



THE DISPATCHER

www.ilwu.org

VOL 68, NO 4 • APRIL/MAY 2010

THE INSIDE NEWS

PRESIDENT'S MESSAGE	2
Lessons of the lockout	3
June election guide	4
Battle of Ballantyne	6
Longshore Caucus report	7
TRANSITIONS	8

IMPORTANT NOTICE PAGE 8



Join ILWU Canada longshore workers who will celebrate the Battle of Ballantyne on Saturday, June 19, 2010.
page 6



Sit down tells British crown to end the lockout in Boron. Almost 2,000 supporters took action at six British Consulates across the country on April 16th, pressuring the British-owned company to end their lockout. San Francisco supporters sat down in the consulate building until officials agreed to meet with a Local 30 member.

Breaking Rio Tinto's Lockout: *We're going back to work with our heads held high!*

With help from their neighbors and supporters around the world, 570 working families in Boron, CA successfully faced down global goliath Rio Tinto. The ILWU Local 30 members who work at Rio Tinto's massive mine in Boron approved a new contract on May 15, breaking the company's 15-week lockout. The agreement provides guaranteed raises and a \$5,000 per worker bonus, protects full-time jobs and seniority rights, and removes scabs from the workplace."

"Most of us are happy to be going back to work, earning our paychecks, and doing the jobs that we love," said Terri Judd, Desert Storm veteran and heavy equipment operator who served as an official spokesperson for Local 30 members during the lockout. "We're going back with our heads held high, but we're also guarded about dealing with a company that locked us out."

The tentative agreement with Rio Tinto was reached in the early morning hours of May 14th with help from ILWU International President Bob McEllrath, Vice President Ray Familathe, and Secretary Treasurer Willie Adams. Local 30 President Dave Liebengood and the rank and file Negotiating Committee asked the ILWU International officers to assist them during the final week of intensive negotiations.

The settlement met members' key goals of securing good jobs and stopping Rio Tinto's assault on their union contract. Rio Tinto had been pushing a package of 81 "take-away" demands, part of the company's ultimatum that was rejected by workers one day before the January 31 lockout. Those ultimatum demands included:

- Converting full-time jobs into part-time positions with skimpy benefits.
- Authority to cut employee pay at any time for any reason – or no reason at all.
- Eliminating seniority and allowing discrimination, favoritism, and nepotism.

- Allowing management to pick and choose who would or wouldn't get raises.
- Giving management unlimited power to outsource and sub-contract work.
- Declaring parts of the plant to be "non-union" where workers had no union rights.

The new six-year agreement protects workers from the worst of the company's attacks and includes guaranteed annual wage increases of 2.5 percent. The new agreement will also:

- ✓ Limit outsourcing by requiring full utilization of all workers and machines before any work goes outside.
- ✓ Retain seniority protection for shifts, layoffs, and vacations. Transfers and promotions will remain subject to seniority for workers with relatively equal qualifications.
- ✓ Expand opportunities for overtime while reducing coercive, mandatory overtime.

continued on page 2

Postmaster: Send address changes to The Dispatcher, 1188 Franklin St., San Francisco, CA 94109-6800.



PRESIDENT'S MESSAGE

Following the January 31st lockout of Local 30 in Boron, I called for an officer's meeting, with attorneys and staff. The Boron lockout would be our number one priority. Our efforts were to support our Local 30 members and help them win the lockout against Rio Tinto, one of the largest mining companies in the world.

It was no surprise Local 30 had been negotiating since September 2009. The contract ended on November 4th. Rio Tinto states on their website that their strategy is to consistently find the competitive advantage wherever possible. It was clear that the fight was on. With unemployment in double digits, it is not surprising that workers are afraid of losing their jobs and may be less willing to take risks. This fact was not lost on Rio Tinto, and the timing of their lockout – in the middle of our Great Recession – was no accident. Some companies demand cuts because they are under real economic pressure. Some companies that are making billions, like Rio Tinto, will try to take advantage just because they can. By any measure, Rio Tinto was a powerful adversary with a global reputation for playing hardball. It was David vs. Goliath.

As President, my job is to work with the Local, their President and negotiating committee. If I were to

answer or do what every individual suggests, the International and the Local would have no direction. Working with Local President Dave Liebengood is part of the process. Even though there may be differences in strategy, Dave led his committee.

All assets were directed to the fight. Working with the President of Local 30 and his committee, we moved to support the families after they lost their paychecks and benefits. We set up an emergency fund, food banks and support groups. The Los Angeles County Federation of Labor organized a caravan, collected donations from thousands of working families and delivered \$50,000 worth of groceries.

Our contacts and allies in the labor movement gave us important support and resources. The AFL-CIO headquarters contributed staff and support to generate pressure on Rio Tinto. International Vice President Hawaii Wesley Furtado and I addressed the AFL-CIO Executive Council on the lockout. I personally spoke with Vice President Joe Biden about the situation. From there, International Secretary-Treasurer Willie Adams and Sister Terri Judd from Local 30 went to Australia to rally in front of Rio Tinto's Australian Headquarters. Vice President Mainland Ray Familathe went to London with Brother Dave Irish from Local 30 and attended the Rio Tinto Shareholder's meeting, with a rally from supporting unions out-

side the building. All this was occurring while Locals up and down the Coast, Canada, Alaska and Hawaii were supporting and donating to the campaign.

Lindsay McLaughlin in Washington D.C. and our lobbyists in Sacramento were already speaking with political allies to stand up for working families before Rio Tinto attempted the same strategy in support of their profits. Rio Tinto, a foreign owned corporation, added to the US and California recession by putting more people out of work in the name of maximizing profit to investors. This added pressure to the already stressed budget of California by requiring extra police, Food Stamps, and MediCal costs for communities.

The support from our network around the world was tremendous: the International Transportation Federation (ITF), Mining and Maritime, the International Dockers Council (IDC), the AFL-CIO, and Change to Win. Local 30 had the community backing with many small business owners joining Local 30 in calling for Rio Tinto to end the lockout. Local restaurant owners donated food at the picket line or offered discounts to locked out families to help ILWU Local 30 in their fight to achieve a contract. The contract was ultimately accepted by a 75% affirmative vote and sets the standard higher for other mining contracts. Beating back Rio Tinto



ILWU International President Bob McEllrath talked with Vice President Joe Biden about the lockout in Boron at the AFL-CIO meeting on March 1, 2010.

was a huge undertaking and a victory for the labor movement

I spent a lot of time explaining to people where Boron is located. Not anymore. People in the labor movement are talking about the victory at Boron, not only in the United States, but around the world.

Boron will not be the only struggle we face. Currently the Canadian Longshore Division is in the middle of negotiating with the shipping companies. Local 6 is negotiating a master agreement for 900 people and we have been negotiating for two years to get a first contract for 600 Rite-Aid workers in Lancaster, California. Boron has tested our resolve and shows us what to expect when a powerful employer challenges our members and our union. I believe we passed the test, thanks to the courage and effort by the members and leaders of Local 30, and to the solidarity within our ranks and from those around the world who still believe:

An injury to one is an injury to all.

Breaking Rio Tinto's Lockout in Boron

continued from page 1

The agreement also includes several compromises that were negotiated before the final bargaining sessions, including the replacement of guaranteed pension benefits with a 401(k) savings plan for all new hires. At the ratification meeting, some members noted that this "two-tier" retirement plan could undermine unity between new-hires and veteran employees, erode the pension funding base for current employees, and will eventually eliminate the defined benefits pensions for the next generation of workers. Another compromise in the new contract requires that any wage and hour violations be arbitrated, instead of allowing members to file lawsuits in court.

"Local 30 members deserve the credit for sticking together and fighting for the best agreement we could from a company that wanted to destroy our union, said Local 30 President Liebengood. "We didn't get everything

we wanted, and we had to make some compromises, but the final contract was a real victory for us."

A victorious outcome was far from certain in the minds of many workers when the company locked them out on January 31st. Member Kim Evans expressed the views of many: "When we first got locked out I thought there was no way in heck we would win this. But we had so many people that showed up out here. I grew up out here, but for other people it's a shock—a little tiny desert town that looks like it would blow away... The Teamster trucks brought us \$30,000 worth of groceries and then another \$20,000, so we had a food bank."

Food and financial contributions continued to roll in to help Local 30 families. Members of the United Food and Commercial Workers Union in Southern California delivered hundreds of Easter Baskets to families and helped purchase groceries at deep dis-

counts. Members at UFCW Local 8 in Sacramento donated 3,500 pounds of chicken. Members of ILWU Local 17 collected enough donations to buy and deliver 2,000 pounds of rice.

Local 30 President Dave Liebengood also praised the financial support from unions that put food on members' tables and kept bill collectors at bay, adding, "I want to personally thank President Bob McEllrath and the entire staff of the International for helping our cause during this campaign to win a fair contract. Without the ILWU and other unions, we would have been destroyed."

Kevin Martz, who also served as a spokesperson during the lockout, agreed that supporters from throughout the ILWU and broader labor movement deserve credit for raising the funds that helped pay for COBRA health insurance fees, utilities, mortgages, and car payments.

Darrell Nichols was typical of many Local 30 members who stepped

up and took on new responsibilities during the lockout. Before it was over, he had served on the Contract Action Team (CAT), as a Gate Captain, and as a member of the Emergency Support Committee that allocated funds to families in financial distress. And that's all in addition to his duties as a local pastor.

"The support we got from our community and from around the world was unbelievable," said Nichols. It's just amazing when you come from a little town like we do. It was really mind-blowing to see all the unions donating food and money to help our families because it showed everyone that people really do care about each other."

"I learned that if you stick together and you have a common goal, you'll come out OK," said Nichols. "I've seen our union fall apart before, but this time we stuck together, and we did it."

See *Lessons of the Lockout* on page 3.

DISPATCHER

Craig Merrilees
Communications Director and Managing Editor

ILWU TITLED OFFICERS
Robert McEllrath, President
Ray A. Familathe, Vice President, Mainland
Wesley Furtado, Vice President, Hawaii
William E. Adams, Secretary-Treasurer

The *Dispatcher* (ISSN 0012-3765) is published monthly except for a combined April/May issue and July/August, for \$5.00 a year and \$10.00 a year for non-members by the ILWU, 1188 Franklin St., San Francisco, CA 94109. Periodical postage paid at San Francisco, CA. The *Dispatcher* welcomes letters, photos and other submissions to the above address © ILWU, 2010. Postmaster: Send address changes to The *Dispatcher*, 1188 Franklin St., San Francisco, CA 94109-6800.



Boron Solidarity: National & Global



Photos from top: Int. Sec.-Treas. Willie Adams & Local 30's Terri Judd got super solidarity from Melbourne dockers and miners in April. Boston's British Consulate got an earful from supporters. Hundreds rallied in Seattle to End Rio's lockout on April 16. LA's action at the British Consulate was huge and joined by Coast Committeeman Ray Ortiz, Jr., Salt Lake City's British Consulate was visited by Jobs With Justice activists & local construction workers. Local 30's Dave Irish got great European solidarity when he spoke at Rio Tinto's annual meeting in London with ILWU Vice Pres. Ray Familathe. Dutch dockers with Dave are Constatijn van Immerzeel (L) and Ad Karreman (R), both members of the FNV union.



Lessons of the lockout:

Unity is everything: the families in Boron stood strong and didn't fold under pressure. No group ever broke ranks and wanted to take the company's concessionary ultimatum. There were disagreements, but the differences were over strategy and tactics – not the fundamental point that we're strongest when we stick together.

Support for families was the top priority. Within days of the lockout, contributions from the ILWU International, Locals and individuals were flowing to help families. Funds were distributed by an Emergency Committee that met weekly with families in crisis. ILWU locals 500 and 502 in Canada passed monthly assessments that provided an impressive funding stream, and other locals plus the Longshore Division made monthly pledges that helped families survive.

The broader labor movement provided important support and resources. The state and national AFL-CIO contributed helped that generated leverage against Rio Tinto and supported Local 30 families. The Los Angeles County Federation of Labor responded quickly by gathering donations from hundreds of thousands of working families, organizing a "Docks to the Desert Caravan" that delivered \$30,000 worth of groceries, and coordinating an action at the British Consulate in Los Angeles that involved 1,000 supporters and generated positive media to end the lockout. Other unions played key roles, including the United Food & Commercial Workers Union, the California State School Employees Association, the Teamsters Union, SEIU, and dozens of others.

International solidarity was critical. Because Rio Tinto is a global goliath with operations on every continent, the ILWU's connections with unions around the world proved important. Secretary-Treasurer Willie Adams helped the Mining and Maritime Conference convene a meeting near Boron after the lockout. Vice President Ray Familathe met with union leaders around the world and kept them informed as the lockout developed. When it came time for us to attend Rio Tinto shareholder meetings in London and Melbourne, we were able to count on our allies in Europe and Australia to increase pressure on the company.

Involving rank and file leaders. Before the lockout, Local 30 leaders formed a "Contract Action Team," composed of dozens of active members who took responsibility for keeping co-workers informed with newsletters and flyers that provided facts and cut down on rumors. When the contract expired, those CAT members made sure members understood their rights, and helped lead actions on the shop floor when it was necessary to protect those rights.

Working with new allies and winning public support. The High Desert isn't an easy place for unions, but Local 30 members won strong support in their communities by networking with local churches and community groups like the American Legion and Veterans of Foreign Wars. They won support from dozens of business owners who called on Rio Tinto to end the lockout. Local restaurant owners donated food for the picket lines. Members even won support from some of the local sheriff's deputies who became friends with many on the line. Children and spouses were also encouraged to attend rallies, marches, and spend time on the line. The approach generated widespread public and made Rio Tinto's expensive advertising campaign a dud with High Desert residents.

Positive media matters. From the beginning, Local 30 members worked to get positive media coverage for their families – and avoided mistakes in the past that encouraged media to focus on picket line violence that alienated local residents. Rank and file members served as official spokespeople, emphasizing that the lockout was about good jobs for their community and that the struggle in Boron was being fought for workers across America and around the world who are tired of being pushed around by greedy corporations. Members also generated positive media attention by organizing marches and rallies that emphasized family involvement and put children in the picture to make the point. Volunteers wrote "letters to the editor" that were published. Positive events like the "Docks to the Desert Caravan" and using "human chains" to unload food deliveries made good media coverage – and public support - much easier to get.

Having friends in Washington and Sacramento is important. Rio Tinto executives know that politicians have power to make or break a lockout. They immediately flew to Sacramento after the lockout and their lobbyists were working the halls in Washington. But the ILWU was able to beat Rio Tinto in both Sacramento and in Washington because of relationships with politicians who are willing to stand up for working families and put pressure on Rio Tinto to settle.

ILWU SCDC
350 W. 5th St., Room 208
San Pedro, CA 90731
ilwuscsc@gmail.com



**Southern California
District Council**
Rich Dines *President*
Ed Royles *Vice President*
Luisa Gratz *Sec.-Treasurer*

INTERNATIONAL LONGSHORE AND WAREHOUSE UNION
Southern California District Council
2010 Election Pocket Guide

The Statewide Primary Election will determine the future of California, as every constitutional office is up for grabs, including the Governor.

Please add YOUR voice by voting on **Tues., June 8th.**

**SHARE WITH FAMILY, FRIENDS & NEIGHBORS.
YOU MAY USE THIS CARD WHEN YOU VOTE!**

For more info, call (561) 607-3483 or email ilwuscsc@gmail.com

STATE OF CALIFORNIA
Governor
JERRY BROWN
Lieutenant Governor
JANICE HAHN
Secretary of States
DEBRA BOWEN
Treasurer
BILL LOCKYER
Controller
JOHN CHIANG
Insurance Commissioner
HECTOR DE LA TORRE
Superintendent of Public Instruction
TOM TORLAKSON
Board of Equalization (District 3)
NO ENDORSEMENT
Board of Equalization (District 4)
JEROME HORTON

US SENATE
BARBARA BOXER
US CONGRESS
District 23 **LOIS CAPPS**
District 28 **HOWARD BERMAN**
District 29 **ADAM SCHIFF**
District 30 **HENRY WAXMAN**
District 31 **XAVIER BECERRA**
District 32 **JUDY CHU**
District 33 **KAREN BASS**
District 35 **MAXINE WATERS**
District 36 **MARCY WINGRAD***
District 37 **LAURA RICHARDSON**
District 38 **GRACE HAPOLITANO**
District 39 **LINDA SANCHEZ**
District 43 **JOE BACA**
District 44 **BILL HENDRICK**
District 47 **LORETTA SANCHEZ**
District 50 **TRACY EMBLEM**
District 51 **BOB FILNER**
District 53 **SUSAN DAVIS**

*Local 13 has endorsed Jane Harman.

NORTHERN CALIFORNIA DISTRICT COUNCIL

Endorsements for June 8 statewide primary

U.S. Senate: Barbara Boxer

STATE OFFICES:

Governor: Jerry Brown

Lieutenant Governor: Gavin Newsom

Attorney General: Kamala Harris

Insurance Commissioner:
Dave Jones

Secretary of State: Debra Bowen (D)

Treasurer: Bill Lockyer (D)

Controller: John Chiang (D)

**Superintendent of Public
Instruction:** Tom Torlakson (D)

State Board of Equalization:

District 1 Betty Yee (D)
District 2 Chris Parker (D)
District 3 No Endorsement
District 4 Jerome Horton (D)

STATE BALLOT MEASURES:

Proposition 13- Tax Assessment for Seismic Retrofit: **YES**

Proposition 14- Top Two Primary: **NO**

Proposition 15- California Fair Elections: **YES**

Proposition 16- Two-Thirds Approval for Local Public Power: **NO**

Proposition 17- Alter Auto Insurance Company Regulations: **NO**

CALIFORNIA STATE ASSEMBLY:

AD 1- Wes Chesbro (D)
AD 2- No Endorsement
AD 3- Mickey Harrington (D)
AD 4- Dennis Campanale (D)
AD 6- Jared Huffman (D)
AD 7- Michael Allen (D)
AD 8- Mariko Yamada (D)
AD 9- Roger Dickinson (D)
AD 10- Alyson Huber (D)
AD 11- Susan Bonilla (D)
AD 12- Fiona Ma (D)
AD 13- Tom Ammiano (D)
AD 14- Nancy Skinner (D)
AD 15- Joan Buchanan (D)
AD 16- Sandre Swanson (D)
AD 17- Cathleen Galgiani (D)
AD 18- No Endorsement
AD 19- Jerry Hill (D)
AD 20- Bob Wiekowski (D)
AD 21- Rich Gordon (D)
AD 22- Paul Fong (D)

State Senate:

SD 2- Noreen Evans (D)
SD 4- No Endorsement
SD6- Darrell Steinberg (D)
SD 8- Leland Yee (D)
SD10- Ellen Corbett (D)
SD 12- Anna Caballero (D)
SD 14- No Endorsement

U.S. Congress:

CD 1- Mike Thompson (D)
CD 2- No Endorsement
CD 3- Ami Bera (D)
CD 4- Clint Curtis (D)
CD 5- Doris Matsui (D)
CD 6- Lynn Woolsey (D)
CD 7- George Miller (D)
CD 8- Nancy Pelosi (D)
CD 9- Barbara Lee (D)
CD 10- John Garamendi (D)
CD 11- Jerry McNerney (D)
CD 12- Jackie Speier (D)
CD 13- Fortney "Pete" Stark (D)
CD 14- Anna Eshoo (D)
CD 15- Mike Honda (D)
CD 16- Zoe Lofgren (D)
CD 17- Sam Farr (D)
CD 19- Les Marsden (D)
CD 20- Jim Costa (D)
CD 21- No Endorsement
CD 22- No Endorsement

**Contra Costa County Supervisor,
District 4:**

Alameda County Supervisor:
District 2- Nadia Lockyer
District 3- Wilma Chan

**San Francisco Democratic County
Central Committee:** Eric Mar



PUGET SOUND DISTRICT COUNCIL, ILWU-IBU

No election issues at present

CALIFORNIA STATE SENATE

District 16 **MICHAEL J. RUBIO**
 District 20 **ALEX PADILLA**
 District 22 **KEVIN DE LEON**
 District 24 **ED HERNANDEZ**
 District 26 **CURREN PRICE**
 District 28 **JENNY OROPEZA**
 District 30 **RONALD CALDERON**
 District 32 **GLORIA NEGRETE McLEOD**
 District 34 **LOU CORREA**
 District 40 **OPEN ENDORSEMENT**

CALIFORNIA STATE ASSEMBLY

District 30 **OPEN ENDORSEMENT**
 District 31 **HENRY T. PEREA**
 District 35 **DAS WILLIAMS**
 District 36 **LINDA N. JONES**
 District 39 **FELIPE FUENTES**
 District 40 **BOB BLUMENFIELD**
 District 41 **JULIA BROWNLEY**
 District 42 **MINE FEUER**
 District 44 **ANTHONY PORTANTINO**

District 45 **GIL CEDILLO**
 District 46 **JOHN A. PEREZ**
 District 47 **REGGIE JONES-SAWYER**
 District 49 **MIKE ENG**
 District 50 **LUIS H. MARQUEZ**
 District 51 **STEVEN C. BRADFORD**
 District 52 **ISADORE HALL**
 District 53 **NICK KARNO**
 District 54 **BOHNNIE LOWENTHAL**
 District 55 **WARREN FURUTANI**
 District 56 **TONY MENDOZA**
 District 57 **ROGER HERNANDEZ**
 District 58 **CHARLES CALDERON**
 District 59 **DARCEL WOODS**
 District 61 **NORMA TORRES**
 District 62 **WILMA CARTER**
 District 68 **PHU NGUYEN**
 District 69 **JOSE SOLORIO**
 District 76 **TOHI G. ATKINS**

CITY OF LONG BEACH

Council District 7 **JAMES JOHNSON (Run-off)**

March for California's Future



Locked-out workers from Boron and their families joined the "March for California's Future" as it set out from Bakersfield on March 5. Six marchers made the whole 48-day, 365-mile trek to Sacramento, and thousands of people, like the families from Boron, walked part of the way with them. All connected in some way with the organizers' vision of a state that works for everyone, their desire "to transform a crumbling California to the prospering State it once was by investing in public services vital to maintaining our quality of life: our schools, parks, libraries, safety net services, infrastructure and more."

Along the route, the walkers had conversations, teach-ins and town hall meetings. They registered voters and gathered signatures to put the "Majority Vote Budget" measure on the ballot in November. The "Majority Vote" proposition would make the California budget process more democratic by overturning the need for a two-thirds vote to get a budget through the Legislature. The California Federation of Teachers anchored the broad coalition that sponsored the march.

Local 23's Todd Iverson runs for County Council



ILWU Local 23 member Todd Iverson declared his candidacy for Pierce County Council last December, and has been running hard ever since.

"I want to see more people in office who have lived our issues," Iverson said. "It's important to get more union members elected. Just because people say they support us doesn't mean they really get it—look at what happened with the Employee Free Choice Act in the Senate, for example."

Iverson has been working on the waterfront since he was 16. He worked weekends and summers while he was studying political science at the University of Portland, then went to work full-time on the docks when he graduated.

During the hard-fought 2002 Longshore Division contract battle and lock-out, ILWU members got a new look at the importance of having political allies. Once that fight was over, Iverson and a few other brothers and sisters from Local 23 started "America In Solidarity," a non-profit education and advocacy group for working people.

"We were doing town halls and forums on health reform a few years ahead of most other groups," Iverson said. In 2007, he won a seat on the Peninsula Metropolitan (PenMet) Parks Commission. Now he's running for the County Council from District 7, an area that includes Gig Harbor and parts of Tacoma.

With Pierce County facing an 11 percent unemployment rate, Iverson

said, his top priority has to be creating jobs. He wants to see the county create a diversified economy that provides jobs for people with varying skills.

"Running for office is almost a full-time job," Iverson said. He's been busy raising money, answering endorsement questionnaires, speaking to groups and doorbelling voters. In his conversations he's already getting a feel for the sort of nuts-and-bolts issues that demand commissioners' attention. Voters want to know what he'll do to help urban homeowners on aging septic systems, or whether he would help keep a forest from being leveled to build a home for foster children.

Already Iverson has picked up a fistful of endorsements. Local 23 got on board early, of course, as did the Pierce County Central Labor Council, the Pierce County Building and Construction Trades Council, the Pierce County Democrats, the 27th LD Democrats, IBEW Local 483, UFCW Local 367, AFSCME Local 120 and the Laborers Union. The campaign has a Facebook page, [Todd-Iverson-for-Pierce-County-Council](http://www.toddiverson.org), and will soon have a Web site up at www.toddiverson.org.

Working as a longshoreman gives him the flexibility to run a campaign, Iverson said. "I've always had a yearning to do a little something extra, and this is a good opportunity."

Local 54's David Griffen runs for School Board



Local 54 member David Griffen (#20886) said his ILWU experience gave him the confidence to run in the June 8 election for a spot as a Trustee of the Stockton Unified School District.

"The biggest thing I learned on the docks is that you can push back on anything," Griffen said.

Monitoring the School Board for the San Joaquin-Calaveras County Labor Council, Griffen saw some things that needed pushback. Former Superintendent Tony Amato blamed unions for all the district's woes, Griffen said, and his anti-union rhetoric seeped into all the district's business—even school assemblies. He brought a general air of chaos to the District's operations, and stirred suspicions of corruption. The School Board fired Amato, but Griffen sees an ongoing need for fiscal responsibility and transparency. The Board, for example, voted 6 – 1 against having an audit to see how \$58 million in categorical funds got spent.

As a Trustee, Griffen would also like to help the District strengthen its vocational training program. "Lincoln Unified School District, right next door, just finished building an engineering and construction center," he said. "Here in Stockton, when the shop teacher retires, they close the shop. That isn't right. It's getting harder to go to college, and we need to provide other avenues. These programs can also prepare people for union apprenticeship programs," he said.

Griffen grew up in Stockton in a family with deep local roots and interest in politics. His father and grandfa-

ther both worked all their lives in Local 54. He went to work on the docks right after he graduated from Stagg High School in 1978, then spent time in the graphics and printing industry before returning to longshore work six years ago. His older daughter graduated from Stagg in 2008 and his younger daughter is a sophomore there.

So far Griffen has won endorsements from Local 54, the Northern California District Council, the San Joaquin-Calaveras County Central Labor Council, the San Joaquin/Calaveras/Alpine, Amador Building Trades Council, the Stockton Teachers' Association, CSEA Local 318 and Operating Engineers Local 3.

The School Board may seem a long way from the docks, but Griffen takes a long view. He remembers when he was working in a print shop.

"This sweet little old guy kept bringing us a flyer to print. It started out one-sided and kept growing until it was a little newspaper. Finally we asked him what it was, and he said it was a conservative magazine that went to school boards all over the country. They were using it in their campaigns. 'We're taking over!' he said. The conservatives started with runs for school boards and small local offices, and they took over the Congress in 1994. We have to do the same thing," Griffen said.

Anyone wanting to support David's bid for elected office can contact him on his Facebook page, David Griffen for SUSD School Board (area 7), <http://www.facebook.com/group.php?gid=108502229180060&ref=share>



Battle of Ballantyne: The lost strike that built a union

Canadian longshore workers will celebrate the 75th anniversary of the Battle of Ballantyne this June, a little less than a year after ILWU members in the U.S. marked the 75th anniversary of Bloody Thursday. Just as the U.S. dockers' victory in 1934 built on decades of organizing, repression, and rebuilding, the Battle of Ballantyne marked a watershed event for Canadian dockworkers that came after years of struggle.

In June 1935, tensions between the Vancouver and District Waterfront Workers Association (V&DWWA) and the Shipping Federation had been building for months, and it was only a matter of time before a showdown would take place.

The union, led by Ivan Emery, was determined to take over the dispatching system, improve wage rates and to change the method of distribution of surplus work.

The Shipping Federation adamantly opposed these changes. It had determined that the time had come to break the union once more, just as it had in 1923.

The Shipping Federation had already established a new company union, the Canadian Waterfront Workers Association (CWWA). According to the union's daily strike bulletin of July 18, the employers had announced their intention to break all the maritime unions in B.C. and replace them with company unions.

When non-union workers loaded newsprint in Powell River, bypassing the newly organized longshoremen, the new federation uniting the waterfront unions placed the ships from Powell River on the unfair list. When the newsprint arrived in Vancouver, longshoremen refused to unload it.

The Shipping Federation responded by declaring the October 1934 contract agreement at an end. The lockout and strike began on June 4, 1935. It gained support in ports along the West Coast, including Victoria, Prince Rupert and several in the United States.

On June 18, 1935, around 5,000 longshoremen and unemployed worker marched to Vancouver's Ballantyne Pier to protest the employment of strikebreakers, led by honored war hero Mickey O'Rourke.

They were met by a massed police force headed by Vancouver Police Chief W.W. Foster, a former director of the Shipping Federation. Police fired tear gas and charged into the ranks of the peaceful marchers.

Mounted Police rode their horses through the marchers' ranks, pursuing them through the streets and down back lanes. They rode up the steps of houses in the neighborhood where women and children were gathered, and swung their clubs indiscriminately. At least 100 people were injured by the police in what the Vancouver Daily Province described as "the bloodiest hours in waterfront history."

The Longshoremen's Women's Auxiliary established a first aid post in the Longshoremen's Hall to treat the injured. The police smashed the windows and hurled tear gas bombs inside.

The union hung on for six months, but officially called off the strike on Dec. 9, realizing it was a losing battle.

It appeared the Shipping Federation had won a complete victory, but change—though stalled—could not be halted. Soon the company unions, the CWWA and the Vancouver Longshoremen's Association (VLA), were lobbying for equalization of earnings and rotation dispatch.

The CWWA and the VLA amalgamated in 1941 so they could present a unified body to the employer. In 1943, the BC Council of Longshoremen



(BCCL) brought together six independent unions, including the CWWA, the VLA, the North Vancouver Longshoremen's Association (NVLA), the ILWU Vancouver, the ILWU New Westminster and the International Longshoremen's Association (ILA) Vancouver.

ILWU jurisdiction was established in British Columbia in 1944, with Van-

couver getting chartered as ILWU Local 501 in March, and New Westminster becoming ILWU Local 502 in July.

In 1945, the BCCL became the BC District Council (BCDC) and included Vancouver, Port Alberni, Prince Rupert and New Westminster.

The Battle of Ballantyne dealt a harsh setback to the Vancouver and district longshoremen—but they resiliently managed to build a militant, representative union out of a lost strike.

The Shipping Federation failed to realize that the intermittent nature of longshore work, the injustice of the dispatch and the threat of capricious dismissal, combined with the skill needed to perform the job, left the longshoremen no choice but to look to each other in militant solidarity.

— by Gary Serafini, ILWU Local 500
(With thanks to Roy Smith and "The Man Along the Shore.")

Longshore talks shadow ILWU Canada convention

The troubled longshore negotiations between the ILWU Canada and the British Columbia Maritime Employers Association (BCMEA) dominated the union's 31st Convention, held March 23-26 in Vancouver, BC.

"All around the world, employers are using the bad economic situation to attack the unionized workforce," said ILWU Canada President Tom Dufresne. "The BCMEA wants total flexibility, reduced costs and control of the dispatch," he said. The employers also want to be able to bypass seniority.

Bargaining began January 2, 2010. Two federal delegates have been appointed to facilitate. They have helped the parties make some progress, despite the employers' group conducting an aggressive campaign away from the negotiating table. The BCMEA has brought complaints against the ILWU

to the Canadian Parliament's Committee on Labor Relations and the Subcommittee on Women in Non-Traditional Work of the Committee on the Status of Women.

The employers charged the union with discriminating against women, "but it's a joint hiring process and the matter of accountability on their part has not been addressed," said newly elected ILWU Canada Vice President AtLarge, Mandy Webster.

The ILWU went to Parliament with some members of the B.C. Human Rights Coalition to speak to the Subcommittee. Dufresne called the charges "frivolous and vexatious," part of the employer's plan to drain the union's resources and cause as much aggravation and grief as possible for its officers. "They've said publicly that they're doing this," he said, likening the BCMEA's tactics to those used by the U.S. employers in 1948. "They're attacking members' work ethic, our

wages, our reputation, trying to create a public backlash," he said.

"Nobody has claimed things were perfect in regards to employment equity," Webster said, "but we are seeing a traditionally male-dominated industry evolving into a more balanced workplace and the improvements will show over time. The BCMEA is shamefully taking advantage of an issue that hits many people emotionally as part of their campaign to publicly destroy the image of the Union," she said. "I would be the last person to minimize the validity of seeking employment equity at any workplace, but in this case, the employer has used this issue as a red herring to attack the very core foundations of equality that this union stands for."

Delegates to the ILWU Canada Convention also heard that the union had carried its fight against repressive security legislation as far as it could. The Court of Appeals ruled that the government is within its rights to require dock

workers to submit to security searches, and on March 11 the Supreme Court declined to hear an appeal.

The Convention elected several officers by acclamation. In addition to Dufresne (Local 500) and Webster (Local 517), the delegates chose Tim Farrell (Local 502, New Westminster) as 2nd Vice President; Al Le Monnier (Local 500, Vancouver) as 3rd Vice President; and Mark Gordienko (Local 500, Vancouver) as Longshore Trustee. Members will vote for 1st Vice President and Secretary-Treasurer.

"The new officers will have to continue to build unity amongst the membership, if nothing else," Webster said. "We're coming off a few good years when there was lots of work and money to be made. Now that the economy has suffered, you see many employers — not just within the longshoring industry — bullying their workers. The only way we can fight is to continue to stay strong and cohesive," she said.

ILWU mobilizes support for Costa Rican dockworkers

As union members throughout Costa Rica mobilized against government attacks on public services and basic labor rights, the ILWU's Coast Longshore Division was building political support for the Costa Rican dockworkers union SINTRAJAP at the highest levels of the U.S. government. The protests in Costa Rica came to a head April 29, the same day 25 members of the U.S. Congress sent a letter to Secretary of State Hillary Clinton to "express great concern about the current labor right situation in Costa Rica" and to say that "Costa Rica needs to comply with its obligations to the U.S. and the International Labour Organization (ILO)."

Dockworkers in Costa Rica's Caribbean ports of Limón and Moín have been the standard-bearers in the country's recent struggle against privatization. Two years ago, the Costa Rican government took out a \$72.5 million loan from the World Bank to "modernize" these ports, which meant turning them over to private owners. The dock workers union, SINTRAJAP,

has resisted every step of the way. At their March 4 meeting, SINTRAJAP members voted unanimously to reject a government buyout that would pave the way to privatization.

The Costa Rican government has responded by replacing the union's democratically elected leaders with a new board of government-backed directors and freezing the union's bank accounts. The Coast Longshore Division has published letters of support for SINTRAJAP in the country's largest daily newspaper, *La Nación*, and in the University of Costa Rica's weekly publication *El Semanario*. ILWU International President Robert McEllrath wrote to President Barack Obama, asking him "to immediately communicate to the Costa Rican government that its current course of conduct is unacceptable and contrary to Costa Rica's stated commitment to democracy and human rights."

On April 29, thousands of teachers, students, public employees, and dockworkers participated in a national day of protest. The teachers' union APSE (*Asociación de Profesores de Segunda Enseñanza*) called a one-day work stoppage, denouncing a proposed new law governing public employment. APSE called the proposal "an attack on economic, social and political rights won by the working class in struggles over



Photo by: Martin Rodriguez E

Costa Rica's dock workers are fighting to protect good jobs at their ports and defend their union from a government takeover.

many years." It will cut wages and benefits and gut collective bargaining rights.

In Limón on April 29, riot police attacked dockworkers who had blocked off streets around the port. The confrontation ended with seven trucks burned, many demonstrators beaten, 22 arrested and two police officers hurt by gunfire. SINTRAJAP issued a statement saying that it neither planned nor approved of the violence in any way, but that "it is hard to restrain people who feel they must defend themselves."

The union also declared its determination to keep up the fight. "We will not rest until the responsible parties

inside and outside of JAPDEVA (the state agency that administers the ports) pay for the damage they have caused to the workers of JAPDEVA and of the country," SINTRAJAP leader José Luis Castillo told the newspaper *El País*. Castillo also expressed his gratitude for the solidarity shown by the ILWU, most recently the letter to Secretary of State Clinton.

"This action by the North American Congress members is one more sign of the enormous support we have in the defense of the sacred right to our work, condemnation of corruption and the illegal and dictatorial action of the government," Castillo said.

Longshore Caucus takes a reality check

Delegates to the Coast Longshore Division Caucus, held April 5 - 9 in San Francisco, confronted a record drop in work, and the challenges to jurisdiction that such a drop in work brings. The Caucus also took stock of the new federal health care legislation and took action in solidarity with working families in Boron and in Costa Rica.

"For the second year in a row, the global economic downturn resulted in reduced cargo volumes on the West Coast," the Coast Committeemen wrote in their report to the Caucus. "In the 75 years of our existence, there has never been a drop in work as sudden and deep as the one we have experienced in the last 18 months."

When cargo volumes go down, the cost of paying for the benefit package is reflected in increased hourly wage costs and tonnage assessments, so the Employers have a greater incentive to avoid using ILWU labor. They use any pretext they can find.

Employers have also used "port security" as an excuse to go after the ILWU ever since Sept. 11, 2001. Many ports have taken advantage of fat federal and state security grants to make changes that cut into ILWU jurisdiction. The union continues to fight security measures like dockside cameras and the Transportation Workers Identification Credential (TWIC) that are being used to target workers rather than to

promote security. TWIC "has become a tool that employers and government use to selectively discipline workers and restrict union ability to organize and monitor work sites," said ILWU International President Robert McEllrath.

The spreading practice of Port Authorities leasing dock areas to employers who don't have contracts with the ILWU also threatens work opportunities, as do proposals to send cargo by barge or small motor vessels down inland waterways. Public officials promote this practice, called "short-sea shipping," as a greener alternative to trucking. In reality, it is so inefficient relative to moving cargo by truck that it doesn't generate a profit unless non union labor is used.

The Caucus spent little time talking about new technology, though the Division has focused lots of resources on defending its jurisdiction in the changing environment. "The union agreed to new technology in the last contract, but technology is now doing the work when members go home," said Local 13's Mark Mendoza. "This

should be a wakeup call." Several delegates talked about the need for more training to allow members to capture the jobs of the future—and for continued vigilance on the job.

The union also put considerable energy into following the federal health care legislation, and the Caucus tried to assess the impact of the freshly minted bill. Both the Caucus and the Convention had passed resolutions supporting single-payer, and the union stuck to its guns throughout the Congressional debate. International President McEllrath was one of only three representatives on the AFL-CIO executive committee to oppose the Obama plan. Though the bill will expand Medicaid to cover extremely low income citizens, it does nothing to regulate insurance companies.

"This is a complete, 100 percent win for the insurance companies," said Coast Committeeman Leal Sundet. "It guarantees that the insurance companies are going to be able to take a big chunk of money and put it in their pockets in the way of profits," he said. The main source of funding for the bill will be a tax on insurance plans that provide good benefits to their members, so-called "Cadillac plans." If current trends continue, the excise tax could cost the



Retiring Southern California Area Director Ron Costa (right) with his wife Rose, looked a bit sheepish after listening to the Caucus "roast" him. Members praised Costa as a tough, dedicated, expert member of the Negotiating Committee, and saluted his decade of service to ILWU members.

union more than \$75 million by 2018, according to ILWU attorney Peter Saltzman of Leonard Carder LLP.

ILWU members are not alone in feeling the bite of corporate greed, said ILWU International Vice President Ray Familathe. "All throughout Latin America, the World Bank is moving to privatize ports and get rid of the unions," Familathe said. Right now Costa Rica is an example of this trend. Two officers of the Costa Rican longshore union SINTRAJAP addressed the Caucus, and thanked the ILWU for backing them in their fight to keep their democratically elected leadership. (See story above.)

Closer to home, ILWU Local 30 members and their families in Boron, CA are battling global goliath Rio Tinto for their jobs and their future. The Caucus voted to back their fight with a substantial monthly contribution from the Longshore Division. "There are 500-some-odd guys in the desert bringing their families to support our common cause," Local 13's George Lujan said. "Some people are taking jobs now, so they can't be on the line. We need to send them enough so they can stay out as long as it takes," he said.



The 81 elected delegates to the April 5-9 Longshore Division Caucus confronted the problems posed by hard times and corporate greed.

So long scabs!



Photo by Mashell Stevenson.

Vans carrying scabs leave the Rio Tinto mine in Boron after Local 30 members won their fight to end the lockout and protect their contract on May 15, 2010.

TRANSITIONS

NEW PENSIONERS:

Local 13: Joseph D. Gregory; Samuel J. Armstrong Jr; Stanford P. Warner Jr; Jack S. Williams; Pavol Kovacic; **Local 19:** Kenneth L. Showalter; **Local 29:** William R. Silva; **Local 63:** John Randle; Michael L. Ivcevic; Joel C. Vitalich; **Local 91:** Richard R. Irwin

DECEASED & NEW SURVIVORS:

Local 10: John Ball; Miguel Perez (Aurelia); James C. Robinson (Rosemarie); **Local 13:** Carlos M. Munoz; Jack Slater; Paul Halstead (Mary Jane); Herbert T. Lowman; Manuel Torres (Guadalupe); Gabriel Sedillo; Hubert S. Logan; Anton Vladic (Irene); **Local 19:** Vernon S. Sauve; **Local 21:** Samuel Viars; **Local 23:** Ortan Gooden (Margaret); **Local 24:** Gary R. Peterson; **Local 26:** Rathel L. Randle; Rasputin R. Lagasca Sr; **Local 27:** Ernest Muller; **Local 29:** Eduardo Vasquez (Marisol); **Local 32:** Mark W. Yenter, Jr; **Local 34:** William J. Walsh, Jr. (Elsie);

Wallace Mattox (Carolene); Eric J. Cruz; **Local 40:** Harold K. Mendenhall (Jackie); **Local 46:** William Guevara (Joyce); **Local 50:** John C. Eastland (Lavonne); **Local 63:** Robert A. Cano; Lloyd J. Smith (Cristina); **Local 91:** Theodore Lira, Jr. (Christina); Dennis Brueckner; **Local 98:** Laurence A. Carpenter

DECEASED SURVIVORS:

Local 4: Dorothy E. Martin-Sexton; **Local 8:** Florence Pitchford; **Local 10:** Betty J. Dawson; Frances Wells; Felomina R. Farinas; **Local 12:** Alice J. Younker; **Local 19:** Alice B. Dillon; **Local 29:** Maria Hernandez; **Local 34:** Evelyn V. Chlubna; Josephine D. Cannata; Betty R. Traverso; **Local 63:** Harlene Morales; Mary R. Winter; Harriet Wingard; **Local 75:** Cornelia E. Hofmann; **Local 91:** Clarice Graham

A Helping Hand...

...when you need it most. That's what we're all about. We are the representatives of the ILWU-sponsored recovery programs. We provide professional and confidential assistance to you and your family for alcoholism, drug abuse and other problems—and we're just a phone call away.

ILWU LONGSHORE DIVISION

ADRP—Southern California
Jackie Cummings
870 West Ninth St. #201
San Pedro, CA 90731
(310) 547-9966

ADRP—Oregon
Brian Harvey
5201 SW Westgate Dr. #207
Portland, OR 97221
(503) 231-4882

ADRP—Northern California
Norm McLeod
400 North Point
San Francisco, CA 94133
(415) 776-8363

ADRP—Washington
Donnie Schwendeman
3600 Port of Tacoma Rd. #503
Tacoma, WA 98424
(253) 922-8913

ILWU WAREHOUSE DIVISION

DARE—Northern California
Teamsters Assistance Program
300 Pendleton Way
Oakland, CA 94621
(510) 562-3600

ILWU CANADA

EAP—British Columbia
John Felicella
3665 Kingsway, Ste 300
Vancouver, BC V5R 5WR
(604) 254-7911

May, 2010

NOTICE TO ALL ILWU-REPRESENTED EMPLOYEES, ILWU MEMBERS, FINANCIAL CORE NON-MEMBERS AND NEW HIRES

This notice applies to all ILWU-represented employees, ILWU members, nonmembers and new hires working in an ILWU bargaining unit, including members and individuals who happen at any time to become financial core members by any means, including by choice, suspension or expulsion from union membership in any local or division affiliated with the ILWU, for the one year period following the date of this notice or until such time covered by a later notice of similar kind.

The information contained herein applies to ILWU International per capita and, for those working in the Longshore Division, the ILWU Coast Longshore Division Pro Rata fees or payments of any kind under a union security clause. This notice also applies to local dues and fees paid to any affiliated ILWU locals or divisions, except those affiliates who have chosen not to be covered by this notice and have issued their own separate notice under their own separate policies and procedures. (Accordingly, this notice shall be superseded by any other notice issued by any affiliated ILWU local or division with respect to its dues and fees.)

Please be advised that individuals working under a union security clause contained in a collective bargaining agreement, notwithstanding the specific provisions of such clause, are only required as a condition of employment under such clause to pay uniform dues and any required initiation fees and may, by writing to the ILWU Secretary-Treasurer, or to their local ILWU secretary-treasurer, resign or decline union membership and choose to become a "financial core member" at any time. Such "financial core members" are deemed to be in compliance with any union security clause, regardless of any specific wording to the contrary, so long as they timely pay all regular and periodic financial core dues or fees properly charged by their bargaining representative as explained herein.

Please be advised, however, that financial core members deprive themselves of the valuable rights of union membership in the ILWU and their ILWU local or division. A financial core member does not have the right to vote, nominate for office, hold office, or be a candidate for office in the ILWU; nor may he/she participate in or even attend ILWU meetings or any functions of the union that are limited to union members. In addition, a financial core member has no right to vote on dues increases or on contracts submitted to the membership for ratification. These rights and privileges of union membership are accorded only to union members in good standing.

Nevertheless, financial core members are still legally required under a valid union security clause to pay to their union for the costs related to collective bargaining, contract administration, grievance adjustment, and union organizing of establishments within competitive markets of ILWU-unionized employers, and other activities reasonably related to the effectuation of the union's representational duties (hereinafter called "chargeable activities"). However, union expenditures for non-representational activities such as political activities, lobbying (hereinafter called "nonchargeable activities") - activities which most workers know help build a better climate for us all in bargaining with employers and in securing fundamental worker rights - may not be charged to financial core members who file timely objections.

For calendar year 2008 (which is the most recent audited year), the financial review has confirmed that no more than 12% of all ILWU International's expenditures were for nonchargeable activities. While each ILWU local and division may have different percentages of nonchargeable expenditures, financial reviews and practical experience confirm that the nonchargeable percentage for ILWU locals is significantly lower than that for the ILWU International. Nevertheless, those ILWU locals and divisions covered by this notice will not collect or seek to collect financial core fees greater than that based on the nonchargeable percentage of 12% stated above for the ILWU International for the applicable collection period herein or until such time as such local issues a separate notice.

For those individuals employed in the ILWU Longshore Division and work for PMA-member companies under the Pacific Coast Longshore and Clerks Agreement, please also note that with respect to Coast Pro Rata Fees (including "Fighting Fund" fees), for calendar year 2008 (which is the most recent audited year), the financial review has confirmed that no more than 5% of all ILWU Coast Longshore Division's expenditures were for nonchargeable activities.

The ILWU International Executive Board and the ILWU Coast Longshore Division have adopted the following Procedures on Financial Core Members Objecting to Nonchargeable Expenditures (hereinafter called the "Procedures"). Under the Procedures, a financial core member of any affiliated ILWU local and division has the right within an applicable 30 day period of time to object to expenditure for nonchargeable activities of his or her local dues paid to the ILWU local and the per capita paid to the ILWU International, as well as any Coast Pro Rata fees paid to the ILWU Coast Longshore Division. In the event a financial core member perfects such objection, he or she shall receive either the appropriate monthly reduction or an advance rebate of a portion of local dues and per capita reflecting the ILWU International's nonchargeable percentage of 12% stated above and, additionally for those working in the ILWU Longshore Division, an appropriate monthly reduction or an advance rebate of a portion of the coast pro rata fees reflecting the ILWU Coast Pro Rata Committee's nonchargeable percentage of 5% stated above.

Under the Procedures, an objection by a financial core member must be made in writing and post-marked within 30 days from the date of this notice or the date of becoming a new hire or a financial core member under an ILWU union security clause and receipt of this notice, whichever is later, and addressed to the ILWU International Secretary-Treasurer, 1188 Franklin Street, 4th Floor, San Francisco, CA 94109. To be valid, the written objection must specify the objector's name, address, social security number, current wage rate, the name of his or her employer and the name of the local union or division which represents the objector. A written objection must be timely in order to be valid. Without waiving the 30-day filing period with respect to other notices of this type, please be advised that under this notice only, objections filed by current financial core members will be deemed timely if postmarked on or before July 1, 2010. Individuals who after the date of this notice become new hires or financial core members may file an objection within 30 days of the date they become a new hire or financial core member or receive this notice, whichever is later.

Unless changed by a later notice, those financial core members and new hires who file timely objections will not be charged from the date they file a timely objection through July 1, 2011 for expenditures related to nonchargeable activities based on the applicable percentages noted above and also will be provided detailed, independently audited financial information concerning the breakdown between chargeable and nonchargeable expenditures of the ILWU International, the ILWU Coast Longshore Division (if the objector works in the Longshore Division) and of their ILWU local (if covered by this notice as explained herein). Objectors will also be given an opportunity to file, within 30 days of receipt of such financial information, a challenge to the amount and calculation of any such nonchargeable expenditures and percentages, as well as an opportunity to have such a challenge resolved, if not voluntarily settled, through expeditious arbitration before a neutral arbitrator selected by the American Arbitration Association (AAA) in proceedings conducted under AAA Rules applicable to objections to agency fees. Please also note that the amount or portion of financial core fees pending the period for filing any objection and challenge as well as the amount reasonably in dispute pursuant to any challenges will be kept in an interest bearing escrow account pending resolution of such challenges. Objectors who file challenges will receive any amount that may be determined to be owed them, plus accrued interest, pursuant to these Procedures.

It is important to know that the vast majority of ILWU represented workers believe that the little extra in dues for maintaining union membership and enjoying all the valuable benefits of full participation in the governing of the ILWU, and the negotiation of working conditions is quite a bargain. For a few cents more each week, union members enjoy all the benefits of membership in the ILWU. We sincerely believe that after careful consideration, new hires and financial core members too will agree that becoming and remaining a union member makes the most sense. If you are not a union member already but are eligible for membership under your Local's constitution and rules, please contact your ILWU local to join the ILWU.

This notice may be superseded or amended by later notices as issued by the ILWU, the Coast Pro Rata Committee or affiliated locals and divisions of the ILWU.

(rev. April, 2010)