229814. 9-1.

**FOR SALE: NEW DEER RIFLE,** automatic, by Ruger, 44 mag. Tel. 209/734-3846. Reg. No. 0595199. 9-1.

**FOR SALE: 1968 FORD GALAXIE 390** eng. nr new tires, air, Exc. cond. 1,000. Ken Downing, 415/581-2482. Reg. No. 0387121. 9-1.

**FOR SALE: FOUR 750 WATT GAS DRIVEN DELCO 12V lighting sets** ideal for camper or boat. \$40 ea. Tel. \$4,000. Tel. 415/228-1576. Reg. No. 415/228-1576. Reg. No. 1243029. 9-1.

**FOR SALE: GREASE GUN, AIR OPERATED,** holds five gallons. Tel. 209/734-3846. Reg. No. 0595199. 9-1.

**FOR SALE: 10x48-FT GREAT LAKES MOBILE HOME** w/12x35 screen porch, washer, new carpet. \$3,500 or best offer. Call 415/344-5824. Reg. No. 0836875. 9-1.

**FOR SALE OR TRADE: 40 SCENIC ACRES,** Lake City, spring, oak & pines; 250 ft on Hwy 175 S. of Kelseyville. Want house and/or acreage nr Sacramento. C. B. Dow, P.O. Box 53, Petaluma, Cal. 94952. Reg. No. 0369082. 9-1.

**FOR SALE: 18-FT. WIZARD CABIN CRUISER** w/hd. 1971 85 HP Chrysler w/less than 15 hrs. Selma tilt tr. \$2,000. Pr. 916/991-6019. Reg. No. 0773001. 9-1.

**FOR SALE: 1145 JOHN DEERE EQUIPMENT TRAILER,** 12-T capacity, exc. cond. \$2,500. Vincent Penello, 558 Cypress Ave., Redwood City, Cal. 415/368-2253. Reg. No. 0915631. 9-1.

**FOR SALE: WELDING TRUCK CHEV.** 1 1/2-TON, new motor, Hobart welder, H. Murray 300 air compres., tool box, boom, wrench, H. Laney, 3849 S. Usry, Reedley, Cal. Call 209/638-4360. Reg. No. 0912018. 9-1.

**FOR SALE: MANTI HOTEL, NINE UNITS,** 3 bdrm brick hotel incl. \$85-000. Norman Clemens, Manti, Utah. Reg. No. 1238702. 9-1.

**FOR SALE OR RENT: VIEW HOME** in San Francisco, on Winfield Street. Owner Cleo Jones prefers to sell. Call 415/587-4212. Reg. No. 0950683. 10-1.

## 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.

● Please notify Engineers Swap Shop as soon as the property you have advertised is sold.

● 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 Swap Shop, AL CLEM, Editor, 474 Valencia Street, San Francisco, California 94103. Be sure to include your register number. No ad will be published without this information.

## IMPORTANT

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

REG. NO. \_\_\_\_\_

LOCAL UNION NO. \_\_\_\_\_

SOC. SECURITY NO. \_\_\_\_\_

NAME \_\_\_\_\_

NEW ADDRESS \_\_\_\_\_

CITY \_\_\_\_\_

STATE \_\_\_\_\_ ZIP \_\_\_\_\_

Clip and mail to Engineers News, 474 Valencia St., S. F., Calif. 94103

Incomplete forms will not be processed.



but cold weather is hampering their concrete work.

The McGill job is doing very well. Getting back into town, Corrao Construction Company has done its share of keeping many brothers busy, and the checks coming in.

We are all aware of the safety problems around us at all times. Recently we had a brother member working for McKenzie who was struck by a falling brick, resulting in the loss of four teeth and a good deal of pain. It could have very easily resulted in his death.

The work situation on 395 West, Lake Tahoe, Truckee area, is still holding up fairly well. A lot of the smaller jobs are slowly coming to a close, and

some of the bigger jobs are starting to curtail their operations, mainly due to the weather situation. As many of you brothers well know, the early winter season is creeping in on us.

H. M. Byars has picked up the \$3.5 million Round Hill Project, which is another nice one for them. To add icing to the cake, this is only approximately a mile and a half from their Kingsbury Improvement District job, which should keep them busy even when the snow flies.

Douglas Construction has progressed better than anticipated on the Tahoe Park, Del Webb job at Stateline. It looks like this job will go ahead and be completed, even though there is a lot of meowing by the ecologist groups.

Campbell Construction's 3-story, \$1.5 million Harrah's parking facilities is coming along very nicely with help from some of the brothers over the hill. They are Reliable Crane from Sacramento and Bay Cities Crane and Rigging from Newark.

Continental Heller is phasing out their 18-story Harrah's Hotel job, with a couple of engineers kept running the elevators.

Ziebarth and Alper's South Lake Tahoe Sewer Plant expansion is moving well, and this has been a clean and well organized job from the beginning. The Falling Leaf project has not started as of this writing, as there seems to be problems with the proper authorities to get the final approval on this much needed sewer plant.



## 1973 MEETINGS SCHEDULE

1973 SCHEDULE OF  
DISTRICT & SUB-DISTRICT MEETINGS

## SEPTEMBER

6 Ukiah, Thurs., 8 p.m.  
14 Salt Lake City, Fri., 8 p.m.  
15 Reno, Sat., 8 p.m.

## OCTOBER

2 Eureka, Tues., 8 p.m.  
3 Redding, Wed., 8 p.m.  
4 Marysville, Thurs., 8 p.m.  
10 Honolulu, Wed., 7 p.m.  
11 Hilo, Thurs., 7:30 p.m.  
24 San Francisco, Wed., 8 p.m.

## NOVEMBER

6 Stockton, Tues., 8 p.m.  
8 Oakland, Thurs., 8 p.m.  
15 Watsonville, Thurs., 8 p.m.  
20 Fresno, Tues., 8 p.m.

27 Sacramento, Tues., 8 p.m.

30 Ogden, Fri., 8 p.m.

## DECEMBER

1 Reno, Sat., 8 p.m.  
6 Santa Rosa, Thurs., 8 p.m.

## DISTRICT AND SUB-DISTRICT MEETING PLACES

**San Francisco, Engineers Bldg.,**  
474 Valencia St.  
**Eureka, Engineers Bldg.,** 2806  
Broadway.  
**Redding, Engineers Bldg.,** 100  
Lake Blvd.  
**Oroville, Prospectors Village,**  
Oroville Dam Blvd.  
**Honolulu, Washington School**  
(Cafetorium), 1633 S. King St.  
**Hilo, Kapiolani School,** 986  
Kilauea Ave.  
**San Jose, Labor Temple,** 2102  
Almaden Rd.  
**Stockton, Engineers Bldg.,**  
2626 N. California.  
**Oakland, Labor Temple,** 23rd  
& Valdez.

**Sacramento, CEL&T Bldg.,**  
2525 Stockton Blvd.  
**Fresno, Engineers Bldg.,** 3121  
E. Olive St.  
**Ukiah, Labor Temple, State**  
Street.  
**Salt Lake City,** 1958 W. No.  
Temple.  
**Reno, 124 West Taylor.**  
**Marysville, Elks Hall,** 920-D  
Street.  
**Watsonville, Veterans Memo-**  
rial Bldg., 215 Third.  
**Santa Rosa, 3900 Mayette.**  
**Provo, Eldred Center,** 270 West  
500 North.  
**Ogden, Teamsters Hall,** 2538  
Washington Blvd.

## Jobs Still Moving In Marysville

A. A. CELLINI  
Business Representative

Teichert Construction has been very busy in the past month putting down asphalt overlay on a number of streets in the Yuba City area. They are also doing dirt work for a housing tract in Yuba City and will do the finish work on this project. Jaeger Construction is working on the same tract putting the utilities in. Teichert also has a small crew working at Paradise Pines putting in drain culverts and will then do the sub-grade and asphalt on this phase of development.

Robinson Construction has the sub-grade and paving at the Willows Mall, also paving at the Telephone Company parking lot and school tennis court in Grid-

ley. They are going to do the paving work on the Sprouse Reitz parking lot where Mills Construction is erecting the building.

Claude C. Woods has their crews working on three sites on the Sacramento River levees keeping quite a few brother engineers working. H. Earl Parker has a dragline crew and loader cleaning and grubbing on a couple sites on the same river.

K. S. Mittrey Construction has been awarded the Manzanita Avenue bridge and approaches in Chico. Butte Creek Rock has the road from Manzanita Avenue to Centennial Avenue and the reconstruction of East Avenue from Ceres Avenue to Ceal Nothus Avenue in Chico.

415 / 431-5885

## CREDIT UNION

## OPERATING ENGINEERS LOCAL UNION No. 3

P. O. Box 689

San Francisco, California 94101

- ☐ I wish to join the credit union. Please send a membership card.
- ☐ I wish to join the credit union and apply for a loan. Please send forms for both.
- ☐ I am now a credit union member. Please send me loan application forms.
- ☐ I would like to receive the following information from my credit union. (Attach separate sheet if necessary).

Name \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Soc. Sec. No. \_\_\_\_\_ Phone \_\_\_\_\_

Business Offices and  
Agents Phone Listing

## DISTRICT 01—SAN FRANCISCO

Dispatch Office:  
470 Valencia Street 94103  
(Area 415) 431-5744  
A. J. "Buck" Hope, Dist. Rep. 992-1182  
Walter Norris ..... 447-5108  
Job Steward & Safety Coordinator  
Jerry Martin ..... 443-5285  
Bob Mayfield, Spec. Rep. 408/926-0103  
Charles Snyder ..... 479-2113  
Jack Short ..... 916/489-0681  
Ralph Wilson ..... 916/392-0688

## DISTRICT 02—SAN RAFAEL

76 Belvedere Street 94901  
(Area 415) 454-3565  
Al Hansen ..... 454-4035

## DISTRICT 03—SAN MATEO

1527 South "B" 94402  
(Area 415) 345-8237  
Bill Raney ..... 368-5690  
Bill Parker ..... 359-1680  
Phillip Pruett ..... 359-0385

## DISTRICT 04—VALLEJO

404 Nebraska Street 94590  
(Area 707) 644-2667  
Aaron S. Smith ..... 643-2972  
Lee Adams ..... 644-0893

## DISTRICT 20—OAKLAND

1444 Webster Street 94612  
(Area 415) 893-2120  
Bob Mayfield, Dist. Rep. 926-0103  
Herman Eppler, Asst. Dist. Rep. 656-3587  
Guy Jones ..... 525-5055  
Ray Morgan ..... 828-2624  
Ron Butler ..... 686-0653  
Henry F. Munroe ..... 686-6016  
Wm. Dorresteyn ..... 223-1131  
Dewitt Markham ..... 939-7219  
Ken Allen ..... 707/255-1984  
Jim Johnston ..... 582-3305

## DISTRICT 30—STOCKTON

2626 N. California 95204  
(Area 209) 464-7687  
Walter Talbot, Dist. Rep. 477-3210  
Al McNamara ..... 464-0706  
Elvin Balatti ..... 948-1742

## DISTRICT 31—MODESTO

401 H. Street 95354 (Area 209) 522-0833  
Bob Sheffield ..... 522-2262

## DISTRICT 40—EUREKA

2806 Broadway 95501  
(Area 707) 443-7328  
Ray Cooper, Dist. Rep. 443-1814  
Eugene Lake ..... 443-5843

## DISTRICT 50—FRESNO

3121 East Olive 93702  
(Area 209) 435-0611  
Claude Odom, Dist. Rep. 439-4052  
Bob Merriott ..... 734-8696  
Harold Smith ..... 222-8333  
Al Boyd ..... 226-0154  
Jerry Bennett ..... 224-2758

## DISTRICT 60—MARYSVILLE

1010 Eve Street 95901  
(Area 916) 743-7321  
Harold Huston, Dist. Rep. 742-1728  
Alex Cellini ..... 742-4395  
Dan Senechal ..... 673-5736  
John Smith ..... 743-6113

## DISTRICT 70—REDDING

100 Lake Blvd. 96001  
(Area 916) 241-0158  
Ken Green, Dist. Rep. 347-4097  
Robert Havenhill ..... 241-3768

## DISTRICT 80—SACRAMENTO

8580 Elder Creek Road 95828  
(Area 916) 383-8480  
Clem Hoover, Dist. Rep. 428-1458  
Al Dalton ..... 622-7078  
Al Swan ..... 487-5491  
Mike Womack ..... 933-0300  
Dave Res ..... 624-3241  
Ken Bowersmith ..... 428-0459

## DISTRICT 90—SAN JOSE

760 Emory Street 95110  
(Area 408) 295-8788  
Dick Bell, Dist. Rep. 415/359-6867  
Mike Kravnick ..... 266-7502  
Jack Curtis ..... 478-3824  
Jack Bullard ..... 478-1962  
Tom Carter ..... 779-3863  
Bob Fleckenstein ..... 449-0028  
Stan Glick ..... 916/488-8095  
SALINAS, CAL. 408/422-1869

## DISTRICT 10—SANTA ROSA

3900 Mayette 95405 (Area 707) 546-2487  
Russell Swanson, Dist. Rep. 545-4414  
Robert Wagon ..... 539-2821  
Stanley McNulty ..... 433-1567

## NEVADA

**DISTRICT 11—RENO**  
185 Martin Avenue 89502  
(Area 702) 329-0236  
Dale Beach, Dist. Rep. 882-6643  
Lenny Fagg ..... 635-2737  
Paul Wise ..... 882-1004  
Dave Young ..... 673-1769

## UTAH

**DISTRICT 12—SALT LAKE CITY**  
1958 W. N. Temple 84103  
(Area 801) 532-6081  
Tom Bills, Dist. Rep. 255-6515  
Wayne Lassiter ..... 487-2457

## DISTRICT 13—PROVO

125 E. 300 South 84601  
(Area 801) 373-8237  
Lake Austin ..... 374-0851  
George Morgan ..... 896-6081  
Dennis Wright ..... 259-5522

## DISTRICT 14—OGDEN

520 26th Street 84401  
(Area 801) 399-1139  
Rex Dougherty ..... 621-1169  
MOAB, UTAH ..... 801/546-3658



Jerry Martin, Job Steward &amp; Asst. Safety Director

## JOB STEWARDS APPOINTED

Week Ending September 21, 1973			Week Ending September 21, 1973		
Dist.	Name	Agent	Dist.	Name	Agent
60	Alice C. Hiltzfeld	H. Huston	04	E. Shields	E. Adams
10	Dick Williams	R. Swanson	04	Joseph P. Zirbes	E. Adams
01	Thomas O. Casteel	A. Hope	04	W. S. Turgeon	E. Adams
04	Jerry G. Bennett	E. Adams	10	B. M. Messenger	S. McNulty
04	George Borecky	E. Adams	10	Walter Ross	R. Wagon
04	Ronald K. Buzzard	E. Adams	Week Ending October 5, 1973		
04	Richard L. Crabb	E. Adams	Dist.	Name	Agent
04	Gary F. Dalbey	E. Adams	80	Pat Santagata	C. Hoover
04	Donald C. Denham	E. Adams	50	Floyd Andrews	C. Odom
04	Donald L. Du Par	E. Adams	03	Harold Cooper	P. Pruett
04	Phillip D. Emerson	E. Adams	12	Don Strate	T. E. Bills
04	Earl J. Fisher	E. Adams	12	Jack Andreason	L. Austin
04	Gregory A. Gulon	E. Adams	12	Henry Lumby	T. E. Bills
04	James D. Hale	E. Adams	90	George Curtis	E. R. Bell
04	Arnold L. Larson	E. Adams	12	Virgil Anderson	T. E. Bills
04	Herbert L. Newman	E. Adams	80	Jack Scott	C. Hoover

## SAFETY COMMITTEEMEN APPOINTED

Week Ending September 28, 1973			Week Ending September 28, 1973		
Dist.	Name	Agent	Dist.	Name	Agent
20	Robert Allen	G. Jones	20	Theodore R. Gwinn	G. Jones
31	Ron Brown	J. Short	20	Lee Lofton	H. Eppler
20	Robert Allen	G. Jones	20	Eldon Miles	H. Eppler
			20	Raymond Royer	H. Eppler

Brother Bob Marshall is the steward at Western Pipe Coaters located in Orem, Utah. He is a twenty-five year member of Local No. 3 and has been steward at this plant for the last nine years.

Brother Marshall and his wife, Mary Jo, are the parents of five children: Deborah, 18; Ellen, 17; Janet, 12; Vickie, 9 and Robert, 6.

When the work load permits, the family loves to go camping, hunting and fishing in the local area.

Brother Don Shepherd is the steward for Valley Asphalt located in Springville, Utah and

working as the shop H.D.R.W. and very often as chief cook and bottle washer.

Don and his wife, Delpha, still have two children at home—Sandy, 11 years old, and Ronald, four years old. Four other children are grown and on their own.

Hunting, fishing and camping as a family unit is the most important hobby.

Don also has a country and western band which plays in the Springville area.

The Farm Labor Contractor Registration Act of 1963, administered by the U.S. Department of Labor, protects migrant workers and their families from exploitation by farm labor contractors.

## DISTRICT 17—HONOLULU, HAWAII

2305 S. Beretania 96814  
(Area 808) 949-0084  
Harold Lewis, Dist. Rep. 395-5013  
Wilfred Brown ..... 455-9460  
Wallace Lean ..... 941-3456  
Gordon McDonald ..... 488-9876  
Valentine K. Wessel (Hilo) 935-6187  
William Crozier (Hilo) ..... 949-0084  
Richard Shuff ..... 537-9847

## DISTRICT 06—AGANA, GUAM

P. O. Box E-J 96910 ..... 749-9064  
William Flores ..... 749-2400  
Virgilio Delin ..... 746-6160  
Estaquilo Punzalan ..... 749-9064  
Floro Jimenez ..... 745-2427  
Moises Flores ..... 745-2427

Curtis Mecham, an eight-year member with Operating Engineers Local No. 3, has been job steward for Stauffer Chemical Company at the Vernal, Utah operations for the past six years.

Brother Mecham and his wife, Verla, are the parents of four children, Joseph, 16; Terri, 12; Russell, 8; Tonya, 6.

He is active in the L.D.S. Church as Sunday School president and ward teacher and he spends a good deal of time working with youth groups.

As a hobby, Brother Mecham does a little prospecting in the surrounding hills as well as hunting and fishing.

Brother Sherman has a most enjoyable hobby, cruising on his 25 ft. Chris Craft with a few lady friends.

Since June 1970 Spencer Loftis has served Local 3 as a Job

Steward, working as a Grader-setter for Butte Creek Rock in Chico, California and is an eleven-year member of this local union. He hunts and fishes in his spare time. He and his wife Shirley are parents of Tab and Todd and they live in Yuba City. Brother Loftis has worked at Lake Almador, on a Bullards Bar project, on the Englebright and Narrows tunnels and at the Oroville Dam power house.

Many members have recently inquired about seeming errors in the number of years indicated on their year cards. Prior to 1973 these cards were processed manually and the total years was taken as the number of years through which dues were paid, although this was technically incorrect. These cards are now processed mechanically and membership years are figured from the date of initiation to the present time.



# Gold Ticket Will Meet With Brothers

## Marr Forms Coalition For Strong Local

★ ★ ★

### Gold Ticket To Give Platform At Meetings

Dale Marr, candidate for Business Manager of Operating Engineers Local Union No. 3 announced this week that all coalition Candidates on the Gold Ticket would make every effort to meet with as many members as possible to present the Gold Ticket Program and Platform.

"We are aware of the intense interest of Brother Members and their wives in the upcoming election," said Marr, "and the candidates on the Gold Ticket want nothing more than to meet as many members and their families as they can."

Marr, presently serving Local Union No. 3 as Assistant Business Manager, Vice President and Director of Safety and Job Steward stated that the Gold Ticket Coalition would present a detailed and formal platform to the rank-and-file membership in the final edition of the *Gold Ticket Clarion* at about the time the ballots go out to the membership.

"We are pretty familiar with the platform of the opposition candidates since their record speaks for itself," said Marr. "The so-called 'True Blue Ticket' must stand on its record as incumbents and supporters for many years of the mistakes of the present Administration. These are a collection of yes-men who couldn't find their loyalty when their ambitions were thwarted and are now willing to blame their weakness on a man who has announced that he will not be a candidate."

Marr said it was this decision to make a "scapegoat of a man who has done an outstanding job not only for Local Union No. 3, but has been equally courageous and ingenious in his many contributions to our International Union, as well. Over the years I have probably disagreed with Brother Clem on the real issues more than any officer of the Union, however, when the decision has been made to get on with the job, I have accepted such decisions with responsibility and carried them out with loyalty to my conscience and my union," said Marr.

Marr said, "It is not my intention to run on the record of anyone but my own. I was proud to be appointed by Business Manager Al Clem as Assistant Business Manager. I

See MORE GOLD TICKET. Page 5

Gold  
All  
The  
Way!



Vol. 1 - No. 1



E.L.E.C.T., Box 796, Daly City, CA 94107



October 15, 1973



DALE MARR, Gold Ticket candidate for Business Manager, with his wife Nellie at their home in Pacifica, California. Marr is a nationally recognized safety expert.

★ ★ ★

### Independent Thinkers Led By Dale Marr

Dale Marr, Gold Ticket candidate for Business Manager, has a long history as an independent thinker and a self-made man.

Although he is known as a man who thinks for himself, he believes that the most noble thing a man can do is to align himself with a noble cause.

"That's exactly why I've become part of the Gold Ticket and why I joined the labor movement so many years ago," he said.

Born in Gladstone, Oregon, Marr was raised in southwestern Washington and Portland, Oregon, where he graduated from high school. After graduating he moved to the San Francisco Bay Area in 1939 and joined Local 3 in 1942.

Marr is a man who knows Local 3 from the ground up. He started his career in the Union working on dredges and in 1946 he began running shovels and other heavy equipment.

Always inquisitive, he studied engineering at night for five years and went to work in supervision for many of the nation's top contractors. That is when he became interested in a field in which he is now a noted expert—safety.

"Every man in Local 3 and in every other union in the nation deserves to go to work with the knowledge that the job he is working on has been made as safe

See MORE ON DALE MARR, Page 4

### Past Success Speaks For Ivy

"Impressive" is the word which best describes the record of James "Red" Ivy, Gold Ticket candidate for Recording-Corresponding Secretary.

Born in the Midwest in 1920, Ivy attended high school in Southern California and became a member of Local 3 in 1946. He began his career at age 24 as an oiler and worked for various construction companies for 16 years.

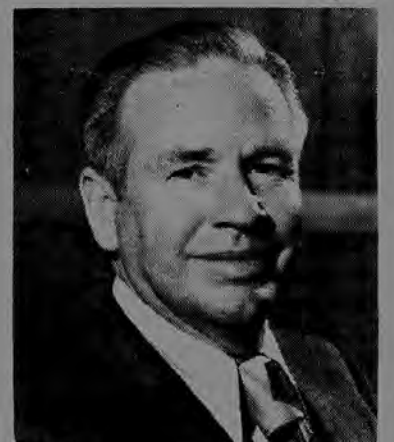
See MORE ABOUT JAMES IVY, Page 2

Ivy believes that dependability is one of the most important attributes of a potential union official. Fluor Corporation of Los Angeles found Ivy so dependable that he remained with them for 13 years, 10 of which were in a supervisory capacity.

But Ivy's dedication to the labor movement far outweighed any other consideration when the question of employment arose and, in 1962, he left Fluor to begin work for Local 3.

His first assignment was as a Business Representative from Oakland.

"I really enjoyed that work because it gave me a chance to



JAMES "RED" IVY, Gold Ticket candidate for Recording - Corresponding Secretary - fiscal expert.

A key word in the qualifications of Harold Huston for President of Operating Engineers Local Union No. 3 is the word "work."

Huston, himself, stresses the word when he discusses the position he is running for.

"If elected, I will feel deeply honored to serve as a 'working' President and do my part to keep this great local going forward," he said.

Work and dedication to Local 3 figures prominently in Huston's biography. A second generation Operating Engineer, Huston has been a member of Local 3 for over 30 years and has been a Business Representative for over 18. He joined Local 3 in 1943 at the age of 16 and worked at the trade during summer vacations.

Although Huston joined the United States Navy soon after his graduation from high school and, after WWII worked on construction jobs and in tunnels until

See MORE ON HAROLD HUSTON, Page 4



HAROLD HUSTON, Gold Ticket candidate for President has top record.



## Editorial

### Why Form A Coalition?

Since the announcement of the Gold Ticket in the upcoming election in Local Union No. 3 many members have asked what prompted us to put together such a coalition of candidates and why we call it a coalition.

When Brother Dale Marr decided to pull away from the incumbents now running as the "True Blue Ticket" he felt very strongly that any candidate for the important position of Business Manager should make a real statement by putting together a group of Brother Engineers that he felt all the membership and their families would have confidence in as officers and leaders in our Local Union. He (Marr) wanted to avoid single-shooting for the top office without giving the members some idea of the kind of fellow officers he would choose and support in carrying forward the many important programs that he wished to implement when elected. This seemed only fair.

As a result, a wide cross section of the membership was consulted and asked to recommend any candidate that might be interested in running for Union office. There were many recommended and there was strong support for a number of personal preferences. To make everything fair and to determine what potential candidates would best serve the Local Union, an Effective Leadership Election Committee Taskforce (E.L.E.C.T.) was formed. After a series of meetings and discussions a final recommendation of possible candidates was made. It was then up to Brother Marr to meet with several possible candidates for each office and to discuss the issues and tenets of a platform with them. Many potential candidates did not wish to run for Union office; however, they did offer some fine suggestions for making our Union more viable and serviceable to the membership. Many of their ideas have been incorporated into the Gold Ticket Platform. Others wanted to run, but felt they must demand more personal security than the Gold Ticket had to offer. Still others felt their best interest lay with the Incumbent True Blue Ticket. Some feared that a coalition type ticket would increase the duties and responsibilities of the office they might seek. Still, those interested in running for office outnumbered the positions that would be open and it took considerable discussion to come up with the right coalition. This was finally accomplished after much discussion and cooperation on the part of all involved. The resulting Gold Ticket has won the approval of a great majority of those members who know and respect the Brother Members on the ticket. The Effective Leadership Gold Ticket has youth, experience and dedication. Your vote for each and every member on the Gold Ticket represents a true investment in the future of your Union and your family. Study the men; study the issues and vote for your future.

### When In Doubt—Sue!

#### Norris Casey Does It Again

The most recent lawsuit filed by Norris Casey, defeated candidate for Business Manager, against Local 3 is still awaiting disposition in Federal District Court under Judge Zirpoli.

In this suit Casey demanded \$10,000 and attorney's fees from Local 3 as compensation for support which he claimed was eroded by alleged acts of intimidation by Local 3. The compensation is to go to finance additional action by Casey.

Casey has been the plaintiff in a long series of lawsuits against Local 3 and other related organizations beginning just prior to last year's election in which he was defeated for Business Manager by Al Clem.

The first suit was filed in July of 1972 against Local 3, the International and Al Clem. Casey asked that the union print and mail his campaign literature. This would have cost Lo-

cal 3 over \$4,000 and was denied by the judge.

In September of 1972 Casey sued Local 3 and the International to have himself installed as Business Manager and to void 1972 election votes from Guam and Hawaii. The judge refused to issue such an order.

In April of 1973 Casey filed suit against Local 3, the International and Al Clem again asking to be installed as Business Manager. He also asked for a restraining order prohibiting intimidation. The court refused to install him as Business Manager and issued a restraining order not only against Local 3 and the International, but against Casey himself.

After the International and Local 3 agreed to rerun the election Casey again sued. This time he sued the Secretary of Labor, Local 3 and the International. The Department of Labor moved for dismissal and the court so ordered.

### Everybody In The Act!

The Casey Syndrome—Four suits in eight months—seems to have set the style for a new kind of unionism. Now it is Claude Odom, former San Rafael bartender who was recruited into the Union by T. J. "Tom" Stapleton, that is on the "sue 'em" kick. Brother Odom, for years the district representative in Fresno, has taken his ambitions and frustrations to the press while helping a coordinator in Fresno to get a restraining order from a local judge that prevents the normal course of hiring and firing of men on the Joint Apprenticeship payroll.

### More About James 'Red' Ivy

(Continued from Page 1)

do something about them," Ivy said.

But then, in 1964, he was asked to take over the then-ailing credit union.

"Mr. Clem called me up and said, 'Can you run that credit union?' I told him that the only thing I could say was that I would sure try if that's where he wanted to assign me."

Simple statistics attest to Ivy's success as credit union treasurer. When he took over the credit union in 1964 it was loaned out to capacity. Eighteen per cent of the accounts, representing 12 per cent of the funds were on the delinquent list. Since then Ivy has reduced this figure tremendously. In August only 2.6 per cent of the accounts representing 1.4 per cent of the funds were delinquent.

Ivy has also decreased the loss ratio significantly. The ratio for Operating Engineers credit union is .07 per cent compared to the national average for labor sponsored credit unions of .44 per cent.

While the delinquent list and loss ratio have decreased, the size of the credit union has increased by \$15 million under Ivy's direction.

Ivy laughs at the many skeptics who said that a credit union for a union with as much turnover as Operating Engineers could not be successful.

"A lot of people told us we'd never make it run," he said, and then smiled.

Ivy also has a history as a popular delegate to conventions of the International Union of Operating Engineers. In 1968, out of 83 members who ran for delegate, Ivy was number 7. In 1972 he topped the list of vote getters for delegate positions.

Even with as much time as he spends on credit union business, Ivy finds time for his wife of 24 years, Mary. Unfortunately, he finds little time for the hobbies he used to enjoy.

"Before I started running the credit union I was an avid fisherman," he said. "Since then my hobbies have been restricted to running the credit union."

### Nellie Marr Has Been There For More Than 30 Happy Years



MRS. DALE MARR, wife of the Gold Ticket candidate for Business Manager, has stood behind her husband 100 per cent, even though being the wife of a dedicated unionist is often not a "piece of cake."

Dear Friend,

I have been the wife of an Operating Engineer for more than 30 years. Our second child was just six weeks old when Dale started on that first job as deck hand on a dredge and joined Local 3. As I reminisce today, I can't help but think about how very good this union has been to us.

I have always said I enjoyed routine. I liked to plan ahead and live by a schedule. I don't think anything has been very routine in our lives since that first job. But, I adjusted to irregular hours, irregular pay checks (we had a monthly salary before) and keeping an eye on the weather, and have been very happy.

We were in our early 20's and not too concerned about the future. Our main concern was providing a living for ourselves and our children at that time. We never dreamed that first job would begin a career in construction that would span this many years. We were able to raise our children, make it possible for them to attend college, see them happily married—and all on an engineer's salary. Now we have a son and a son-in-law working as engineers and providing a good living for their families.

I keep comparing them with us. (I guess mothers do that.) I remember what a struggle we had to pay doctor bills, especially in the winter. There was no health insurance in those days. I'm so glad our children and grandchildren can have medical attention when they need it, not just when they can afford it.

I remember one time we paid for a health insurance policy for Dale. We paid every month for two years on that policy. Then Dale became ill and had to be hospitalized. There was something in the small print that said he wasn't covered for that illness and we had to pay the hospital and doctor bill. I'm so glad our son and son-in-law are completely covered with hospitalization. Last year when our daughter was seriously ill, Local 3 Health and Welfare paid thousands of dollars on her hospital and doctor bills.

One of the biggest problems was dental work. I had dental problems since I was 20 years old. Two of our children had to have orthodontic work done. We always had a tremendous dental bill to pay. Dale used to say he worked for the dentists. I'm so glad our grandchildren can have dental care without a big bill to pay. (They can have eye care, too.)

Our vacations always consisted of three-day weekends or my taking the children by myself. This was because Dale couldn't take time off in the summer when there was work and we were afraid to spend the money in the winter when there wasn't work. I'm so glad our children have vacation pay and it is there in the winter to use for a vacation or to save for the future or to help them through the rainy weather. I'm also glad our children can go to their Credit Union when they need financial aid—and don't have to go to an expensive loan company like we did.

I'm so glad they are already working toward a retire-

See MORE FROM MRS. MARR, Page 3



# Lewis Leads No. 3 In Hawaii, Guam

A name that has become synonymous with Hawaiian labor is that of Harold Lewis, Gold Ticket candidate for Financial Secretary. But many people don't realize that Lewis' experience goes back even farther than his tremendous accomplishments in Hawaii.

A 22-year member of Local 3, Lewis was initiated on May 5, 1951. He had already had experience working heavy equipment throughout Nevada and parts of California. In the same year that he was initiated Lewis represented rank and file members of Reno, Nevada on the Local 3 By-laws Committee and began an

## MORE FROM MRS. MARR

(Continued from Page 2)

ment plan. Most young people don't realize the importance of this. We can't just tell them how quickly the retirement years roll around.

All of these privileges are made possible because of membership in Local 3 and I thank God for that first job Dale started so many years ago.

I'm really very proud that Dale has had a part in molding this union during the past 15 years. He was always a strong union member and believed in supporting the organization to which he belonged. He attended the meetings regularly. When he first started talking about working for the union I was really opposed to it. I wouldn't even listen to his reasons. I didn't like some of the things I had read in the newspapers about union officials and business agents. I didn't want Dale to have any part of that. He was providing us with a good living and we were happy—why change? Then he was elected to serve on the By-Laws Committee. For two years he worked with a committee of members for a week and once a month to prepare the present By-Laws. During that time he told me of the many facets of work in the organization. He talked a lot about Mr. Clem and the ideas he had for better working conditions, higher wages, and more benefits for the membership. His enthusiasm was contagious, and by the time the By-Laws were completed and Mr. Clem suggested that Dale go to work for the union, I was in full agreement. I knew how much Dale enjoyed meeting a challenge and as he began with enthusiasm this new interest and work, I became enthused and interested right along with him. More and more I realized the need in this kind of work for honest, hard working men who could speak out.

It wasn't always easy for me. For example, when he first began the Safety Program he traveled the whole jurisdiction of Local 3 holding meetings on safety and setting up programs in all the areas. He was gone from home long weeks at a time. When he was home, he was holding meetings every night. Now, when I see what has been accomplished through his Safety work and the national recognition he has received for his accomplishments, it makes those lonely days worthwhile.

Dale and I met 40 years ago this month. We were married 36 years ago. Together we have developed a strong faith. We spent many happy years serving the Lord in our church and I saw Dale's ability to serve in positions of leadership and to serve his fellow man. So, when the opportunity came to serve as vice president of Local 3 in 1964, I knew it was a natural spot for him. He has always been interested in people. He enjoys talking with people in all walks of life. He has always given of himself to help others. That is what makes him happiest. He has devoted almost all of his time and interest (he saves a little for me) to serving the membership of Local 3 these past nine and a half years.

It has been thrilling for me to see these many improvements take place in benefits, wages and working conditions. When Dale talks to me about some of the ideas that he has and wants to put into effect in the future, I am enthused all over again.

Naturally, I want Dale to have an opportunity to make use of his ideas and plans. I want him to have the opportunity to serve your husbands and families, because that will make him happy.

I will be glad to see our children and grandchildren receive some of the benefits Dale wants to work for. If they benefit from his ideas and working plans—so will you—and I will be glad.

Sincerely yours,

*Nellie Marr*  
NELLIE MARR



**HAWAIIAN EYE**—Harold Lewis, Gold Ticket candidate for Financial Secretary, has had his eye on the future of Hawaiian labor for over 25 years.

## Ellison Believes In Unionism

Belief in unionism would seem to be a prerequisite for any candidate for an office in a union such as Local 3. But it is a well-known fact that some men believe more in their own personal success and advancement than in the success and advancement of their union.

One man who believes strongly in the advancement of Local 3 before personal considerations is Leland E. Ellison, Gold Ticket candidate for Treasurer.

Born in West Allis, Wisconsin, on January 16, 1941, Ellison moved to Long Beach, California, in 1951 and then to Redding in 1958.

He graduated from Shasta High School in 1959 and then attended Shasta College.

Ellison is a man long accustomed to working with his hands. While attending Shasta College he worked in his father's shop.

Ellison's desire to become actively involved in construction led him to join Operating Engineers as an apprentice.

Ellison proved to be one of the most talented and industrious apprentices in the industry. In his term of apprenticeship he worked for F. and W. Construction Company, Curtis Construction Company, and Reed Construction Company, assuming leadership roles as a Job Steward on many assignments.

"It was then that I realized it wasn't enough to be a qualified operator," Ellison said. "I discovered that what I really wanted

was to do something for Operating Engineers as a whole.

It was because of this feeling that Ellison took on the position of Job Steward, which he has held for the last three years. Meanwhile, his natural interest in accounting and money management led him to special study courses and study of his Union and its important financial structure.

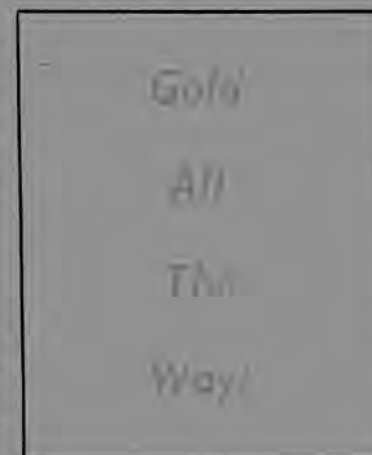
"It is because I can do much more good as Local 3 Treasurer than as Job Steward that I am seeking this position," Ellison said.

Since 1970 Ellison has worked for J. F. Shea Construction Company and Helms Construction Company. He is presently taking modern courses at night in accounting, business administration and fiscal management.

Ellison has been married since 1962 to the former Vivian Ann Croterfield, the daughter of an operating engineer. They have three children, Rick, Ronald and Janelle. The Gold Ticket candidate enjoys many forms of recreation including cabinet making, gardening, fishing, hunting, golf and soft ball.

### Played Key Role

Dale Marr is considered such an expert on safety that he was asked to participate on select committees to develop safety standards for California and the nation.



### Built Safety Program

Dale Marr is the man who almost single-handedly started Local 3's safety program. Marr spent countless hours traveling the jurisdiction of Local 3 to explain, in person, the accident situation to operating engineers.

eight-year term as Business Representative.

But Lewis, who was born in Hawaii, wanted to return to his native state and in 1958 he finally returned as Business Representative in charge of Hawaii, which was then Sub-office 1D of Local 3. In 1964 Hawaii became a Sub-district of Local 3 and Lewis became Sub-district Representative. In 1965 he was elected Trustee and on July 10, 1971 Hawaii became a full District and Lewis became Trustee and District Representative in charge of the State of Hawaii and the Mid-Pacific Islands.

But a simple listing of Harold Lewis' titles could never fully convey the tremendous job he has done in Hawaii. In the early days of Local 3 in Hawaii contractors were very much anti-union and Lewis was a major force in the tortuous house-to-house organizing campaign which was the only way to bring unionism to the state.

The Hilo office of Local 3 was almost entirely the work of Harold Lewis. An important strategic vantage point for Local 3, the Hilo office was once an independent union called the Hawaii Federation of Hawaii Workers and was part of the I.L.W.U. With foresight of the eventual migration of construction from the island of Oahu to Hilo in the future, Lewis organized the merger of this independent union with Local 3. On August 6, 1960 the Federation of Hawaii Workers voted to affiliate with Local 3 and today, because of the migration anticipated by Lewis over 13 years ago, the Hilo office services over 450 members.

A man of limitless energy, Lewis is also involved in a host of other civic and union-related activities. In 1959 he was elected by a unanimous vote as president of the Honolulu Building and Construction Trades Council and in 1971 he became a delegate to that same council as well as a delegate to the Metal Trades Council of Honolulu.

Lewis has received many appointments to important positions by equally important Hawaiian officials. Hawaii Governor John A. Burns appointed Lewis a member of the Tenth Anniversary Statehood Celebration Committee in 1969, a member of the State Boxing Commission in 1970 and chairman of the State Boxing Commission in 1971. Mayor Frank F. Fasi of Honolulu appointed Lewis to the City and County Proposed Grading Ordinance Committee in 1972 and to the Liquor Commission for the City and County of Honolulu in May of this year.

Lewis believes strongly that as much progress can be made in Local 3 in the next 20 years as has been made in the last 20.

"There are areas which have barely been explored in the fields of benefits, apprenticeship programs and many other things, and I am anxious to look into them," Lewis said.

Even with the heavy schedule Lewis keeps he manages to find time for two sports in which he excels: golf and fishing.





BOB MAYFIELD, Gold Ticket candidate for Vice President, has the rare combination of ability, experience and youth.

## Bob Mayfield

### A Young Man With Ideas

Great experience and youth are two qualities which are seldom found in the same person, but such is the case with Bob Mayfield, the Gold Ticket candidate for vice-president.

Mayfield, a second generation Operating Engineer who began his career in the construction trade at 14, was born in 1937 in Yuba City, California. He attended grammar and high school in Yuba City, junior college in Marysville, college at University of California at Davis and the Harvard Trade Union Program in Boston, Massachusetts.

Mayfield has always been a believer in youth and is the father

of three children.

"I especially believe in the apprenticeship program," the vice-presidential nominee said. "It is through this program that the future of Local 3 as a powerful bargaining organization can be

See MORE ON MAYFIELD, Page 5

## More On Dale Marr

(Continued from Page 1)

as is humanly possible," he said. "That is one of the goals I have devoted my life to."

Marr's efforts have certainly not gone unnoticed. The safety program he started for Local 3 and which he headed for four years was nationally acclaimed by the National Safety Council at their 1963 convention in Chicago. Marr was one of the key speakers and received tremendous ovations from the delegates.

In addition to the impressive record in safety work he has compiled with Local 3, Marr is a member of the executive committee of the Construction Section of the National Safety Council. This is especially important since he is the only representative of any local union on the executive committee of the Construction Section of the N.S.C.

But Dale Marr believes that no man who knows only one aspect of a union can be an effective leader. That is why he believes his other union experience, including a term as business representative from Oakland, membership on Local 3's By-Laws Committee, membership on the Executive Committee of the San Francisco Chapter of the American Society of Structural Engineers and his seven years as Vice-President and Assistant Business Manager of Local 3, is so important.

"In order for a union to be strong, its leaders must have a wealth of knowledge not only about the union itself, but about the environment

in which the union exists," he said. "I think my experience in union-related activities has given me a large store of this knowledge especially since I have been in charge of the Safety Program since its inception; a member of the Joint Apprenticeship Committee since the program began and a member of every Negotiation Committee since 1963.

Marr also believes that a position such as Business Manager of Local 3 should not be given to a man who is not strong physically, as well as mentally.

"The physical requirements of a job like Business Manager can wreck a man if he is not in shape," he said. "With the incredible schedule of negotiations, conventions, meetings and other activities that the Business Manager must attend the physical stress is tremendous."

Marr, himself, keeps fit with an assortment of athletic hobbies including golf and fishing. He even has a record as a manager of the Operating Engineers baseball team.

Even with his heavy schedule in the labor movement and in the day-to-day tasks as Assistant Business Manager, Dale Marr finds time for his wife and family and church. His son Bob is a six-year member of Operating Engineers. Son Jerry Dale Marr is a Probation Officer in San Mateo County and married daughter Carla.

## More On Harold Huston...

(Continued from Page 1)

1955, he never lost his desire to learn.

"When a man loses his desire to learn, or thinks he has nothing else to learn he has lost his usefulness," Huston said. "That's why it is so important for Union officials to listen to the opinions of the rank and file membership — to continue learning from the men they represent."

Huston also believes that formal education is an asset in the administrative function of a large union. That's why he used his spare time to study at the University of California Extension Division, taking courses in labor relations, economics, psychology, labor law and labor history.

Putting his classroom education into practice Huston was appointed Business Representative in the Oakland District Office in 1955 and then moved to Sacramento in 1958. In 1959, Brother Huston was chosen to attend the 25th Trade Union Program at Harvard Business School. During the session Harold was chosen treasurer of his class.

Brother Huston has also had experience in organizing. Immediately after returning from the Harvard session, Harold was sent to Utah on a special assignment to spearhead an organizing drive against the Mine, Mill and Smelter Workers who were trying to raid Local 3's bargaining unit of the Kennecott Copper Corporation at Bingham Canyon, Utah. This unit, which represented over 400 members of Local 3 voted overwhelmingly to retain Local 3 as their bargaining representative and Brother Huston stayed in Utah to chair Local 3's negotiating committee.

Huston said that he is extremely proud of this aspect of his career because the Utah brothers exhibited tremendous solidarity. And in solidarity, Huston believes, is strength.

"One of the most important aspect of the Gold Ticket is its solidarity," Huston said. "The brothers of the Gold Ticket strongly support each other. There is no room for the personal ambition which makes a weak ticket and a weak union."

In 1961 Brother Huston received another appointment—this time as District Representative of the Marysville District Office. He is still working in this capacity in addition to the many other activities he carries on in behalf of Local 3.

In May of the same year Brother Huston was appointed as a member of the Missile Site Labor Relations Committee at Beale Air Force Base. This committee was established by President Kennedy's Missile Sites Labor Commission to handle all labor disputes at the Lincoln, Sutter Buttes, and Chico Titan I, Intercontinental Ballistic Missile Bases. It was for his work on this committee that Brother Huston received a Certificate of Merit in appreciation of meritorious service and outstanding accomplishment from then Secretary of Labor W. Willard Wirtz.

Brother Huston also has a long record as a convention delegate. He was elected by the membership of Local 3 to attend the International Union of Operating Engineers conventions in 1956, 1960, 1964, 68, and 72. He was also a delegate to the Sixth Constitutional Convention of the American Federation of Labor and Congress of In-

dustrial Organizations held in San Francisco.

In November of 1965, Brother Huston was appointed Auditor of Local 3 and was reelected by the membership in 1966, 1969, and in 1972.

It is extremely rare that a man who is this active in his union also has time to be a civic leader. Such is the case with Harold Huston. He has served in an advisory capacity to the District Committee of the Boy Scouts of America, handling charter reviews and organization of new groups, despite the fact that he, himself, has only daughters. During 1964 he was appointed to serve on the Sutter County Grand Jury—a rare position for a labor representative. Other positions Brother Huston has held are: charter member of the Board of Directors of the Yuba-Sutter United Crusade, second vice-president of the Superior California Comprehensive Health Planning Association, member of the Citizens Advisory Committee of the Marysville Joint Unified High School, member of the Yuba City Unified School District Study Committee and a member of the Board of Directors of the Yuba-Sutter Young Men's Christian Association.

Huston believes that his extra-union experience is also very important in his qualifications for President as part of the Gold Ticket.

"It is a fact that unions are changing and today a man needs as much experience, both within the union and without, as he can get," Huston said. "In order to be an effective leader one must see things from more than one perspective. It's a matter of knowing how both your friends and the opposition think."



SOLID GOLD—Harold Huston, seen above with his wife, Loretta and his two daughters, Kris (far left) and Debbie, believes that

solidarity is important in both family and union politics.



## More On The Gold Ticket

(Continued from Page 1)

was equally proud that the rank-and-file Executive Board and my fellow officers and District Representatives approved my appointment. The fact that a few had a change of heart and decided to join, or support the incumbent True Blue Ticket has not been a source of surprise to me at all, politics make strange bedfellows." "Marr said that he "was surprised, however, at two facets of the opposition candidates, Norris Casey has refused to put together a ticket that would clearly identify for the members the kind of men who will be helping him run the Union if he is elected. Paul Edgecombe and Fran Walker have failed to answer the

members questions about their physical condition, a determining factor in their ability to meet the demanding requirements of union leadership."

Marr said he then sought out those men he thought could best continue the fine programs that had made Local Union No. 3 so successful in the past and who would equally support those needed changes that he had in mind for the future of the local union.

"I have never been a negative man," said Marr, "and I can't, with other candidates, pretend that a so-called return to the good old days will answer any of our current problems." Marr said that the next Business Manager of Local Union No. 3 would

have to meet today's challenges today and that there is never any turning back from a course of true action. "Once your course is clear, no matter how difficult it may seem, you must give your energy and thought to the real issues of the day, and you must communicate these issues to the members and their families; this is the only way you can gain the support necessary to keep our union strong." Marr said that he had every confidence in the understanding and intelligence of the members and their families. "They (the members) will meet you more than half way if you tell them the truth in all things."

Marr said that a key part of the Gold Ticket Platform will be open communications with the membership. "I believe that the Casey candidacy proved that the membership wants a clearer understanding of the day to day operation of their union. Since they did not understand the Pension Plan, they voted for Casey. Since they did not understand the Fringe Benefit Program, they voted for Casey. Since they were of the mind that simply bringing an operator off of the seat to run the Union would make things more understandable, they voted for Casey."

"Don't misunderstand," said Marr. "I'm convinced that Casey's ten-year tenure on the union payroll gave him a special insight into what was disturbing to the rank-and-file membership; however, I'm even more convinced that given a choice of other candidates with more experience and a proven record, the members would have voted differently. Still, I cannot honestly fault Casey in any area except that of failing to act while on the payroll and very close to Mr. Clem, promising the members pie-in-the-sky pension increases, and his numerous suits against the Union which serve only to line the pockets of others with the members' dues money."

The Gold Ticket candidate for Business Manager noted that he had taken something of a calculated risk in pulling away from the incumbents and helping to put together a coalition of candidates for office that were much younger and had less membership-wide exposure. "Though, for the most part young, these Gold Ticket candidates have a wide variety of experience in serving the members of our Union and they would not be on the Gold Ticket if they had not given every evidence of dedication to the rank-and-file members and their families," said Brother Marr.

"We're happy and proud to present the background and qualifications of each of the Gold Ticket candidates in this issue of the Gold Ticket Clarion, and we believe that the members and their families will vote for the candidates and the issues in the upcoming election because this Coalition represents not only all our districts, but miners, dredgemen, tech engineers, public employees and every membership area of our Union. If they do this, the Gold Ticket will be a new and vital force in the future of Operating Engineers Local Union No. 3," stated Marr.



ENGINEER WIFE Loretta Huston enjoys playing the organ when she finds time from her busy day as wife and mother. She is a strong supporter for her husband in his union dedication.

## Loretta Huston Has Hopes For Future

October 15, 1973

Dear Local No. 3 Wives,

I've played a "second fiddle" for the past eighteen years to Local Union No. 3. Harold was already a Business Representative working in the Oakland office when we met and married in 1955. I wouldn't know what to do with a "nine-to-five, home every night" husband. I've survived—and rather well, I think. I have many fond memories (only a few bad) of the many places and countless numbers of friends we've made in the different places we've lived because Local No. 3 deemed it necessary.

I come from a Union family myself. My grandfather helped to organize the miners in the Oklahoma coal mines in the early 1920's. My own Dad retired last year after 25 years with the Steelworkers Union at Pacific States Steel Mill in Fremont. I'll never forget the year they were on strike for seven months. We received a blow-by-blow description each evening after the day's negotiations were over! Dad always served his union as either grievance committee man or contract committee member.

It is truly a troubled land that we live in today. This turmoil extends even into our own union. It is for this reason that Harold has decided that this is the time he should seek the Presidency of the Operating Engineers, Local Union No. 3.

I am more than a little in awe of the tremendous changes this will bring to our lives as a family, should Harold be elected. All of you who know me realize that I enjoy the "simple" life—we attend church as a family and enjoy the community life offered by a small town. But we can adapt. I want essentially the same things as all of you wives and mothers do—mainly a better life for my children and their children.

Both of my teenage daughters are in agreement with me in their support of Dad in his decision to run for the President. We know that Harold's previous experience and acquired abilities from all the past years with Local No. 3 should be put to use at this particularly troubled time. I believe in my husband, and he believes in Local No. 3.

Thank you for your time spent in reading this personal message from my heart today.

Yours truly,

*Loretta L. Huston*  
Loretta French Huston  
(Mrs. Harold Huston)



BOB MAYFIELD poses at home with his children Ernie, Robbie and Cherie, and their dog.

## More On Mayfield

(Continued from Page 4)

assured."

Mayfield is also the kind of man with at least one eye always on the future.

"For as long as I can remember I have wanted to be in a position where I could do something substantial to improve the working conditions of Operating Engineers," he said.

In a very real sense Mayfield's dream has come true. Starting as an operator with companies such as A. Teichert & Son, Guy F. Atkinson Co., Oro Dam Constructors and Granite Construction, Mayfield accepted a position with Local 3 in 1967 and progressed to the position of District Representative from Sacramento in three short years. In the next three years Mayfield worked as head representative of the Guam office, business representative from the Provo, Utah office and district representative from San Jose, in addition to various other assignments in California.

"Working in so many different places has broadened my outlook tremendously," said Mayfield.

"Local 3 is a very big and very diversified union, and any officer of such a union must understand how members from different areas think in order to be truly representative. I believe that working in so many different areas has given me this ability to really represent the members."

Since June of this year Mayfield has worked out of the San Francisco office as a special representative. His work assignment includes contract negotiations, delinquent employers and many other special assignments throughout the jurisdiction of Local 3. In addition he is a trustee on the Pension, Health and Welfare trusts and attends Executive Board meetings to advise the board on negotiation activities.

Mayfield enjoys sports of all kinds, especially hunting with his sons. He also likes to travel.



## Bills Active In Many Aspects Of Local No 3

Tom Bills, Gold Ticket candidate for Trustee, has been a member of Local 3 for 17 years, 13 of which he has held important Union positions.

A man with a long history in construction, Bills was a job steward from 1960 to 1965 when he worked for Kennecott Copper Corporation. Then in 1965 he began working for Local 3 as a Business Representative from Utah. A natural leader, he was appointed District Representative from Utah in 1970.

Bills has also been very active in other aspects of Local 3. He is Secretary of the Utah Joint Apprenticeship Committee and Trustee of the Utah Health and Welfare Trust and the Affirmative Action Trust. He has been involved in all of Local 3's negotiations in the state of Utah, such as the Utah A.G.C., plant agreements, sand and gravel agreements, and Kennecott Copper Corporation.

Bills has compiled one of the

most impressive convention-delegate records of any Operating Engineer. In addition to being elected as a delegate to the 1968 and 1972 conventions of the International Union of Operating Engineers and to the last eight Utah State AFL-CIO conventions, Bills has attended two Western States Operating Engineers conventions, two Rocky Mountain Apprenticeship Council conventions, two National Apprenticeship Council conventions and two Building Trades Council conventions in Washington, D.C.

In addition to all this he is on the Executive Board of the Utah State AFL-CIO.

Bills lives in Midvale, Utah with his wife Barbara and his three daughters Cheryl, Cory and Martha Ann.

He and his family enjoy many sports activities in their free time, including bowling, fishing, camping and golf.



**TOM BILLS**, Gold Ticket candidate for Trustee, has one of the most impressive convention delegate records in all Local 3. He is also a top negotiator.

## Rapid Rise Marks Ken Green

Ken Green, Gold Ticket candidate for Trustee, is a second generation Operating Engineer with experience in organizing, as a District Representative and in various other union-related activities.

Born in Anadarko, Oklahoma in 1934, Green moved to California in 1940 where he graduated from Armijo High School in Solano County. He joined the Operating Engineers in 1956 while working on the construction of Travis Air Force Base.

After a stint in the Army and various other construction jobs he went to work for Local 3 as an organizer in Fresno.

From then on Ken Green's talent could not be held down. He rose rapidly, being elected to attend the convention of the International Union of Operating Engineers in 1968, was transferred to Modesto as an Assistant District Representative in 1969 and finally moved to Redding as a District Representative in 1970. In 1972 Green was again elected to attend the International convention, this time in Washington, D.C.

**Green is also active in union-related activities. He is President of the Building and Construction Trades Council which covers the six northern counties of California. He is also on the State Building Trades Executive Board for the State of California.**

A family man, Green lives in Cottonwood, California with his wife, Sonda, and his two children. He is active in many sports, including a local judo club, summer baseball, Little League and Men's Team. He also hunts and fishes.



**KEN GREEN**, Gold Ticket candidate for Trustee.



**KEN GREEN** poses with his wife Sonda and his two children, Stanley and Marcelle. In addition to his duties at Local 3, Green is very active in building and construction trade organizations.

## Kraynick Not Tied To Past

The Gold Ticket represents leadership and experience; Mike Kraynick, candidate for the office of Guard, is a member of the Gold Ticket for that reason. He has been working for the members of Local No. 3 for 14 years. For the last seven years, Mike has served the Public Employees in the San Francisco Bay Area and has been instrumental in negotiating a number of excellent memorandums of understanding.

He is not tied down to the past and in fact, Kraynick looks to the future with an expectation of changes of great importance to the public employee.

In his contact with Public Employees, he has found that training and self-improvement are items of great importance. He believes that through negotiating with the public agencies, training can be provided for all classifications and pledges to make every attempt to include this in the list of demands in the future.

**Kraynick has been reviewing many studies which would provide the public employee with more leisure time. A shorter work week with less hours on the job is one example of his efforts to reach this objective. Realizing that more and more Public Employees are concerned with their retirement at an age when they can still enjoy themselves, it is a goal of Kraynick's to reduce the minimum retirement age and length of service required through the next negotiating session.**

Other areas in which he is in-



**DALE BEACH**, Gold Ticket candidate for Trustee, knows the minds of operating engineers.

## Beach Knows Operating Engineers

Dale Beach, Gold Ticket candidate for Trustee, was born in Idaho but considers himself to be a native of Nevada. He also thinks of himself as a native Operating-Engineer as he has been a member of Local No. 3 for over 18 years.

Working on various construction projects for 15 years, Beach knows what is on the minds of most rank and file members. Dale has also served Local No. 3 for three years as a Business Representative and as a District Rep. of District No. 11 in Reno.

Along with his union duties, Beach is actively involved in his community. He has been a Nevada Health and Welfare Trustee, delegate to the Nevada Building and Trades Convention, Co-Chairman of the Northern Nevada J.C. and is a member of F. & A.M.

An avid motorcyclist, Dale lives with his wife, Shirley, and their three children in Carson City, Nevada.

terested include the creation of a Public Employees Council chosen by the areas' bargaining unit, the expansion of a discount purchase plan which would enable the members to buy most household

items at a vast savings, elected Union Stewards allowing a greater degree of responsiveness for public employees.

See MORE ON MIKE KRAYNICK, Page 7

**Vote Gold  
All The Way!**



# More On Mike Kraynick

(Continued from Page 6)

Having joined Local No. 3 in 1948, Kraynick has come up through the ranks and has seen the Union grow into the largest construction local in the world. He knows that the union business is not easy; it requires a great amount of expertise to meet the demands of the job. Because of his experience and past record, Mike Kraynick is capable of meeting the many requirements and challenges of the office of guard.

## Womack Has Experience And Youth

Mike Womack, Gold Ticket candidate for Auditor, is a man of proven experience. Although he is only 40 years old, he has over 21 years of service in the engineering and construction industry.

Starting in 1952, Womack has been involved in such massive projects as the Mather and McClellan Air Force Bases and the Squaw Valley Olympics to name just a few.

Since coming on Local No. 3 payroll in 1965, Mike has held a variety of positions in many different cities and states. Moving from Business Representative in the Sacramento area in 1965 to Nevada and Utah in 1966 as an organizer in the mines to Stockton in 1970 as Director of Organizing for Public Employees to his present position of Assistant District Representative for the Sacramento area, Womack has proven that he has the ability to deliver.

Womack lives with his wife, Delores, and their four children on a 15-acre ranch in Rescue, California, near Sacramento. When not busy with his duties to Local No. 3 and his family, Mike can be found in the skies of California flying his 1948 Aeronca private plane.



ON GUARD!—Mike Kraynick is the top contender for Guard of Local 3. A "going jessie" from the Techs!

## Service Pension Examined

Business Manager candidate Dale Marr stated this week that if a study now underway to determine the annual actuarial cost of a "Service Pension" is positive, "With out a doubt we will be able to include an optional retirement at any age after 25 years of service in Local Union 3."

Marr cautioned, "I will not, however, ask the Pension Trustees to engage in any fiscal irresponsibility because the politically ambitious have promised them pie-in-the-sky. In the past the Pension Trustees have opted for a broader scale of pension improvements and turned down the Service Pension in order to give members the six improvements that came in 1971 and 1972. I do believe that, with certain limitations, we are not too far away from a Service Pension."

The union leader pointed out that although the Northern California Carpenters have a "Service Pension" based on a 25 years x \$15 equals \$375, work credited to this early pension must have been performed in Northern California exclusively and "there are only 650 Carpenters involved in this type pension. The Laborers, which have a similar pension, have only 100 on this pension and the average of these retirees is 60 years for the Carpenters and 59 for the Laborers." We must take into careful consideration the 3200 Operating Engineers now on retirement and expected increases of another 15 to 25 per cent over the next few years."

### Real Contributions

Dale Marr has been instrumental in stopping many practices dangerous to operating engineers. They include dry-drilling and the reversing of air in tunnels.

## Talbot Promises A Close Watch

There is perhaps no man in Local 3 who knows the Stockton area better than Walt Talbot, Gold Ticket candidate for Auditor. But Talbot prides himself on his tremendous knowledge of Local 3 as a whole, rather than just one area.

Affectionately known as "San Joaquin Slim," Talbot was born in Stockton in 1916 and graduated from high school there. He joined Local 3 in 1940 after being certified as an operator in 1937.

Talbot then worked for several years in Stockton and in the Bay Area before moving to Utah for a short time. After WWII he returned to Stockton, was appointed Business Agent in 1951 and District Representative in 1960.

A man with a long history as a convention delegate, Talbot has been elected to attend every International convention since 1956. In addition, he has been on the Stockton Sub-J.A.C. since it was started.

But now Talbot wants to move

## Cooper's Hobby Is Service To Local 3

Ray Cooper, Gold Ticket candidate for Conductor, has been a member of Local 3 for over 25 years.

A man who lists his hobbies as "serving Local 3 twenty-four hours a day," Cooper has been a district representative from Eureka, California since 1962. He has also been a grievance committeeman and has been elected Auditor.

One of Local 3's most dedicated members, Cooper is also active in union-related activities. He has been president of the Humboldt-Del Norte Counties Building and Construction Trades Council for 10 years and an executive board member of the California State Building and

See MORE RAY COOPER, Page 8

## To Dick Bell

## Initiative Important

Dick Bell, Gold Ticket candidate for Auditor, is a 25-year member of Local 3.

Raised in California, he first worked in construction as a gradesetter when he was only 18.

Bell believes that initiative is an important trait in any potential Union officer and his own initiative led him to be self-employed from 1946 to 1948. But there was little doubt that his true calling was in construction and labor, and he returned to those pursuits in 1948, when he joined Operating Engineers Local No. 3.

Bell is a man who understands the problems of the average member.

"In the nearly five years I served on the Marysville Grievance Committee I got an education on the problems members face that I think will be invaluable in years to come," Bell said.

Bell also served as a Job Steward and on several election and by-law committees. After 1967 he rose rapidly as his talents and initiative became common knowledge among his friends and associates. In 1967 he was sent to Fresno as a Business Representative and in 1968 he was transferred to San Mateo.

In 1973 Bell was appointed District Representative from San Jose.

A man with a family history in the construction industry, Bell's father and uncles were highway and heavy construction contractors.



DICK BELL and his wife, Valerie, watch as their son, Jeff, feeds a family pet. Bell believes that understanding is the key to both man-animal and man to man relationships—and Bell is a man who understands operating engineers.

to a position where he feels he can be even more useful to Local 3 than he has been in the past.

"The position of Auditor is more important than many people realize," Talbot said. "What I

want to do is be the most effective watchdog this union has ever known."

Talbot lives in Stockton and is the father of two children, one of whom is an operating engineer.



AS A PILOT Mike Womack is used to keeping his eyes open. As auditor he will keep an even more careful watch.



SAN JOAQUIN SLIM, otherwise known as Walt Talbot, promises to be an aggressive watchdog if elected Auditor.



# More Ray Cooper

(Continued from Page 7)  
Construction Trades Council for nine years. During this time he has accomplished many successful legislative measures to further the in-

terests of the labor movement.

Cooper lives in Eureka with his wife, Marjorie, and three of his five children. He also has two grandchildren.



RAY COOPER lists his hobbies as "serving Local 3 24 hours a day."

## GIL HAGER KNOWLEDGEABLE

When the Gold Ticket was being formed, the most knowledgeable men from each district were approached to run for Executive Board. This is why Gil Hager, candidate for District No. 1 Executive Board Member, is such an important part of the Gold Ticket.

A 31-year member of Local 3 Hager has an impressive record in union activities. He has been elected to the Election Committee twice and was chairman of that committee in 1968. He has served as job steward on many jobs and has been elected and served on the District No. 1 Grievance Committee several times. In addition, Hager was elected alter-

nate delegate to the 29th International Convention in 1972.

So active and loyal a union member was Gil Hager that he was originally appointed to the Executive Board to fill an unexpired term vacated by the resignation of Brother Guy Slack. Since then Hager's record as an active and intelligent member of the Executive Board speaks for itself.

Also active in community projects, Hager is vigorously involved in the local Blood Bank, Pop Warner and Little League programs, P.T.A. and Boy Scouts.

Hager lives in Redwood City with his wife of 28 years, Jean. He has three grown children.

## Strate Serves Local 3 In Many Ways

Don Strate, candidate for Executive Board Member from District 12, is another member of the Gold Ticket.

Strate has had ten years' experience in Local 3 alone, in addition to extensive experience in the construction trade in western Canada.

Strate believes strongly in the apprenticeship program of Local 3 since he was one of the first men to come out of the Local 3 training school when it was located at Camp Roberts, California.

Another brother who has served his union in many ways, Strate has been a job steward on many jobs and has served on the Grievance Committee for District 12 for five consecutive years. He has been chairman of the Grievance Committee and Executive Board Member for the past year.

(The following is a reprint from the Daily Pacific Builder.)

SAN FRANCISCO — Construction labor leader Dale Marr likes the language of AB 150, the bill which acts as a blender for operations of the State Division of Industrial Safety and those of the Occupational Safety & Health Administration, he told a California Safety Congress session here yesterday afternoon.

The bill is scheduled for signature by Governor Ronald Reagan in a special ceremony at the State Capital next Tuesday morning (DPB, Sept. 25).

Marr, vice president of Operating Engineers Local 3, told the first Construction Section session of the Congress at the Hyatt Regency Hotel that he understands some employers are not too pleased with certain criminal and civil penalty provisions.

"They evidently think they're being more persecuted than prosecuted," he told DPB, "but I think they're overlooking a unique feature that's not contained in the national act.

"According to the national act, an employer cannot just ask OSHA to come in and look at a condition which he thinks might be unsafe, not without undergoing a full inspection. The Cal/OSHA plan says the employer can ask for consultative service and that's something he can't get anywhere else in the country.

"As for me, I'm interested in promoting safety, not in promoting fines. And I think we should think about the positive features of this bill. I see it as an opportunity for a cooperative venture, as a means for cutting down on the tremendous toll the accident rate is taking in lives, work opportunities and costs. I'm delighted with the bill as it was passed. Of course you never get all you want, but the fact remains: you can't legislate safety. It's got to be cooperative."

Marr appeared on a panel with Norval MacDonald, manager - safety engineering Indus-

## Miller Acts On Beliefs

B. D. "Dick" Miller is a natural leader and, therefore, a natural for Gold Ticket candidate for Executive Board Member from District 9.

He is the incumbent Executive Board Member from his district and has held the position since September of 1972. He has also had extensive experience as grievance committeeman and job steward.

Miller, always ready to act on the principles in which he believes, is also a member of the mounted unit of the San Jose Sheriff's Department.

An avid horseman, Miller is past president of the Guadalupe Red Shirt Horsemen, past president of the Hilldale Roping Club and is in his second year as vice-president of the Golden State Appaloosa Horse Club.

He lives in San Jose with his wife, Louise. Miller also has a daughter who attends West Valley College in Campbell, California.

trial Indemnity Co., as moderator.

Other speakers were Cliff Farmer, principal engineer, State Division of Industrial Safety; Clair E. Hay, manager of safety, Kaiser Sand & Gravel Co., and member of the Aggregates & Concrete Assn. Safety Council, and Gabriel Gillotti, assistant San Francisco regional director for OSHA.

Farmer's assignment was to explain the state's new falsework and vertical shoring standard proposals, which stem in good part from investigation of a falsework collapse on a bridge project in Southern California late last year and which are now undergoing final review by the State Industrial Safety Board.

Key points in the proposals identified by Farmer:

- Design load section requires all falsework systems to be designed with adequate connections between the members to assure stability during erection, usage and removal.

- On falsework or vertical shoring systems exceeding 14 ft. in height or where individual falsework spans exceed 16 ft., design calculations and working drawings including layouts must be signed by registered civil engineers. On all other such installations, they must be signed by a registered engineer, manufacturer's authorized representative or licensed, qualified, contractor's representatives.

- Registered engineer or his authorized representative must supervise the inspection of the system if it exceeds 14 ft. in height or spans a distance exceeding 16 ft. and must certify that the system substantially conforms to the working drawings and that materials and workmanship are satisfactory. For other such systems, a registered engineer, manufacturer's representative or contractor's representative must inspect the system and certify its acceptance.

These provisions in particular, said Farmer, should "insure that competent personnel will not only be designing the temporary shoring systems but will also

lend assurance that these systems are installed properly."

Pending completion of the board's review of the proposals, division officials have implemented a comprehensive training program on inspection procedures for falsework and vertical shoring for their engineers who are inspecting the structures.

Hay discussed safety measures for ready mix operations at job sites.

He reported considerable success is being achieved by ready-mix companies with use of a "Job Safety Analysis" which he described as a "systematic technique bringing to light a job in sequence of activities in relation to man's working performance . . . a flexible but effective training tool in accident prevention."

The JSA's were adopted by ACA in 1969. Hay distributed copies of their check lists which list virtually every activity performed by a mixer driver, for example, in the operation of his job and identify possible hazards such as "broken air line" and specify preventive action, such as "release pressure in transit" for the "broken air line" hazard.

Safety must be "a continuous project," according to Hay, and requires consistent monitoring "from the planning through the execution stages of the work activities to complete a job in a safe manner without an injury or accident."

Gillotti, as OSHA representative on the panel, discussed his office's current operations and offered some speculations as to Cal/OSHA's impact on his activities.

Taking a wide-screen view of the construction accident picture, he said a Bureau of Labor Statistics report issued in December, 1971, quoted a 22.4 injury rate per man years for the contract construction field; 24.7 for the general building field, 22.1 for heavy work, and 21.1 for specialty trades.

OSHA has found that almost 75 per cent of its citations issued to date involve only 25 per cent of its regulations. Most frequent citations involved guarding for open-sided floors and platforms; poor housekeeping; scaffolding, etc.

## Dillon Has Experience On E-Board

One of the most qualified men running for Executive Board is Don C. Dillon, incumbent member from District 4.

Dillon has been an Executive Board Member since 1965 and has been a member of Local 3 since 1939.

Born and raised in Montana, he came to California in 1936. In 1940 he took his first position as job steward. Since then he has twice been elected to attend the International Convention and twice been elected to attend the Western Conference.

A man who likes to travel, Dillon has done almost every conceivable job an operating engineer can do.

He lives in Eureka with his wife, Helen.

## Slade Knows Retirees & Actives Well

Jack W. Slade, Gold Ticket candidate for Executive Board Member from District 6, is a man who truly understands the desires of retired members. This is because Slade, himself, is retired.

But much of his retirement is spent keeping a finger on the pulsebeat of what happens in Local 3 today. Slade, therefore, is in the position of having a wealth of knowledge about both younger and older generation operating engineers.

A 34-year member of Local 3, Slade learned about the union from the ground up. While working he ran dozers, cats, scrapers and loaders as well as being a foreman.

Since 1961 Slade has been the Executive Board Member from District 6.

He lives in Marysville, California.

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