## PERMISSION TO PHOTOCOPY JOURNAL PAPERS

Permission to photocopy for personal or internal reference beyond the limits in Sections 107 and 108 of the U.S. Copyright Law is granted by the American Society of Civil Engineers for libraries and other users registered with the Copyright Clearance Center, 21 Congress Street, Salem, Mass. 01970, provided the appropriate fee is paid to the CCC for all articles bearing the CCC code. Requests for special permission or bulk copying should be addressed to the Manager of Technical and Professional Publications, American Society of Civil Engineers.

## CONTENTS

Insurance Practices of Utility Contractors										416
by Jimmie Hinze and Waleed Abudl-Baki	٠	٠	•	•	•	•	•	٠		 413
Scale Models for Complex Reinforcement										
by Allen J. Hulshizer and Roger M. Mobley	٠	٠			٠			٠	•	 425
Work Force Motivation and Productivity on Large Jobs										
by John D. Borcherding and Douglas F. Garner	٠	*	٠	•	٠	٠	٠	٠	•	 443
Safety Programs in Large Construction Firms										
by Jimmie Hinze and Charles Harrison		٠	•		•	٠	•	٠		 455
Financial Management Practices in Utility Construction										
by Jimmie Hinze and W. Bradford Ashton	٠	٠	٠	•	٠	٠	•	٠	٠	 469
Fiber-Reinforced Earth Blocks										
by Joe O. Akinmusuru and Isaac O. Adebayo	٠	•	•		•			•	•	 487
Fencing a Bar Chart										
by John W. Melin and Barry Whiteaker	٠	,								 497

The Journal of the Construction Division (ISSN 0569-7948) is published quarterly by the American Society of Civil Engineers. Publications office is at 345 East 47th Street, New York, N.Y. 10017. Address all ASCE correspondence to the Editorial and General Offices at 345 East 47th Street, New York, N.Y. 10017. Allow six weeks for change of address to become effective. Subscription price to members is \$8.50. Nonmember subscriptions available; prices obtainable on request. Second-class postage paid at New York, N.Y. and at additional mailing offices. CO.

POSTMASTER: Send address changes to American Society of Civil Engineers, 345 East 47th Street, New York, NY 10017.

The Society is not responsible for any statement made or opinion expressed in its publications.

Seikan Undersea Tunnel by Boyd C. Paulson, J	Ir.		٠	٠	•	٠	٠	•	٠	•	٠	٠	•	٠	×	•	•	•			509
Design and Selection Cor by Kenneth C. Hover																					527

## INFORMATION RETRIEVAL

The key words, abstract, and reference "cards" for each article in this Journal represent part of the ASCE participation in the EJC information retrieval plan. The retrieval data are placed herein so that each can be cut out, placed on a  $3 \times 5$  card and given an accession number for the user's file. The accession number is then entered on key word cards so that the user can subsequently match key words to choose the articles he wishes. Details of this program were given in an August, 1962 article in CIVIL ENGINEERING, reprints of which are available on request to ASCE headquarters.