



ENGINEERS NEWS

Semi-Annual Meeting

Recording-Corresponding Secretary William M. Markus has announced that the next semi-annual meeting of the membership will be held on Saturday, Jan. 10, 1987 at 1 p.m. at the Seafarers International Union Auditorium, 350 Fremont Street, San Francisco, CA.

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Assemblyman Johan Klehs of Alameda County discusses Rail-Roadway/Hatch's failure at press conference.

Legislators call for new contractor on I-580

Rail-Roadway files for bankruptcy

Pressure continued to mount this month against Rail-Roadway/Hatch continuing the \$44 million I-580 project in Castro Valley after it was learned that the joint venture had filed for bankruptcy and had failed to meet a deadline for returning to work that was imposed by Caltrans.

About 50 officials representing labor and government met at the jobsite on December 10 to see whether the non-union contractor had met the state deadline for putting crews back to work on the huge freeway interchange.

The only visible activity was a convoy of Caltrans street sweepers clearing the streets of dirt and gravel that had fallen off partially graded embankments.

Assemblyman Johan Klehs of San Leandro led the inspection party to the top of a knoll overlooking the jobsite. "Does anybody see a construction worker anywhere on that jobsite?" Klehs asked.

"I am convinced that Caltrans must act quickly to ensure that a qualified, responsible replacement contractor is in place as soon as possible in order to restore the public's confidence," he stated.

Joe Browne, Caltrans deputy director of construction in the San Francisco Bay area and Dick Harris, senior resident engineer on the project were with

Klehs at the press conference.

When asked whether the job would be completed on schedule, Harris answered, "Yes, if we get a qualified contractor in here." The project is two months behind schedule and only one-third complete.

Klehs made it clear he saw this as the

beginning of the end of a two-year controversy over award of the huge contract to the out-of-state firm.

Awarding bodies for two other Rail-Roadway contracts, light rail projects in Sacramento and San Jose, have kicked the firm off both jobs and awarded the remaining work to other contractors.

Local 3 investigation leads to conviction of out-of-state firm

An investigation initiated by Local 3 has led to the felony conviction of a non-union out-of-state contractor for falsifying payroll records and cheating workers out of prevailing wages. John T. Bowers entered a plea of guilty to violating California Penal Code, Section 72 for "knowingly submitting false documents to a public agency" before Solano County District Judge Paul Dacey.

Bowers worked on the Jamieson Canyon Water Line Project in Vallejo from May through November of 1983. Certified payroll documents filed by Bowers Excavating and Fence Company of Klamath Falls, Oregon, stated that workers were paid the prevailing wage rate of \$19.48.

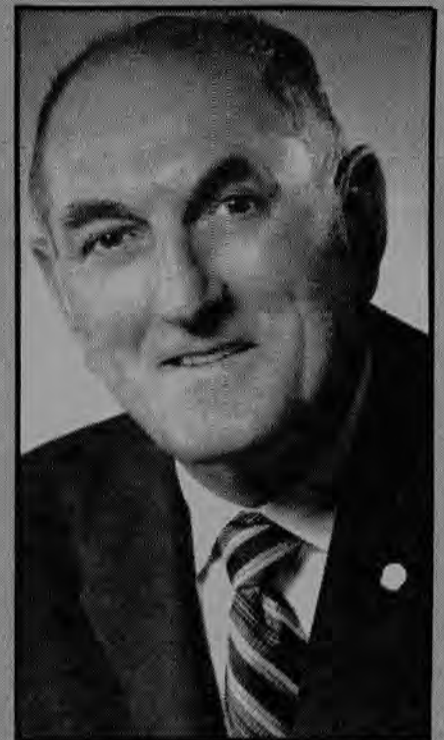
Acting on information provided by a

heavy equipment operator that workers were actually being paid \$10.00 an hour and less, Local 3 officials filed a complaint with the Napa State Labor Commissioners. As a result, the matter was investigated and a criminal complaint was filed against Bowers.

Senior Deputy Labor Commissioner Jim Smith and Deputy Kurt Bart Barthel interviewed workers who were scattered throughout California and Oregon.

The key witness was Bowers' former bookkeeper, Carol Hunt, who had refused to sign the false documents and who came from Klamath Falls four times during the trial to testify.

Bowers is due for sentencing this month in Solano Superior Court in Fairfield.



Services held for former officer Paul Edgecombe

Funeral services were held December 8 in San Francisco for Paul Edgecombe, 71, a former president of the Operating Engineers Local 3.

He died quietly at home with family and friends at his side, following a prolonged illness.

During his active years in Local 3, Edgecombe was known widely throughout the union for his colorful personality, his dedication to the labor movement, and for his shrewd negotiating skills.

Born in Macon, Illinois in 1915, Edgecombe spent his youth in the midwest and came out to California to work in 1937. He worked as an elevator operator downtown initially, was married to Eleanor Williams in 1937 and shortly thereafter, travelled to Fresno to work on the Friant Dam.

Edgecombe became a Local 3 member in 1941 soon after the local was amalgamated. During the war years he worked in the shipyards. Following the war, he worked as a dragline, clam shovel and crane operator on many jobs throughout the Bay Area, principally for Ballinger Crane and Ted Meyers.

In 1955, Business Manager Victor Swanson hired him as a business agent for the union. Soon after he was sent up to Sacramento as district representative.

Edgecombe was elected president of Local 3 in 1960 on Al Clem's ticket, where he served until his retirement from the union in 1973. At that time, he took over Reliable Crane in Sacramento, which had been owned by one of his brothers until his death. Edgecombe ran the crane company until his retirement in 1979.

He is survived by three sisters, Dora Maye, Mildred and Jenny, brothers Harold and Arthur and his daughter, Judy.

(More on Paul Edgecombe in "Looking At Labor," by Tom Stapleton.)



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

LOOKING AT LABOR

Thoughts on the death of a good friend, Paul Edgecombe

This month we deeply regret the passing of Paul Edgecombe, a long time member and former officer of Local 3. We extend our heartfelt condolences to his daughter, Judy and to his brothers and sisters.

Of all the officers that have served in Local 3, Paul Edgecombe will be remembered as one of the most colorful. He loved the union and thoroughly enjoyed his role as a negotiator and as presiding officer at union meetings. He was a great story teller, a skill that came in handy many times when tense negotiating sessions needed to be diffused.

Paul had many talents that helped him to serve effectively as a representative of the union. As a worker who came up through the ranks, he knew the industry and knew the value and necessity of union representation.

He was known as a man of his word and widely respected by union and employer representatives alike. He used to say, "a good union officer has got to be a good salesman. Selling labor is the toughest thing there is to sell." He was one of the best at a very tough job.

There are three things Paul will be most remembered for: his skill as a negotiator, his adept handling of union meetings and his love of a good poker game. He approached them all in the same fashion — probably because they're not all that different when you get right down to it.

When Edgecombe wasn't running a union meeting somewhere, he was generally involved in contract negotiations. He had a million war stories about negotiations that he never tired of rehashing. But more importantly, in those stories lies a treasure of good advice for anyone who aspires to be a good contract negotiator for the union.

At Paul's funeral, his brother-in-law Bob Williams, who lives in Illinois, mentioned he had recorded many of Paul's negotiating experiences on tape last year when he was still healthy. We were able to obtain a copy of that tape.

Following are a few excerpts on contract negotiations from that interview: "The most important qualification of

anybody negotiating a collective bargaining agreement is that person must have worked in a job related to the type of contract he's negotiating. Nine times out of ten, employers have lawyers who have never worked a day in their life in the kind of work they are negotiating a contract for.

"They don't understand just exactly what labor is talking about or what the problem is when the employees are demanding a particular issue that is near and dear to their hearts.

"If you left it up to attorneys to negotiate an agreement, you would never finalize it, because of their pride of authorship. Each one of them has a different interpretation in the usage of words. You have three lawyers draw up the language of a contract, you'll have three different arguments.

"You have to contain yourself in negotiations. Whenever it gets tense, you gotta tell some kind of funny story to relieve the tension and get them off that issue and on to something else.

"Sometimes you have to use 'window dressing.' It's acting. Bluffing. Putting on a big show, just like playing poker. We used to scare the contractor to death when we'd bring up the guaranteed 40-hour week issue. It would shake them out of their shoes. It was a great gimmick.

"You have to be patient when you negotiate. Everybody can't be a good negotiator. It gets boring as hell sometimes when you're going over an issue for hours.

"Any damn fool can take men out on a strike, but it takes a smart man to get them back."

"Whenever the negotiator shakes your hand, that means you might as well put it down in writing. If he double-crosses you, he's in for trouble. He's not going to be around next negotiations."

Edgecombe had pretty strong views about lawyers, probably because of some of the ones he used to have to deal with on the other side of the bargaining table. One of his favorite stories was about the time he was negotiating for a barite mine out in Dumpling, Nevada.

It gives you a pretty good idea how he played his role.

The mine was owned by National Lead and on this particular occasion, they brought in their labor relations man, the project manager, a vice president and an attorney from their headquarters in Dallas, Texas.

The attorney was a young guy who had been a captain in the Marine Corps during World War II. He was a John Bircher and was "anti-Lyndon Johnson and anti-labor," Edgecombe recalls. He was constantly nitpicking on the language and would do anything to disrupt negotiations and show the others how smart he was.

After about three days of this, they were getting down to the economic issues and the attorney was becoming more and more disruptive to the negotiations, constantly interjecting his opinion. Finally after about two o'clock in the morning, Edgecombe called for a caucus until nine the next morning.

Before going in the next day, Edgecombe met with his committee and vowed that if they didn't succeed in getting the lawyer out of negotiations, they would break off and go pull the employees off the job.

As they met with the company, Edgecombe told them a story about the doctor, the engineer and the lawyer. Each had a dog and each thought their dog was the smartest. They got to arguing about it, so finally the doctor said, "My dog, Scapel is pretty smart. See that pile of bones over there. I'll show you what he can do."

The dog took after the pile of bones and within five minutes had built a replica of the human skeleton.

"Old Sliderule can do better than that," bragged the engineer. His dog took after the bones, tore down the skeleton and in three minutes time had constructed a model of the Golden Gate Bridge.

"By golly, that's pretty good," the lawyer said. "But I think old Loophole here can do better than both your dogs. Loophole, show them what you can do."

Within a minute's time, Loophole had screwed the other two dogs and eaten the bones to destroy the evidence.

Everybody got a big kick out of the story except the lawyer, who wanted to fight Edgecombe right then and there. "Now wait just a minute," Edgecombe said. "If you let that attorney stay in here today, we're going to have a strike, because we're not going to meet with you one more minute until you get him out of here."

The employer representatives went into a caucus and five minutes later they came back without the attorney. They were able to finalize the agreement within the next two hours.

Edgecombe could talk all day about his life as a union representative and sometimes he did. Funny thing is, no matter how many times we'd heard it before, we never got tired of hearing it again.

That's the kind of man Paul Edgecombe was. We'll all miss him.

ENGINEERS NEWS

WIPA

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

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Stapleton speaks on drugs in workplace

"The Nightly Business Report," a public television news program, interviewed Business Manager Tom Stapleton this month to get his views on drugs in the workplace.

"Our responsibility as a union is to help keep the workplace safe and to increase productivity," Stapleton said. "Our product is our skilled members. Drugs and alcohol in the workplace cause us to lose our productivity advantage over non-union workers, which we cannot afford to lose."

Stapleton pointed out that a common misconception is that drug testing is the answer to the problem. "We are basing our program on job performance," he stressed.

Local hosts organizing seminar

By John McMahon

Local 3's Rancho Murieta Training Center was the site of an extensive, one week seminar conducted by the International Union of Operating Engineers for the purpose of union organizing. Thirty-five delegates from 15 locals in the western United States attended the seminar.

According to Jim Van Dyke, Director of Organization for the International, the purpose of the seminar is to give officers and agents from the region a comprehensive course in the modern techniques of union organizing. "We want the representatives to have a common approach to organizing, utilizing the current laws and taking into account the strategy of today's contractors."

The seminar, which began Sunday evening, December 7, included sessions on communications, organizational behavior, campaign strategy and planning, the legal aspects of organizing and jurisdictional problems. In addition, there were three sessions concerning research: how to conduct research, what to look for in researching a particular contractor or industry and how to interpret the research compiled.

There was also an official from the National Labor Relations Board to explain how a representational election is conducted and what is and is not allowed at election time.

Opening the seminar, Local 3 Business Manager T.J. Stapleton told the parti-

cipants that organizing is the life blood of a local union. "In the past year, Local 3 has retired 500 members, another 300 have died, and 200 transferred or withdrew from the Union. That's a loss of 1000 members. Those 1000 members must be replaced or slowly the local union will die. There is only one way to replace those members and that is through organizing."

IUOE General President Larry Dugan gave the key note address at the opening of the seminar. Dugan told the delegates that "it is necessary to change our course and our direction if we are to survive as an organization."

He said that after WWII, the engineers were living in the golden days. "We controlled the market place and we controlled the training of people who worked in the market place. That's not true now. We don't control the market and we are experiencing dual training and dual apprenticeship programs. We truly missed a great opportunity. We could be one million members strong now instead of 400,000."

Dugan reminded the delegates that "nobody else has the interest that we have in our problems, nobody else has the motivation like we do, and nobody else has the depth of knowledge that we have. In fact, we are really the only ones that care about our future. Therefore, we have our fate in our own hands. We can rebuild this proud organization by the same means that helped build it—



General President Larry Dugan addresses seminar participants.

hard work. It is our responsibility."

Dugan said that the International Union is making a major commitment to organizing. "We will help those who are willing to help themselves, but we can't do it for you." He pointed out that there are over 800 business agents throughout the International and only 60 staff members on the International payroll. "So, it is obvious who will have to do

the work," he added.

Dugan closed his remarks by telling the delegates that "We've got to change our ways, and we can change our ways. That's been the strength of the labor movement all down through our history. Nothing else that we do can help our organization more than making a major commitment to organizing new members."

Sony speaks out on American trade, industry

Let's hear an expert's ideas about what's wrong with American industry:

- The people who run our corporations have short-term views of quarterly profits and annual dividends that drain their companies of innovation and creativity.
- Managers and stockholders demand quick financial returns and annual bonuses that syphon off capital.
- They cannibalize companies with hostile takeovers and "golden parachute" deals.
- They encourage employees to work only for money, and not for either the corporation or society.
- They treat workers like tools whose only function in life is to produce profit.
- They oversee an industrial economy that grows weaker and weaker by the year.

The words of a labor leader frustrated and embittered by the long struggle with management? Hardly.

The speaker is Akio Morita, co-founder and chairman of the board of Sony: rich, famous, enormously successful as an industrialist and now the author of a book telling how the Japanese did it.

The name of the book is "Made in Japan." Morita is traveling around the U. S. promoting it.

It is a first-person account of 40 years in the front line of the battle for world-wide industrial supremacy.

(Continued on page 6)

Double-breasting bill symbol of victory

As legislators rushed to adjourn the final session of the 99th Congress, the U.S. Senate ended any chance of passing a bill this year to prohibit the illegal practice of double-breasting in the construction industry. But at once, the fate of H.R.281/S.2181 stands out in the

99th Congress as a symbol of victory for building tradesmen—particularly because our efforts establish a sound legislative history in Congress that should pave the way in future attempts to pass a similar bill. In fact, when a bill is said and done concerning this Congress and our efforts

with double-breasting, it should be remembered that the bill almost everyone said "would go nowhere" actually came within inches of becoming law.

The BCTD's legislative Task Force moved deftly in the final hours in Congress with the help of Rep. John Murtha (D-PA) to attach the bill (H.R.281) to a continuing appropriations resolution, and House members voted overwhelmingly to insist that the bill be retained within the spending measure. However, amidst threats by President Reagan to veto the entire spending bill if double-breasting was included, the Senate voted to table the measure. In addition, Sen. Orrin Hatch (R-UTAH) had threatened to launch a filibuster against the provision by introducing more than 100 amendments to the bill if the Senate did not reject it outright.

BCTD President Robert A. Georgine said that several good things have been learned from the experience with S.2181/H.R.182 and Congress. "Although double-breasting was not passed in the Senate," Georgine said, "the legislative history and success that was laid out by getting it passed in the House of Representatives, will serve as an excellent catalyst for further consideration of the measure in the future. Furthermore, considering the fact that we were dealing with a hostile Senate and hostile president, our efforts this year will serve as a major step forward for the enactment of this legislation next year. Many people did not believe we could even get this bill passed in the House, let alone come as close to victory as we did," he said.

President Georgine praised the efforts of BCTD members on behalf of double-breasting and said that "your continued help will make the difference when this measure is considered again."

Party held in Fairfield

Wilkins retires

By Hank Munroe
District Representative

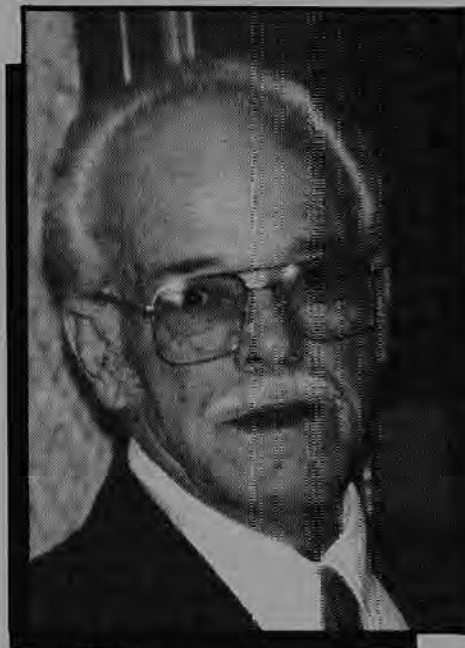
Cliff Wilkins of the Fairfield office, one of the Local 3's most popular and respected business agents is retiring. A 38 year member of the local, Cliff formerly worked out of the Oakland office as a business agent and then transferred to the Fairfield office a few years ago.

After serving in the Armed Guard U. S. Navy, Atlantic Fleet during WWII and in Guam after the War, Wilkins started as an oiler in Local 3.

Much of the time during the next 38 years, Cliff worked for the Bechtel Corporation, becoming one of the top big crane operators in the Bay area. His experience on the bigger refinery, or industrial type of projects prompted Bechtel, Fluor, Boeron and many other construction companies to hire him as a foreman, master mechanic, or general foreman.

Cliff has done a fine job in the Fairfield office, working closely with the membership and the local contractors to ever increase the work opportunity.

Whether Cliff operated a 4600 Manitowoc, was a general foreman on a large industrial construction job, or the business agent for the Fairfield office, almost everybody agreed that he did an



Cliff Wilkins

outstanding job.

At a "Boom down" party for Cliff held in Fairfield in November, Business Manager T. J. Stapleton commented to the over 100 friends gathered that Cliff is a real "Craftsman."

Cliff Wilkins will be enjoying his retirement and is looking forward to working on old cars and traveling to Europe. Cliff will also be available to provide his assistance, guidance and counsel to Bob Baroni, Business Agent from the Richmond area, who will be filling some big shoes in the Fairfield office. We all wish them both the best.



Bay Bridge lights up amid shower of fireworks during 50th birthday party celebration.

San Francisco Examiner photo by Craig Lee

Bay Bridge's 50th anniversary

The Bay Bridge, a project that captured the imagination of engineers and provided an excellent depression-era wage of 95 cents an hour to thousands of construction workers, celebrated its 50th anniversary on Saturday, November 15.

The night lighted up with 10,000 aerial explosives as the Bay Bridge's 50th birthday party ended on a colorful, big-band note and of course, a monumental traffic jam.

Thousands of motorists heading into San Francisco to watch the fireworks at the foot of the bridge on the Embarcadero found themselves immobilized in a gridlock that tied up traffic on both sides of San Francisco Bay for several hours as motorists abandoned their cars to watch the fireworks.

Some 1,000 boats crowded into the bay near the Ferry Building and about 30 aircraft—most of them helicopters—jockeyed for airspace.

A giant sound system at the waterfront blared Beethoven's Fifth Symphony, Glenn Miller's "In The Mood" and Simon and Garfunkel's "Bridge Over Troubled Waters" as the pyrotechnic display soared 1,200 feet into the sky from six barges anchored off the Embarcadero.

After half a century, the Bay Bridge is still the longest high-level bridge in the world, measuring 27,000 feet between its San Francisco and Oakland approaches, and by any standard one of the engineering marvels of the age.

Just as remarkable is the fact, the bridge was built at a time when the nation was gripped in the midst of the Great Depression. With the Golden Gate Bridge to the west, which began construction six months earlier, the two projects yielded a tremendous boost to the local economy and opened the way for the regional transportation system we now enjoy.

Watching the construction was as popular as television today. It was cheap entertainment in a time when thousands of people were broke.

For free you could stand or sit along the Embarcadero and watch one of the greatest construction projects in history.

"The Bay Bridge is still the longest high-level bridge in the world, and by any standard one of the engineering marvels of the age."

A 21-cent ferry ticket would buy you a closer look right under the deck.

The bridge went up amazingly fast, even by today's standards. From July 1933, when actual construction began, it took only 42 months for completion.

First, there were the bargelike caissons that were sunk to bedrock as foundations for the towers.

Next came the graceful steel towers to support the cables and girders that would reach into empty space across the largest harbor ever bridged.

Ferry riders watched workmen scamper over the steel.

The men drove rivets, nudged 30-ton steel beams into position hundreds of feet in the air and tugged on huge cables.

Then bicycle-like contraptions riding high wires began shuttling between the towers. Day and night, they whirred and clicked, gliding back and forth between San Francisco and Yerba Island, spinning giant cables that would support the bridge 200 feet or more above the bay.

In December 1935, tugs pushed barges loaded with prefabricated steel sections of the bridge out onto the bay between San Francisco and Yerba Buena Island. Ferry riders had front-row seats for the drama that followed.

Once the steel was in position, cranes hoisted each prefabricated section 200 feet into the air. Quickly, workmen attached the steel sections to the cables that swooped down from the high towers.

Proud designers described the graceful suspension cables as "clotheslines with a college education." The suspended cables weigh 19,000 tons. Each contains 17,464 wires.

East of Yerba Buena, parts of the bridge took shape atop stiltlike temporary supports. Girders from the twin, triangle-shaped towers reached across

the empty space toward each other.

When the girders were riveted together on March 25, 1936, San Francisco and Oakland were connected by steel for the first time.

From the deck of a ferry, the work looked almost effortless. But by today's standards, few steps were taken to minimize the risks of working high above the water.

Twenty-nine workers were killed and more than 1150 were injured during the construction. Some fell from the towers into the bay; others were struck by flying rivets or equipment. (The bridge was built before hard hats were mandatory for all workmen.)

One diver died of the bends. But contrary to popular stories about men falling into wet concrete and being buried alive, construction records show that such strange mishaps never occurred.

To an engineer, the Bay Bridge is really 10 bridges and one tunnel linked end-to-end. The bridge rests on 51 piers, 44 of them in the bay. The East Bay approach is on a causeway completed in 1915 as a railway approach to a ferry pier and widened for automobiles.

No changes were necessary to add two electric train tracks to the south side of the lower deck in 1939, because the bridge was designed for long and heavy rail cars. (Each rail car weighed 70 tons compared with the 30-ton BART car of today.)

Major structural changes were necessary after the trains were removed in 1958. The upper deck was converted from three lanes in each direction for automobiles to only five lanes for all westward traffic. The tracks were removed from the lower deck, which was rearranged to handle five eastbound lanes for all traffic.

This time, commuters were not awed by the bridge designers' engineering

expertise.

Rather than being casual spectators from ferries, commuters were participants, trapped in the middle of the confusion. The reconstruction set off eight years of traffic chaos.

The upper deck was not designed for heavy trucks and had to be strengthened. Both levels of the Yerba Buena Tunnel were rebuilt.

Extra beams were sufficient to strengthen the upper deck. Removing the tracks was relatively simple because prefabricated pavement panels replaced the rails.

But fixing the tunnel was not so easy, because its upper level, designed only for autos, was too low over the left and right lanes for trucks.

It was necessary to lower the upper deck about 18 inches to provide clearance and rebuild the lower deck pavement because the tracks were at a lower level than the original roadway. A row of columns that supported the upper deck also had to be removed. But there was not enough headroom on the lower level for a crane needed to install supports for the rebuilt upper-level roadway.

The solution, considered an engineering triumph, was "The Hump." Part of the upper-deck roadway was replaced by a temporary steel bump so there would be room in the lower level for the crane. The Hump was moved along, and the upper deck roadway lowered and replaced, as the crane worked its way eastward through the island.

Motorists did not care whether The Hump was an engineering marvel. They hated it. The bump was so abrupt that some cars became airborne while passing over it.

On the Hump's first day, Nov. 25, 1961, afternoon traffic was halted for hours. The jams continued until Oct. 27, 1962, when the crane was no longer necessary and The Hump disappeared.

Since Feb. 7, 1966, when the \$35 million reconstruction job was declared officially completed, the bridge has not been significantly modified. From a distance, the bridge looks much the same today as it did 50 years ago.



Robert Brogden's brother, Dick is shown in this old photo taken at the Oakland airport

Retirees recall life on the bridge

By James Earp
Managing Editor

There are no doubt many operating engineers like retired Local 3 members Guy Jones and Robert Brogden, who got their start working in construction in California because of the Bay Bridge.

This huge, Depression-era project drew construction workers from all over the country because of the promise of a good job during a time when even a lousy job was hard to come by.

Robert Brogden of Berkeley was honored last July at Local 3's semi-annual membership meeting for 50 years in the union. For Brogden, it all began in 1933 at the age of 25 when he got a job working for Western Crane on the eastern approach to the Bay Bridge.

"Things were pretty rough at the time," he recalls. "Work was hard to find."

Brogden started out as an oiler on one of the original Lorraine cranes and eventually got enough seat time in to become an operator.

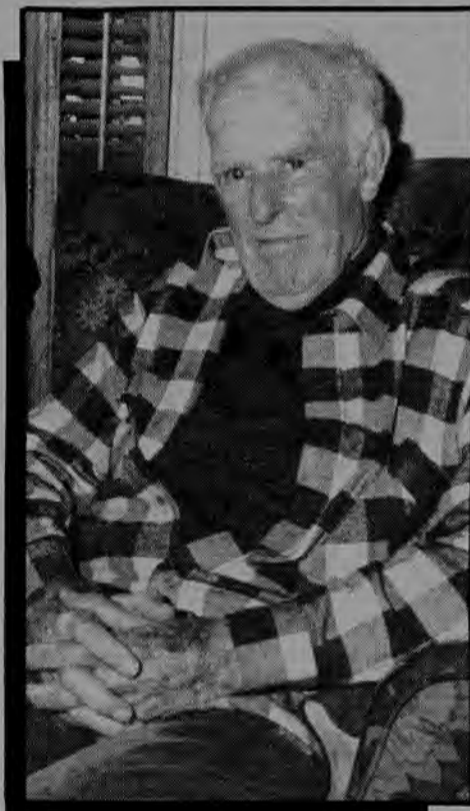
The Lorraine was first developed in WWI for General Pershing, Brogden explains. "The swing was not conventional on those rigs. If you pushed it, it swung towards you and if you pulled, it went away. Just the opposite of controls nowadays. You had one foot-brake for one drum and a handbrake for the other."

Ironically, it was the unique operation of the Lorraine that provided a way for Brogden to join the union.

"We were on a job at this end of the Bay Bridge digging footings for what is now Moss Ave. and MacArthur Blvd.," Brogden recalls.

"Down came a business agent — I think his name was Frank (Lawrence) from Local 59 — who was going to shut the job down because we were non-union."

"So we sat down on the sidelines while they brought over six or seven operators from the union hall to work the Lorraines. They had the roughest time you ever saw. They couldn't even put the bucket down, open or close it after they got it up. You couldn't expect them to



A crane is "like a violin. Some people get just a lot of squawks out of it, but some people can really make it sing." Robert Brogden

on this equipment," he said.

"So they signed us all up. They really didn't want to at the time, because there were already a lot of union men out of work."

Brogden said work on the Bay Bridge was already underway when he started there. He never worked on the actual structure, but was able to keep busy for a couple of years working on the toll plaza for Clinton Construction and the distribution system on the east end of the bridge for Bates and Rogers.

"The piling we used on the toll plaza was 120 feet long," Brogden says. "We never did reach bottom. We had to rely on skin friction to do the job."

The fill used for the east approach was dredged up from the Bay. Brogden recalls that much of the time it hadn't

even had time to set up before they were working in it.

"The coffer dams had to have whalers inside and outside," Brogden said. "Mud would come up from the bottom like toothpaste. The minute we made grade we would put plank on the bottom and pour concrete."

The ground was so unstable that the original building for the Highway Patrol "leaned like the Tower of Pisa," Brogden said.

Although it didn't seem to matter to some, Brogden noted that many of the workers realized they were making history on this monumental project. It gave them a sense of pride knowing they were an integral part of the project.

"That's one of the things I enjoy about this work," he says. "As you're traveling around the country you see a project and say, 'There's something we did the footings for.'"

He also enjoys the challenge of operating the equipment. "When you get a machine, it's just a pile of iron. It's like a violin. Some people get just a lot of squawks out of it, but some people can really make it sing."

The idea, says Brogden, is that you're "determined to get more out of the machine than anybody else can." There's still a lot of that one-upmanship going on. "Operators pride themselves on doing more on that rig than anybody else," Brogden says.

"The machine is always like something waiting to catch you napping," Brogden adds. "You've got plans in the back of your head — if this happens, I'll do that, etc."

Brogden worked in the industry until 1984 when he finally retired at the age of 76. During that time, he's experienced many changes in the industry.

"Take piledriving," he says. "It used to be a crew went out with four men and a foreman. The foreman had a roll of blueprints in his back pocket. You went out to the worksite, the owner or somebody working for him came by and showed you some stakes and you dug in and drove piles."

"Now there's so many whitehats, eng-

ineers, sub-engineers, foremen, superintendents. There's a lot more people involved."

"Job safety has been one of the biggest improvements over the years," Brogden says.

"Job safety wasn't stressed nearly enough back then. When we were working in the shipyards, the ambulance went out of there every morning before noon with somebody in it."

Such frequent mishaps didn't do much to improve safety on the job at the time. "You figured it wasn't going to happen to you," Brogden recalls.

There were few hardhats used on the job.

"Our standard uniforms used to be a hickory shirt, pair of black jeans and a white cap," Brogden says.

Brogden has few regrets about his career as an operating engineer. He had aspirations as a young man of being an architect but the hard times and lack of opportunity to go to college pressed him into the job market before he could realize his goal. But working as an operator and eventually owning his own crane company "has been a satisfying livelihood," he says.

For retiree Guy Jones, life as an operating engineer was also a good one. Like Brogden, he was one of over a dozen retired Local 3 members who was honored with a 50-year watch from the union. And, like Brogden, he got his start in the San Francisco area by coming to work on the Bay Bridge.

"I first started in construction about 1925 in Florida at the age of 17," Jones recalls. "My oldest brother worked as an operator at \$1.25 an hour. I worked as a helper for 30 cents an hour. There was no such thing as an oiler in them days."

Jones soon became an operator in his own right and boomed all over the country during the late Twenties and early years of the depression: Detroit, Kansas City, New York and finally San Francisco.

He was working for Bates and Rogers on a job in New York when the company brought in six concrete finishing machines from Germany. Four of them went to the Hoover dam and two ended up in New York.

When the firm got a contract on the Bay Bridge, that's when Jones came out to California. Initially they earned 95

(Continued on page 12)



"When I worked on the waterfront, I fired my own boiler, ran my own rig, had no deck engineer and no fireman." Guy Jones

Applications being accepted for scholarship contest

General Rules & Instructions For Local 3 College Scholarship Awards 1986-1987 School Year

Two college scholarships of \$1,000.00 each will be awarded winners, for study at any accredited college or university, one award to a daughter and one to a son of Members of Operating Engineers Local 3.

Two college scholarships of \$500.00 each will be awarded 1st runners-up for study at any accredited college or university, one awarded to a daughter and one to a son of Members of Operating Engineers Local 3.

The Local 3 Scholarships will impose no restrictions of any kind on the course of study. Recipients may accept any other grants or awards which do not in themselves rule out scholarship aid from other sources.

Who may apply:

Sons and daughters of Members of Local No. 3 may apply for the scholarships. The parent of the applicant must be a Member of Local 3 for at least one (1) year immediately preceding the date of the application.

Sons and daughters of deceased Members of Local No. 3 are eligible to apply for the scholarships. The parent of the applicant must have been a Member of Local 3 for at least one (1) year immediately preceding the date of death.

The applicants must be senior high school students who have, or will be, graduated at the end of either: (1) the fall Semester (beginning in 1986), or, (2) the Spring Semester (beginning in 1987), in

public, private or parochial schools who are planning to attend a college or university anywhere in the United States during the academic year and who are able to meet the academic requirements for entrance into the university or college of their choice. Students selected for scholarships must have achieved not less than a "B" average in their high school work.

Applications will be accepted between January 1, 1987 and March 1, 1987.

Awarding scholarships:

Upon receipt of the application and required forms, Local No. 3 will verify the membership of the parent. The application will then be submitted for judging to a University Scholarship Selection Committee, an independent, outside group composed entirely of professional educators.

Apart from verifying the eligibility of the applicant, Local No. 3 will not exercise any choice among the various applicants or indicate in any way that one applicant should be favored over another. Based on factors normally used in awarding academic scholarships, the University Scholarship Selection Committee will submit to the Local 3 Executive Board recommendations for finalists. The list of potential winners and their qualifications will be reviewed and studied by the Executive Board and the scholarship winners selected.

Scholarship winners will be announced as soon as possible, probably in either May or June, and the checks will be deposited in each winning student's name at the college or university he/she plans to attend.

Instructions:

All of the following items must be received by MARCH 1, 1987:

1. The Application—to be filled out and returned by the Applicant.

2. Report on Applicant and Transcript—to be filled out by the high school principal or person he designates and returned directly to Local No. 3 by the officer completing it.

3. Letters of Recommendation—every Applicant should submit one to three letters of recommendation giving information about his/her character and ability. These may be from teachers, community leaders, family friends or others who know the Applicant. These may be submitted with the application, or sent directly by the writers to Local No. 3.

4. Photograph—A recent photograph, preferably 2 inches by 3 inches with the Applicant's name written on the back. (Photo should be clear enough to reproduce in the *Engineers News*.)

It is the responsibility of the Applicant to see to it that all the above items are received on time and that they are sent to:

William M. Markus
Recording—Corresponding Secretary
Operating Engineers Local Union No. 3
474 Valencia street
San Francisco, CA 94103

or to College Scholarships at the address shown above.

Guy F. Atkinson pours it on at Drum Powerhouse project

Guy F. Atkinson is working 7 days a week, 12 hours a day, at Drum Powerhouse in Alta, CA, business agent Bill Marshall reports. This company is employing 21 operating engineers and under the capable supervision of Brothers Bill Oskin, Red Harris, and Steve Jones. All of the members say they are looking forward to the rains so that they can have some time off.

Kiewit Pacific is working two shifts, 7 days a week, 10 hours a day, at Drum Afterbay in Alta, CA. This project has kept a lot of brothers busy for the last 4-5 months, and these brothers are also looking forward to some time off.

Highway 80 has been hectic all year with construction crews everywhere. M.C.M. Construction is working at three different bridge sites on Hwy. 80. Teichert Construction has been working on Hwy. 80 from Roseville to Nevada Stateline. C. C. Meyers is working at Boca Bridge keeping a few brothers employed under the supervision of Brother Bill Rickman. Perata Exc., Inc., Joe Suter Const. Co., Inc., Northbilt, Inc., and Sittre's Exc. has been keeping the brothers working all over the Lake-Basin area. Teichert's plant at Martis Creek in Truckee has been keeping the brothers busy all year long with lots of hours, and it is hoped the company can keep this up for next season as well.

Marshall said that Local 3 was able to sign Burdick Excavating on Ray Wilson's at South Lake Tahoe working at the new college in South Shore.

R. A. Nemetz Const. on Hwy. 50 is keeping the brothers working on three different sites on widening and straightening out the curves. These brothers are working under the supervision of Brothers Corky Harmon and Rick Nemetz.

Roy E. Ladd's job on Hwy 50 at Riverton is coming along really good,

and C. C. Meyers has just about gotten the bridge completed.

The Union has a picket on Doug Veerkamp who is doing the Pollock Pines School on Amber Way off of Ridge Road. The prime contractor William Johnson, is union with the Laborers and the carpenters, but refuses to sign with Operating Engineers Local Union No. 3 "We had Doug Veerkamp convinced to sign with Operating Engineers, and the prime contractor talked him out of signing our agreement," Marshall said.

He said he will be needing picketers to walk and carry picket signs. He would appreciate any assistance the brothers can give in trying to get some of these contracts signed. The brothers that live in the area know a lot of employees working for these employers. Talk to them regarding the Union and tell them about the pensions and health and welfare plans, plus the fact of having someone else other than themselves to represent them to collect monies due to them when they work on prevailing rate jobs. If you know anyone that is not getting paid the prevailing rate, have them call me at (916) 432-0667 or (916) 383-8480, and we will get the monies for them," Marshall said.

There was a picket on Sayles-Hydro and Associates between Twin Bridges and Camp Sacramento. They are doing the Hydro plant on Sayles Flat Creek. They were able to turn around the 125-ton Linkbelt that was going to set the 22-ton beams for Sayles-Hydro, and they want to thank the operator, Don Colburn, and oiler, Floyd Jenkins, for their support. Sayles-Hydro had to use two tow trucks to get their job done, which set them back about ten days, plus burned up one tow truck.

What was disheartening about the whole thing is that there were operators from Colorado and Wyoming who

Sony head speaks out on industry

(Continued from page 3)

Morita says its our own fault that we are losing the battle.

"I am always criticizing American management rather than the American work force," Morita told the Los Angeles Times.

"The American work force is very good. They can produce a good product. They have high morale and they work hard.

"Americans should give more incentive to management to run corporations with much longer viewpoints," says the 65-year-old Morita. "Give management more security to run companies. At the same time you should discourage management from taking profit away."

Going for the quick buck through foreign manufacture is a cumulative management decision that is profoundly altering the U. S., Morita said.

"If you Americans decide to go into service industries, you must not complain of the trade imbalance," Morita says. "You need hardware. You must import hardware. You must import the hardware from somewhere."

Morita thinks American management has done a particularly lousy job in consumer electronics products.

The short-term quest for profits has caused Americans to surrender their leadership in this field, he claims, until today even products bearing familiar American names rarely manu-

factured here. They are built in foreign countries and shipped back here with American labels, Morita points out.

As a particularly damning indictment, he cites the success of the television sets Sony makes in this country.

"Today most of our (Sony) TV sets are made of U. S. — made components, including the picture tubes. The only thing we send over (from Japan) are the electron guns and some special integrated circuits.

"So you can say that any so-called American-made TV set is about 80 percent foreign-made and that ours is more truly American than theirs."

Morita's book, written with the help of two journalists, one Japanese and one American, notes that the first Sony product was a wire recorder patterned after something American occupation forces brought to Japan in 1946. It soon became obvious that tape recorders pleased consumers much more than wire recorder did. Sony jumped into audio tape dominance.

Then there was the transistor, which Western Electric developed in the late 1940s and early 1950s. Western Electric thought its best use would be in hearing aids and gave Sony a license for it.

Sony had a better idea. Instead of hearing aids, the company started making transistor radios. The rest is history.

were once union card holders who went to work for this non-union company along with carpenters and laborers that had been union at one time. "Brothers, this is killing all unions from organizing. The non-union companies just flat tell you, "If I can get qualified people to work for me, why do I want a Union," Marshall said.

There are prescription drug cards and health and welfare forms at Ray's Liquor store in Placerville, at the drug store in Pollock Pines next to Safeway, and at the Laborers' Hall in Pollock Pines behind the Pony Express shopping center. If anyone needs forms brought to their home, call Marshall at (916) 383-8480 or (916) 432-0667.

Marysville wraps up an excellent year

Marysville District Representative George Morgan would like to take this opportunity to thank all the members and friends for their participation throughout the year of 1986 in helping with a heavy workload, including those who helped with the phone banks and those who volunteered on the picket lines. "As a result of the pickets, we were successful in signing up two major contractors which is damned hard to do in this day and time," Morgan said.

He also thanked the Job Stewards and the Safety Committee for their cooperation in the plants and on the jobsites in the industry.

"This year, we issued more than one and one-half times the number of dispatches issued last year, some being short duration and some being under various agreements. The Dispatcher, the staff, and I appreciate you men taking these jobs," Morgan said.

The work picture on the east side of Marysville is still looking good for this time of the year, reports Business Representative Dan Mostats.

Tenco Tractor is still staying busy in their shop with a very good work picture for next year. This should keep the shop busy. Ford Construction is busy repairing the Yankee and Natomas levees which were very badly damaged from the storms last February. Babcock & Wilcox is still busy, with three Engineers staying until the very end.

Baldwin Contractors has had a lot of work this year at various locations and was low on two more, an Industrial Unit #2 in Oroville, \$457,835, and street repairs in the Linda area of Yuba County which were damaged by the flood. Baldwin has just begun the work, and this should keep them very busy until the rains come.

Claude C. Woods at Parks Bar has been very busy. Wayne Renaud has had a crew working ten hours a day to keep rock crushed for the various sites Woods has on the Sacramento River. Work should be coming to an end soon though, at Parks Bar.

Carl Woods is keeping a crew busy crushing rock at Spring Valley, and it will probably last until the rains come. Baldwin Contracting's Hallwood Plant is still running two shifts and keeping a lot of Engineers employed. Teichert Construction at Hallwood has had a busy year, and the word is that they will probably stay that way until the Holidays.

Robinson Construction in Oroville is still working at the airport and has a few other projects in Oroville to move to. This work will keep them going a little longer.

Stimpel-Wiebelhaus is still working on Highway 70 which was damaged by last winter's floods and will probably go until the end of the year. Stimpel-Wiebelhaus was also low on a section of Highway 89, and they have started work on the project. Contri Construction is still moving along on the work in Sierra City and will probably work until the snow flies.

This has been a good year on the west side of the area, and dirt is still flying, reports Business Representative Vern Hughes. Crystal Creek Construction of Redding has a good winter job at the Colusa by-pass and should keep a lot of Brothers working all winter. They are working two ten-hour shifts, five days a week, employing about sixty employees.

Californians for Better Transportation set goals

By John McMahon

At its annual meeting in Sacramento in early December, the Californians for Better Transportation called for the reauthorization of the Federal Surface Transportation Assistance Act as well as additional funding for local and state road needs.

Californians for Better Transportation is a coalition of local governments, labor unions and the business community formed to advocate increased funding for transportation related needs.

The Surface Transportation Assist-

ance Act is a comprehensive program providing federal funding to states and local governments for financing state highways, local streets and roads and mass transportation improvements. The United States Congress adjourned last fall without re-authorizing the Act. This inaction jeopardizes the planning and financial continuity of state and local transportation programs.

Failure to pass the Act means that new safety and bridge repair projects in California, among other things, will come to a halt January 1, 1987. Because

Congress adjourned without approving new highway legislation, the nine-cents-a-gallon federal user fee on gasoline is accumulating in the Highway Trust Fund with only limited spending authorized.

Even though there are sufficient dollars in the federal Highway Trust Fund, estimated to be \$10 billion by January 1, no new funds for bridges and other safety repairs will be made available to California at the start of the new year. A new highway bill is needed to authorize such expenditures.

According to the California Transportation Commission, federal funds for other California roadway projects are expected to be exhausted by April or May. This translates into a four to six month delay in awarding new contracts, even if a new bill is approved early in the new Congressional session.

If no bill is passed, California will lose an estimated \$944 million and more than 58,000 jobs, according to some estimates.

CBT said that California's stake in a timely five year reauthorization of the federal law is substantial because nearly \$2 billion in federal funds are required for completion of the state's interstate projects, another \$250 million in the state's minimum statutory guarantee is required to fund its non-interstate program, and the additional funding authority contained in the proposed statute would allow California to complete over \$6 billion in projects over the next five years.

Other resolutions approved called for a constitutional amendment which would redefine motor vehicle fuel tax revenues as user fee rather than general revenues. This would remove gas taxes from the limitations of the Gann Initiative which limits the annual appropriation of state and local tax proceeds to the growth in population and the consumer price index. As it stands now, even if the gas tax was increased to finance the necessary road work, it could not be spent because of the Gann limitations.



Two-gater protest — Approximately two dozen building trades members participated in a demonstration in South San Francisco recently to protest a non-union job under construction on Gateway Blvd. The contractor on the job, Calcon Construction out of Arizona, began the building last March. After nearly nine months on the job, they are barely beginning to hang iron on the third floor. By comparison, a similar job was started in Redwood Shores by union contractor Charles Pankow at about the same time as the Calcon job and they are virtually finished with the project.

Symptoms warn of chemical dependency

By Nate Davidson

Like any other disease, alcoholism or chemical dependency has its own symptoms. The Addiction Recovery Program (ARP) is hopeful that union member's awareness of these symptoms will increase the incidence of treatment and recovery.

There are several significant and obvious signposts that mark the disease of alcoholism. Throughout an alcoholic's drinking career these symptoms can be observed by the spouse, parents, friends, co-workers and others who are close to the alcoholic—even the alcoholic himself. Unfortunately, most people fail to recognize these warning signs as symptoms of a disease. There's no treatment and so the disease progresses.

What are some of the symptoms.

Increased Tolerance: While it might seem the alcoholic would have lower tolerance to alcohol, in actuality one of the symptoms of the disease is increased tolerance. The drinker or user needs more to reach that feeling of euphoria they are searching for. This can be a misleading indication that they don't have a problem. Often this high tolerance is a source of pride to an alcoholic

or chemically dependent person.

Preoccupation: The drinker or user looks forward to times he or she can drink or use. They set up situations in which alcohol or drugs will be present. Conversations are filled with references to drugs or alcohol, getting high or "feeling good." Also, they will reward themselves with a drink or drugs because "they deserve it" or "they earned it."

Solitary use: The social drinker likes to drink with other people. Often it's the company, the setting, the conviviality that sets the stage for drinking. But not with the alcoholic or dependent drug user. For the person with this disease, the drug—and I'm including alcohol as a drug—becomes more important than the people or the setting; in fact, often replaces the people for companionship.

Protecting the supply: Drugs or alcohol become so important that the alcoholic or addict will feel very uncomfortable if there isn't a supply on hand—even when they aren't actually drinking or using.

Gulping drinks or rapid intake of drugs: The objective of the chemically dependent person is "to feel as good as possible, as soon as possible."

The presence of these symptoms isn't a sure sign that a person is alcoholic or chemically dependent. Nor does the lack of them indicate there is no problem. But if anyone has any questions at all—either about themselves or someone they care about, I hope they will get some information.

If they had any other disease they'd get all the information they could about it. I hope if there is some concern about alcoholism or drug abuse, you would do the same. It is, after all "a disease."

Please call the Addiction Recovery Program (ARP) at the toll free number below for CONFIDENTIAL help! HAPPY HOLIDAYS!

Addiction Recovery Program



For information, confidential inquiries or referral please call:
California (800) 562-3277
Outside California (800) 562-2773

Fringe Benefit Forum

By Don Jones,
Director of
Fringe Benefits



The Christmas season—a time to change stride and look at our day-to-day work from a different perspective, a time for celebrating the holidays with family and friends, a time for gift-giving and gift receiving, a time for thank you's.

Christmas cards and notes to friends we visit with pen once a year, tree trimming with corresponding struggle to find perfect placement for miniature lights, ornaments, tinsel, once a year rush on baking ingredients to delight palates and raise blood sugar levels, all part of the season which seems to pass out that extra capacity to juggle more tasks than one is normally able to handle in a few crisp days.

Special meaning for members of the Operating Engineers. The true spirit of Christmas. Akin to the spirit of union unity. This spirit is easy to recognize as we look back through 1986. It is the spirit we all drew on to make it on time to the job site, supporting each other with our various job skills, fighting to finish in certain areas before darkness fell. This union unity is the underpinning of health plans which help provide continuing coverage even to those who are unable to put in as many work hours as ourselves. We recognized this spirit when those with whom we had worked for a long time decided to retire. We knew they would be missed. 'Hard to replace' was the understatement we usually overheard. Union unity saw all of us through the deaths of fellow Eng-

ineers. We knew we would miss them. We knew their families would miss them more. We all did what we could to comfort those who were mourning. And once again the benefit programs all of us helped to create were called upon to help many through difficult times.

The many benefit plans in place for you are there because you helped put them there—to meet the varying needs of engineers, actives as well as retired members. We appreciate all your calls regarding the programs. We have learned from you, and we hope that during the past year we have been of some assistance. Your keen interest allows us to keep a finger on the pulse of the programs, and allows us to continue to tailor programs that benefit as many engineers as possible.

Many thanks to the officers and to all the district representatives and staff. With your constant help we are able to serve the membership by giving that one-on-one attention they deserve.

Our special thanks to all the Chapter Chairmen of the Retiree Association—John Gardner, Bill Seeman, Butch Lafferty, Pete Ekberg, Merle Shellenbarger, Art Lance, Fred Crandall, Bud Dalton, Ernie Sutton, Joe Travers, Al Perry, Jim Grant, Sid Turner, Henry Willeesen, Yoshio Azuma. And our deepest sympathy to families and friends of the following Chapter Chairmen who died in 1986: Harley Davidson, Charlie Hansen and Jess Parsons.

It is with the skill and gracious assistance of the Chapter Chairmen that the Retiree Association meetings were such a success.

Please note on this page the schedule of Retiree Association Meetings beginning in January. Important information regarding your Health and Welfare coverage will be discussed at these meetings, so it is very important that you attend.

Seasons Greetings to all of you and best wishes for a happy and healthy 1987.

Redwood Bypass a big boost

Best season in years for Eureka

The summer of 1986 was, without question, the best work season the North Coast has experienced in ten years or more, reports District Representative Gene Lake.

It is true the large freeway project being done by Tutor-Saliba-Perini (Joint Venture) had a great deal to do with the dramatic increase in construction employment this past season where approximately 160 Operating Engineers put in long shifts.

However, almost all the employers, both local and out of the area, reported a noticeable increase in construction activity in the district. It would be safe to say that something positive is happening when the out of work list gets down to five members and you have to call neighboring locals almost daily to fill job orders.

"In our conversations with Business Agents and members of other locals we heard sad stories of either no work or the work going almost 100% nonunion," Lake said. One of the results of these conversations is the realization of how fortunate we are to have so much of the work going our way."

Mercer Fraser Company, Inc., our largest paving and materials supplier, got off to an early start this year on storm damage repair to highways in the area. Since then, they have completed several overlay projects for Cal-Trans, Humboldt County, and the cities in the area, as well as the lumber mills in the area. Mercer Fraser also established another permanent plant east of Dinsmore on Highway 36 this past summer.

The Dinsmore plant was purchased out of state in a used condition but after a lot of man hours and considerable expense invested in it, it is now a "first class operation." The plant produced the mix for the J. F. Shea overlay project at Ruth Lake, also for the paving Tonkin Construction project on Highway 36. Mercer Fraser Company, Inc. now have four plants strategically located through-out Humboldt County.

In Eureka, Tonkin Construction recently finished their \$1,000,000 site preparation contract on the water front for the city. Mercer Fraser also has completed a portion of Waterfront Drive.

Nally Enterprises and Contri Construction have been fortunate to have a lot of dry weather this fall. Each of the firms have three million dollar underground projects in the city of Eureka. As long as the weather holds, the work will continue.

Selvage Construction has been very busy until a couple of weeks ago. They drove a lot of piling for various projects including the new Mall on Broadway.

John Petersen finished the season by completing a contract for State Parks at Bull Creek. Next spring he will start a slip out repair job near Trinidad on the old Highway 101.

Next season we can look forward to several large bridge projects. They include north bound lanes on Highway 101 at Rio Dell, a new bridge on Highway 299 at Salyer, a new bridge on Highway 101 at Orick, a new bridge and approach realignment at Elk River, and either a new bridge or extensive renovation of the existing bridge at Fernbridge.

At the present time we are starting contract negotiations with Peterson Tractor Company. The current agreement expires at the end of the year.

Business Representative Bill Burns reports that the State Water Quality Control Board will not let Tutor-Saliba-

Perini get on the Redwood By-pass project until the 15th of May and must be off the project by October 15th. However, there have been several slides and Cal-Trans is considering letting them start to remove them around the first of April on an extra work contract.

RETIREE MTGS.

Eureka Jan 13, 2 p.m.
Alpha Chapter
Engineers Bldg.
2806 Broadway
Eureka, CA

Redding Jan 14, 2 p.m.
Beta Chapter
Moose Lodge
320 Lake Blvd.
Redding, CA

Marysville Jan 15, 2 p.m.
Gamma Chapter
Veterans Memorial Building
249 Sycamore
Gridley, CA

Napa—Fairfield Jan 20, 10 a.m.
Chi-Gamma Chapter
Elks Lodge #832
2840 Soscol Ave.
Napa, CA

San Mateo—S.F. Jan 21, 10 a.m.
Kappa Nu Chapter
IAM Air Transport Employees
1511 Rollins Rd.
Burlingame, CA

Ignacio Jan 22, 10 a.m.
Chi Chapter
Alvarado Inn
6045 Redwood Hwy.
Novato, CA

Ceres Feb 10, 10 a.m.
Teamsters Hall
1225 13th Street
Modesto, CA

Stockton Feb 11, 2 p.m.
Eta Chapter
Engineers Bldg.
1916 N. Broadway
Stockton, CA

Fresno Feb 17, 2 p.m.
Theta Chapter
Laborers Hall
5431 E. Hedges
Fresno, CA

Concord Feb 19, 10 a.m.
Mu Chapter
Concord Elks Lodge #1994
3994 Willow Pass Rd.
Concord, CA

Auburn Feb 24, 10 a.m.
Epsilon Chapter
Auburn Recreation Center
123 Recreation Dr.
Auburn, CA

Sacramento Feb 25, 2 p.m.
Zeta Chapter
Laborers Hall
6545 Stockton Blvd.
Sacramento, CA

Oakland Feb 26, 10 a.m.
Nu Chapter
Oakland Zoo-Snow Bldg.
9777 Golf Links Rd.
Oakland, CA

Bids to be opened for Cloverdale Bypass

District Representative Chuck Smith reports that work in the Santa Rosa area is still going pretty well for this time of year. However, the first good storm will bring things to a screeching halt. The long range weather forecast is for a very wet December and January.

The first phase of the Cloverdale bypass was scheduled for a November 19th bid opening, however, that has been postponed until December 17th. Highway 101 looks good for keeping quite a few brothers and sisters busy next year and a few more years down the road.

Business Representative Bob Wise, reports that as of Mid-November, most of the local companies in District 10 were still going full bore. Argonaut Constructors are working some Saturdays and are about to wrap up two large subdivisions in his area. The finish and paving crews still have a way to go before putting the final touches on these projects located in Oakmont and Rincon Valley.

North Bay Construction just started the Camino Collegio Assessment District at Rohnert Park. The North Bay hands are getting some good hours (as usual) and they are doing their best to get the job roughed out and the drainage

opened up so they can get an early start next spring. Dozer operator, Carl Say, said he has put in 1800 hours this year which is very good for a dirt hand in this area. "The North Bay is growing fast and it is nice to see our Local #3 operators getting lots of overtime," Wise said.

Business Rep. Stew Orchard reports that work in the area was very good during the months of October and November which helped the Brothers and Sisters who got a late start this season. Piombo has finished their job at Coyote Dam but is still keeping a few operators busy around the Sonoma County Airport. Pete Barretta has finished the Geysers Road job and also did some slide repair work on Warm Springs Dam.

Berglund Tractor Company has opened a new shop on Airport Blvd. The Brothers working in the shop will be working mainly on trucks at the Westwinds Business Park, located off of Airport Blvd. There is an estimated 40 million dollars worth of work to be done over the next few years.

The paving crew with Don Dowd Company has been busy this year putting down about 100,000 tons of asphalt.



Your Credit Union

By Bill Markus
Secretary-Treasurer

The new tax law and your IRA

The Tax Reform Act of 1986 changes who is eligible to deduct IRA contributions from federal income taxes in 1987 and thereafter.

However, the new law will not affect your 1986 IRA in any way. All taxpayers working for wages may still deduct up to \$2,000 from their 1986 income on their federal tax returns for IRA contributions, and have until April 15, 1987 to open or add to a 1986 IRA. This is why it is especially important to add to or open an IRA at your Credit Union by April 15th, so you may receive the tax advantage.

For the years 1987 and thereafter, members should be aware of some important changes. For most people, the appeal of IRAs will be undiminished by tax reform. For some, however, IRAs will be much less attractive, depending on if you have an employer-sponsored pension plan and your adjusted gross income.

The new tax rules retains the current treatment of contributions to IRAs when both the taxpayer and the taxpayer's spouse are not covered by an employer-sponsored retirement plan. If either is covered by a qualified pension plan, a deduction may still be allowed. However, the maximum amount per individual (\$2,000) will be phased out when adjusted gross income, before deducting the IRA contribution, is more than \$25,000 for a single taxpayer and more than \$40,000 on a joint return.

No deduction whatever will be allowed when adjusted gross income exceeds \$35,000 for a single return and \$50,000 for a joint return and either party has a qualified pension plan. Married couples filing separately will not be eligible for any IRA deduction if a spouse has income over \$10,000.

Most members will still find it to their advantage to have an IRA. While the tax laws may be changing, the benefits your Credit Union offers remain the same. We offer an excellent dividend rate and the convenience of payroll deduction to fund your IRA. If you have any questions or would like to open an IRA, please call our IRA Specialist at (415) 819-4400. She will be glad to answer any questions you have.

You may want to consult your tax specialist to determine if a 1987 IRA is to your advantage.

Please note: All IRA earnings you have accumulated thus far will continue to remain tax deferred until you withdraw them.

WITH SAFETY IN MIND



By JACK SHORT, Director of Safety

Where did I catch this cold? Some tips on avoiding them

Where did I catch this cold?—you ask yourself. Now that winter is here, you might decide you had gone outside without a warm enough coat, or gotten your feet wet, and thus caught a cold from being chilled.



Actually, you more likely caught your cold like this: You visited a friend or relative who had a cold, touched a hard surface that he had also touched, then rubbed your eyes or nose—and infected yourself with a virus.

Experts have agreed for many years that you don't catch a cold from being chilled, getting your feet wet, or sitting in a draft. And you can't "cold-proof" yourself with plenty of sleep or good nutrition—although these may increase your resistance. The only way to catch a cold is to pick up a virus through contact with another cold sufferer.

As little as a dozen years ago, scientists thought the major cause of colds was air-borne viruses. But recent research has shown that while sneezes and do spray the air with viruses that can be inhaled by others, that's not the most efficient way to spread a virus. Even kissing someone doesn't necessarily mean you'll catch his or her cold, because the virus doesn't prosper in the mouth.

Research shows that most people pick up colds from touching surfaces that have been contaminated with cold viruses by someone's sneeze or cough. The virus can survive up to three days on hard surfaces like doorknobs or tabletops, and on some types of fabric. Your cold starts when you touch a contaminated surface, then inoculate yourself with the virus by rubbing your eyes or nose.

More than 100 viruses cause colds. The most common are called rhinoviruses. These don't do much of anything until they find the right environment, someplace that's warm and wet, like the inside of your nose. Then the virus goes to work. It takes over your own cells and reproduces itself rapidly.

Your body tries to fight off the invaders by producing interferon, an antiviral chemical that triggers the defense mechanism in surrounding healthy cells. Your body also steps up production of mucus, which traps the viruses and sweeps them out of your nose and into your stomach, where they're destroyed.

But often the virus reproduces itself faster than your body can fight it off, which means you face a few days of headaches, stuffy nose, coughing, and sore throat.

The best way to deal with a cold is not to pick up one in the first place. Avoid direct contact with cold sufferers; keep your surfaces clean, wash your hands frequently, and keep them away from your eyes and nose.

Each time you suffer a cold, you acquire a limited immunity; your body will recognize that particular virus as an enemy next time it shows up and fight it off—but you don't develop immunity to any of the other cold-producing viruses.

Americans spend more than \$1 billion yearly on cold remedies—medicines that

don't cure the cold, but do help relieve the symptoms. Some people ask their doctors for antibiotics for colds, but they're not effective against viruses.

If you want relief from a cold, choose a remedy that is formulated to help only your symptoms.

Think twice before taking a cough suppressant. Coughing helps clear your lungs of congestion by bringing up sputum. If your cough is dry, however, you may want to take something for it.

If you have high blood pressure, consult your doctor about taking oral decongestants. These constrict the blood vessels in the nose—and everywhere else, which can be harmful for some people with hypertension.

Aspirin will relieve aches and fever, but it may make you more contagious. Researchers have found that treating a cold with aspirin increases the amount of viruses shed in nasal secretions.

Consult a pediatrician when giving

children over-the-counter cold remedies. Many contain alcohol, which can be dangerous to small children.

It's common for cold sufferers to load up with vitamin C. Studies on the effects of vitamin C are inconclusive. It doesn't seem to ward off colds, but may help shorten a cold's duration. But remember, large doses of vitamin C can cause diarrhea, especially in the very young and very old.

Mom's home cure—chicken soup—may not have been too far off the mark. Researchers have found that hot liquids increase nasal secretions, allowing your body to rid itself of the virus more quickly.

Most doctors agree that the best way to treat a cold is also the simplest. Rest in bed, drink fluids, and take pain relievers when you need them. But remember the old adage: if you don't treat a cold, it will last a week; if you do treat it, it will last only seven days.

December 9, 1986

Mr. Skidgel
Operating Engineers Local 3
474 Valencia Street
San Francisco, CA 94103

I have heard you speak at several meetings and like the way you put messages across. I am writing to you, hoping you might see eye-to-eye with me on a subject relevant to the union and its members.

I have been an employee at Granite Rock, working in the quarry at Aromas, for thirty-five years. As the years have past I have noticed the change in the employee as to how much work he does for a day's pay.

There is too much time lost; stopping for lunch ten minutes early, going back to work from lunch ten minutes late, taking extra long coffee breaks, stopping work too early at quitting time, punching in at the time clock when he should be on the job site. I have asked some employees about their "goofing off," and the answer I get is, "A man will do only what he has to do." Meaning: "If the boss isn't looking over his shoulder, he will goof off."

It looks to me like the unions will be "down the road" if we, as members, do not see some changes. I feel the attitude of the union man has got to change. He should be proud to be an engineer, laborer, or whatever union he might belong to. I think the union should have mottos, "We give you a day's work for a day's pay." "Be proud of the kind of job you can do for a day's pay." If members would stop and figure what they are being paid per hour and put it into minutes, they could see how much they are being paid for doing nothing.

I am not saying that everyone should think as I do, but I do try to live by the Golden Rule, "Do unto others as you would want them to do to you." There may be some people who have never heard that rule. Most members feel that the union will back them up regardless of what they have done to get themselves fired. I do not think they should have that privilege, if they are not willing to abide by the union and the employer's rules. I think the union should have written rules for them to read as to what the union will not tolerate.

I have thought of writing this letter for quite sometime and have said to myself, "Why bother. I am retiring in a little while, why not just forget it." Because I will soon be retiring, I must say it—the union has been good to me and I feel something has to be done to keep it strong. As engineers, laborers, painters, whatever our job in life may be, we need the union, but the attitude of the employee is going to see the union "long gone."

Thank you for taking the time to read this letter.

Very truly yours'

Prentice Bill Andrews
Plant Engineer

New three-year contract

Wheeler negotiations completed

Recently completed negotiations with Wheeler Machinery Company resulted in a three-year contract for the bargaining unit employees. By a combined vote of 100 to 63, the membership at Salt Lake City, Salina, Vernal and Cedar City ratified the contract, Lynn Barlow reports.

The company, claiming a great concern with the profitability of the parts and service departments, came into negotiations with a proposal that severely cut wages and fringe benefits. This proposal was unacceptable to the negotiating committee. After a series of difficult meetings, the company made some major concessions from their original proposal. The proposed contract was then taken back to the membership and ratified by a secret ballot vote.

Doing an excellent job on the negotiating committee were job stewards Dave Bird, Wheeler Shop — Salt Lake City; Merlin Barnhurst — ICM Shop; Gaylen Walker — Warehouse; Bill Colby — Salina Shop; Voy Matheson — Cedar City, and Dave Stultz — Safety Committee.

Members working for Concrete Products Company are facing a winter layoff for the first time in many years. With large stock piles of product at White Hill, Wasatch, Grantsville and other pits, CPC is being forced to lay off production employees. So far, the maintenance people have not been affected. Hopefully, the company will be able to call back all their employees in the spring.

As many members are aware, the staff in the state of Utah has their work cut out for them. One of the primary goals is to obtain more work for the members and more jobs for the union contractors, business agent Virgil Blair reports.

One of the biggest problems on federal jobs is that non-signatory contractors don't have to pay union contract scale and have been allowed to cheat the working people out of wages the federal government has set for prevailing wages. The non-signatory or "scab" contractors are cheating hands of their right to make an honest and decent living.

The business representatives in Utah and throughout the local have been working extra hard trying to catch non-union contractors breaking the law by not paying proper Davis-Bacon wages. The Operating Engineers in Utah have uncovered several cases, and finally received help from the federal government and gotten agencies to check for contract compliance.

On state and private money jobs, there are no set wages and non-union contractors pay anything they choose.

Every day ads appear in the paper for experienced construction people offering wages from \$4 to \$10 an hour. NOW, WHO CAN BUY A HOME AND RAISE A FAMILY ON THIS KIND OF WAGE NOWADAYS? Your good friends on Capitol Hill think that you can now and thought you could a few years ago when the state legislature did away with the Little Davis-Bacon Act in Utah.

Winter is approaching and some of the jobs in Utah are slowing down due to snow and freezing weather. Gibbins & Reed's job at Smith-Morehouse is down to a handful of operators. These few members will probably have work into December.

"We're hoping to have a dry spring, and see our hands back to work early on

this job," Blair said.

W. W. Clyde & Company has completed their work on the Knowles job. There may be more work at this site at a later date.

Most of the hands from this job have been transferred to other jobs Clyde has going. One is the dike on the Bonneville Salt Flats. This project is moving right along. When traveling to Wendover, the work can be seen along the highway. The weather, to this point, has helped some.

Clyde's canal job at Myton is moving well. The company hopes to be able to work through at least December and start back up around March. Clyde has work starting this week in the Basin area, with Johansen Construction starting a waterline at Duchesne. The Operating Engineers should have a few hands working on this 27-mile project this fall. We wish them good luck and good weather. Johansen also has work to be started some time in December at Uintah Highlands, out of the Ogden area.

Acme Concrete has a few members still working at Tremonton, but should be finished by the time this is read.

Miya Construction has done very well with the hands working on the Monroe Boulevard extension job in Ogden. This road could be opening soon.

Sam Miya, Inc. has a couple of operators working on shoulder widening on I-80 west of Salt Lake. With the rising of the Great Salt Lake, this may not be enough. Sam Miya is a subcontractor on this project.

Gibbins & Reed of Ogden has started their clearing and fencing project on Trappers Loop, and G. P. Construction will be starting the first phase of the road construction. There is a total of about nine miles to be completed. Their contract is for three miles of this project.

Gibbins & Reed of Ogden started out slow this year, as did most other contractors, but has been busy this summer and fall. They had the crusher crews, asphalt crews, and asphalt batch plant really hopping at times.

The crane rental companies, Acme Crane and The Shurtleff & Andrews Corporation, have had some work in Blairs' area. "It's always good to see union crane companies on the jobs," he noted.

The Operating Engineers has had some work at Hill Field this year, with Brother Karl Nelson working for Masco setting steel in a couple of buildings. Cache Valley Electric has had Gerald Senn on a small backhoe, and Braegger Construction has also had work at Hill Field, and may have more coming up.

The M. H. Cook Pipeline Construction Company has been working around the city and with the gas line for the pump station on the lake pumping project. This job has been a good one for our hands. M. H. Cook should have this job completed by now.

Enoch Smith Sons Company has also had small service jobs around town and, at present, has a few hands putting in gas lines west of Farmington.

Pomeroy is getting close to completing the four bridges on the Southern Pacific Railroad at Lakeside and Hogup. The hands have made some good checks and hate to see this end.

"Again, we're looking forward to spring, and the outlook is better than this last year," Blair said.

At this writing, Nyle Reese reported there is no further word on W. W. Clyde's job in Provo Canyon, due to

TECH ENGINEERS

By Frank Morales

The Tech Department would like to wish to you and your family a very Merry Christmas and a Happy New Year, and that 1987 brings you all the very best.

The 1986-1989 Surveyors Contract with Bay Counties is behind us, we are still in the process of negotiating with some Independent Firms, at this time we have signed one hundred and fifteen firms (115).

Since the new contract has three (3) different rates for the Certified Chief and two (2) for the Licensed Land Surveyor, we had to come up with some new classification numbers for dispatch purposes, when you get a dispatch be sure and check if you are being dispatched with the right classification number and wage rate. The classification numbers and wage rates are as follows:

No.	Classifications	Rate
1161	Certified Chief-6 Certifications	21.89
1151	Certified Chief-4 & 5 Certifications	21.60
1131	Certified Chief-1-3 Certifications	21.30
1301	Chief of Party	20.85
4021	Licensed Land Surveyor less than 2000 hrs reported on Trust Fund Reports	21.30
4025	Licensed Land Surveyor 2000 hrs	21.89
3761	Instrument-person	18.93
6311	Chain-Rod-person	17.18
9911	1st Period Apprentice	8.59
9921	2nd Period Apprentice	10.31
9931	3rd Period Apprentice	12.03
9941	4th Period Apprentice	13.74
9951	5th Period Apprentice	17.18
9961	6th Period Apprentice	17.18
9971	7th Period Apprentice	17.18
9981	8th Period Apprentice	17.18

Note: If you are a licensed Land Surveyor and have not been Certified

legal problems with the environmentalists. W. W. Clyde was awarded the job September 10, bidding the amount of \$17,801,103. Clyde would like to do the pipe work this winter. This is a federally funded job. W. W. Clyde also has a lot of shop work and the hands in the shop feel pretty secure for the winter work.

Geneva Rock was the successful bidder on the railroad crossing and improvements at 10600 South and 300 West, and 200 South 670 West in Salt Lake County for \$457,578. This job is also federal money.

Elbert Lowdermilk was awarded the job on U.S. 89 connection to U. S. 6 at Thistle for \$3,077,409. Bob Crawford will be the superintendent. The company will try to work most of the winter.

Kiewit-Western was the successful bidder on the Little Dell by-pass road in Parley's Canyon for \$2,790,682. Hopefully, the Little Dell Dam will be advertised next spring for construction. Kiewit-Western is almost shut down on their I-80 and I-215 job.

Gibbins & Reed is still working on their I-215 job in Murray, and it should be ready for concrete next spring. Foundation Constructors has been busy on their subcontract from Gibbins & Reed on the tiebacks. They have kept a dozen hands busy for the past three months.

Stott Erection should start raising iron on the ramp on Highland Drive to I-215 in December. Let's hope there will be more work on I-215 next year. Shurtleff & Andrews has three sky horses on their Kennecott job at Bing-

through the Northern California Surveyors Joint Apprenticeship Committee, please contact the Technical Engineers Department in Oakland (415) 638-9355 so we can assign you a classification number.

Testing and Inspection

The 1984-1987 Agreement between the Council of Engineers and Laboratory Employers, Inc., and the Operating Engineers Local Union No. 3 will terminate at midnight February 28, 1987.

A Pre-negotiation meeting will be held on January 15th, 1987 at:

The Teamsters Union Hall
8055 Collins Drive
Oakland at 7:30 P. M.

Notices will be sent out to all the Testing and Inspection members.



Pictured above Left to Right, Jim Gallie and Bill Mason of Jeffries and Associates at the Lone Prison Project.

ham. Townsend and Bottum has been awarded a pipe job at Kennecott. These two companies are the only union companies on the job at the present time.

Business Representative Jasper Delray reported W. W. Clyde & Company has submitted the low bid of \$11,048,730.48 on one of the last sections of Interstate 70 from north Richfield to Sigurd and north Richfield connection in Sevier County, with the next closest bid being \$11,396,172.02 by a non-union company, LeGrande Johnson Construction Company. The length of road to be constructed or improved is 8.97 miles and the items of work are, grading, drainage and surfacing. The project is to be completed in 180 working days. This job will employ about sixty Operating Engineers.

J. M. Sumsion & Sons of Spanish Fork has submitted the low bid on a section of Interstate 15 from the Arizona state line to south St. George in Washington County. The job consists of 7.673 miles. Principal items of work include plant mix (bituminous seal coat). Work should start on this project right away, since they don't have much of a winter in the desert country.

Elbert Lowdermilk is presently putting the finishing touches on the three miles of waterline at the Huntington Power Plant to the Deer Creek Mine. Delray also reported Lowdermilk is presently finishing up work on the raw water holding pond at Utah Power & Light Company's Hunter Power Plant south of Castle Dale, Utah.

(Continued on page 11)

ATTEND YOUR UNION MEETINGS Retirees recall Bay Bridge days

All District Meetings convene at 8:00 p.m. with the exception of District 17 (Hawaii) meetings, which convene at 7:00 p.m.

January

- 13th District 4: Eureka**
Engineers Building,
2806 Broadway
- 13th District 17: Kauai**
Wilcox Elementary School
4319 Hardy Street
- 14th District 7: Redding**
Engineers Building,
100 Lake Blvd.
- 15th District 6: Marysville**
Engineers Building,
1010 "I" Sreet
- 20th District 17: Kona**
Konawaena School,
Kealahakua
- 21st District 1: San Francisco**
Seafarers Int. Aud.
350 Fremont St.
- 27th District 17: Honolulu**
Kalihi Waena School,
1240 Gulick Avenue

28th District 17: Hilo
Kapiolani School,
966 Kilauea Avenue

29th District 17: Maui
Kahului Elem. School,
410 S. Hina Avenue
Kahului, Maui

February

11th District 3: Stockton
Engineers Building,
1916 N. Broadway

17th District 5: Fresno
Laborer's Hall,
5431 East Hedges

25th District 8: Sacramento
Laborer's Hall
6545 Stockton Blvd.

26th District 2: Oakland
Warehousemen Local #6
99 Hegenberger Rd.

(Continued from page 5)

cents an hour on the Bridge job, Jones recalls. That was before they joined the union. Vic Swanson, who was running a hoist on the bridge and would eventually go on to establish Local 3, was instrumental in getting everyone on the job into the union where they were able to earn \$1.25 an hour.

"We worked six hours a day, 30 hours a week," Jones says. "No fringes, no disability, no unemployment, no nothing." "Course that was when beer was a nickel and a family style meal was 40 cents."

It was a lot different as a crane operator back then, Jones says. "When I worked on the waterfront, I fired my own boiler, ran my own rig, had no deck engineer and no fireman. I really stirred the pot in those days (to get better conditions). Now we got deck engineers and firemen."

The workforce was much smaller in those days and you knew everybody. Jones knew Brogden well and recalled a job they worked on once together at Standard Oil. They were working on the same type of rig, but Brogden was outdoing Jones every step of the way.

Finally Jones got fed up and went over to Brogden's rig to check it out. "Brogden had put a big tool box in the front," Jones says. "He had put two tons of steel plate in the tool box and then filled the counterweight with another two ton of lead. He could just boom up and do everything. I got the same rig and he's making me look terrible."

Pouring concrete on the Bay Bridge wasn't steady work, Jones says. There would be periods when you would be laid off so the steel work could catch up. "We were off for six months when they were working on the cantilever section," Jones says. It was during one of these periods that he poured the concrete for the Broadway Tunnel in Oakland.

Pouring the deck on the bridge was a delicate process. "You had to keep the weight on the bridge equalized," Jones says, "so you would pour one section here than another section there—never too much weight on one area."

"Jobs were hard to find," Jones says. You'd keep your eyes open for a load of grid iron to come into town. Then you'd go find out where the steel was going so you could hustle a job running the crane."

The union didn't dispatch workers to the job quite like they do today. "We still had the letter system in those days," Jones says. In addition, you had to be a voter to get a job on either one of the bridges.

"We were always smuggling in friends to take someone else's name who was leaving the job," Jones recalls. That worked fine until the person who was smuggled in got hurt or killed on the job. Then they had a problem trying to get death benefit money to the rightful family.

On November 12, 1936 the Bay Bridge was finally opened to traffic for the first time, amid parades, ribbon cuttings and fanfare.

Robert Brogden was there to enjoy the festivities, along with thousands of other Bay Area residents. Guy Jones was not.

"I was off working on some other job at the time," he says. But he was there a few weeks before it opened when President Roosevelt came out to inspect it. "We were on the center anchorage and we got up on top and let Roosevelt come through in his Packard convertible," Jones recalls.

Like Brogden, Jones says the life of an operating engineer has been good to him.

Unlike a lot of workers who spent their money as fast as they got it, Jones says he always had money in his pocket. "When I worked, I always saved some of my money. I bought a new model A in Detroit once for \$500. Paid cash. Salesman liked to have died on the spot. That was a lot of money in them days."

GRIEVANCE COMMITTEE MEETINGS

Recording-Corresponding Secretary William Markus, has announced that in accordance with Local 3 By-Laws, Article X Section 10, the election of Grievance Committeemen shall take place at the first regular quarterly district or sub-district meeting of 1987. The schedule of such meetings at which the Grievance Committee members will be elected, is as follows:

January

- 13th District 4: Eureka**
Engineers Building,
2806 Broadway
- 13th District 17: Kauai**
Wilcox Elementary School
4319 Hardy Street
- 14th District 7: Redding**
Engineers Building,
100 Lake Blvd.
- 15th District 6: Marysville**
Engineers Building,
1010 "I" Sreet
- 20th District 17: Kona**
Konawaena School,
Kealahakua
- 21st District 1: San Francisco**
Seafarers Int. Aud.
350 Fremont St.
- 27th District 17: Honolulu**
Kalihi Waena School,
1240 Gulick Avenue
- 28th District 17: Hilo**
Kapiolani School,
966 Kilauea Avenue
- 29th District 17: Maui**
Kahului Elem. School,
410 S. Hina Avenue
Kahului, Maui

February

- 11th District 3: Stockton**
Engineers Building,
1916 N. Broadway
- 17th District 5: Fresno**
Laborer's Hall,
5431 East Hedges
- 25th District 8: Sacramento**
Laborer's Hall
6545 Stockton Blvd.
- 26th District 2: Oakland**
Warehousemen Local #6
99 Hegenberger Rd.

March

- 4th District 12: Salt Lake City**
Engineers Bldg.
1958 W. N. Temple
- 5th District 11: Reno**
Musicians Hall,
124 West Taylor
- 11th District 10: Santa Rosa**
Veterans Bldg.
1351 Maple St.
- 18th District 9: San Jose**
Labor Temple
2102 Almaden Rd.

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Attn: R. Garvey, Operating Engineers Local Union No. 3,
474 Valencia Street, San Francisco, California 94103
Please send me: A Membership card for the Magic Kingdom Club

My name is: _____
(PLEASE PRINT ALL INFORMATION)

Address: _____
(Street number & name, or box number)

City State & Zip Code _____ Social Security Number _____

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| <input type="checkbox"/> Vacation Pay Kit | <input type="checkbox"/> Save From Home Kit |
| <input type="checkbox"/> Easy Way Transfer | <input type="checkbox"/> Loan Plus |

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Operating Engineers Local Union No. 3 CREDIT UNION
P.O. Box 2082, Dublin, CA 94568

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