



# THE DISPATCHER

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Pensioners donate big to political action fund. [page 7](#)



Determination, unity, and perseverance were key in the 5-year struggle by ILWU families in Lancaster.

## Rite Aid victory: shop floor organizing, coalition support and ILWU backing won the 5-year fight

**F**ive hundred workers at Rite Aid's distribution center in Lancaster scored a remarkable victory on May 1st when they reached a tentative agreement on their first contract. On May 12th, a strong majority of employees ratified the three-year agreement that provides guaranteed raises, fair health insurance rates, protection against subcontracting, and powerful new tools to control the pace of work and promote safer conditions inside the million-square-foot warehouse.

"Everyone on the team deserves credit for helping win this fight," said ILWU International President Bob McEllrath, "beginning with the rank-and-file warehouse workers, our coalition allies around the country, and especially the ILWU members

up and down the coast who pitched-in to help us win."

### Nasty anti-union campaign

The five-year effort required a level of dedication and commitment that most union members

haven't experienced for a generation or more. The fight began soon after Rite Aid workers Lorena Ortiz and Angel Warner contacted the ILWU in March of 2006. The ILWU Organizing Department began

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# LETTERS TO THE DISPATCHER

*Dear Editor,*

I was in Whittier, CA recently, speaking at a showing of *Locked Out, 2010*, the documentary by Joan Sekler on the struggle of Local 30 miners in Boron CA against the mining giant, Rio Tinto. The subject came up that the *Dispatcher* was considering doing an article about the recent screenings of this documentary. It is important that as many people possible know about our struggle last year in the high desert. *Locked Out* tells our story and the tremendous out pouring of solidarity that made our victory possible. It is impossible to thank everyone that helped us during "our hour of need" but this film shows what people can accomplish when we work together.

I'm a nobody in the labor movement. I'll never be a Harry Bridges, Jack Hall or Bob McEllrath. But I can take care of my small part. And there are thousands of other workers just like me that serve on negotiating committees, attend union meetings, demonstrations and do the unsung work that make our unions strong.

Over the last few weeks I have been to and spoken at the following screenings of *Locked Out, 2010* in California:

- April 12th at 6:30 at the California International Film Festival in Riverside
- April 23rd at 3:30 at the Peace Resource Center in Sea Side
- April 23rd at 7:00 at the Quaker Meeting in Santa Cruz
- April 28th at 6:30 at San Jose Community College in San Jose
- May 5th at 7:00 as stated in Whittier

Joan Sekler has been screening the film in many of the countries that sent aid to Local 30, so they could see the impact their solidarity had in helping us win this struggle. It is my hope that this documentary will inspire more people to participate in their unions and the struggles of working people around the world.

**Mike Mendonca, ILWU Local 30 (Ret.)  
Boron, CA**

Send your letters to the editor to: *The Dispatcher*, 1188 Franklin St., San Francisco, CA 94109-6800 or email to [editor@ilwu.org](mailto:editor@ilwu.org)



**Pinpoint boycott strategy pays off:** On April 1st, Coast Committeeman, Ray Ortiz, Jr., led a delegation of customers into the Rite Aid on Gaffey St. in San Pedro, CA to "strip their 'scripts'" from the store and move them to another union pharmacy. The pinpoint boycott was an important part of the strategy to encourage Rite Aid management to negotiate a fair, first contract with 500 Local 26 workers at their Lancaster distribution center. The boycott ended after a contract settlement was ratified by workers on May 12th. For the full story, see pages 4 and 5.



**Labor Archives turns 25:** Scores of people joined in celebration of the 25th anniversary of the Labor Archives hosted at ILWU Local 34 in San Francisco, CA on May 1st.

The celebration began with a labor history fair featuring organizations such as the California Historical Society, Freedom Archives, and also included a historical exhibit on the ILWU put together by the ILWU library.

There was also a film screening of rare labor footage by Rick Prelinger from the Internet Archive, and a recording booth with FoundSF where people shared their work and union stories. There was also a cultural program honoring labor through music, theater, poetry and a talk by SF State Professor Robert Cherny on local labor history. Art Pulaski, head of the California Labor Federation, opened the event. In the above photo, ILWU historian Harvey Schwartz hands a button to a young girl.



**Longshore caucus:** As the *Dispatcher* was going to press, the week-long meeting of the Longshore caucus was underway in San Francisco. We will have more details of the issues discussed by the caucus in next month's issue.

## DISPATCHER

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# A bigger piece of the pie for everyone: Earl George, Civil Rights crusader from ILWU Local 9

Throughout its history, the ILWU has been committed to rank and file democracy, social justice, and solidarity with other workers and unions on behalf of economic and social gains for working people. The ILWU's power rests on the hard work of rank and file members who both create and carry out these policies. Earl George (1894-1985) of Seattle Local #9 was one such person. He dedicated his life to tireless work on behalf of the ILWU and progressive causes, most passionately in the struggle to end racial discrimination. In a sense, his life is a snapshot of the ILWU and the wider progressive movement, in which rank and file inspire policy in the union, and the union inspires social change that extends beyond its membership.

***"All the movements I've been part of had one important goal: a little more bread, slightly thicker broth, and a bigger piece of the pie for everyone."***

George was born in Denver in 1894. He once said that "growing up Black in this country gives you a pretty good political education." Early on, the struggles of Denver's Black community and the violent Colorado miners' strikes shaped his thinking. George studied math and chemistry at the University of Denver before being drafted into the segregated Army in 1917 and sent to Fort Lewis in the Puget Sound.

George arrived in Seattle in time to participate in the 1919 general strike. 65,000 workers in Seattle walked out in

solidarity with 35,000 shipyard workers who were immersed in a struggle for wage increases. The action effectively shut down the entire city. In an oral history interview, George recalled of the strike that "nothing moved but the tides." He reminisced that it was his introduction into the class struggle.

Like other African Americans, George was excluded from many jobs as well as many unions. In the 1920s and 1930s, he worked in a number of low paid, non-unionized jobs in the service sector, peppered with periods of unemployment. He found work as a steward aboard coastwise vessels, where he joined the Industrial Workers of the World, a militant labor union founded in 1905 which rallied under the banner, "an injury to one is an injury to all." When the Great Depression hit, George marched in Seattle's streets with the Unemployed Citizens League and the Workers' Alliance, an organization which fought to get collective bargaining rights for people working on federal projects. He also helped build the Washington Commonwealth Federation and the Pension Union, whose influence in Washington State politics helped pass the state's first pension bill in 1939.

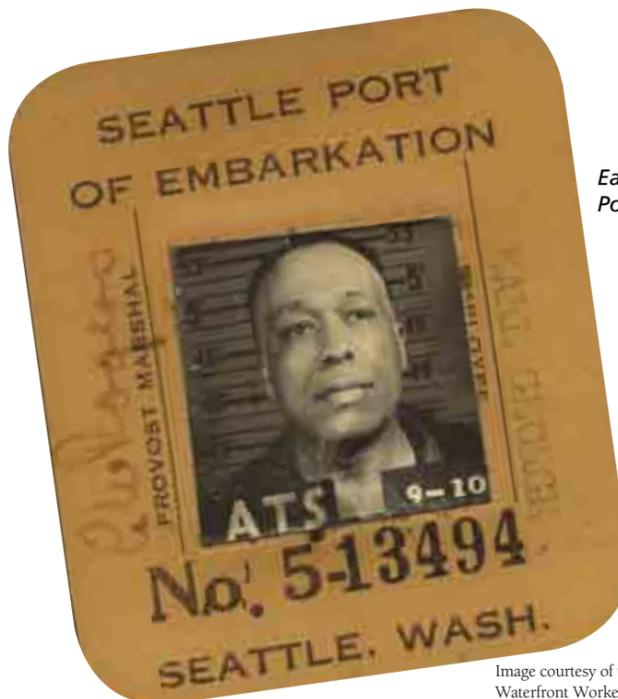
George joined ILWU Local 9 as a warehouseman in 1938. While working as a warehouseman, he continued to dedicate himself to ending discrimination and bettering the lives of workers. In 1948, he worked on a campaign that succeeded in forcing Seattle-area grocery stores to hire African Americans. A dedicated ILWU member, he participated in the 1946 strike, and in 1950 became the first Black president of Local 9.

While serving in local office, George and then ILWU Regional Director Bill Chester (later International Vice President) were among a number of African American unionists, who helped found the National Negro Labor Council (NNLC). A powerful but short-lived labor organization, the NNLC focused its goals on ending racial discrimination in industry and racism in unions. They campaigned to get unions to organize Black workers and were successful in getting a number of unions to call for non-discrimination clauses in their labor contracts.

Earl George was a survivor of racism and also a strong combatant against it. Like many labor activists of his time, he also faced bitter red baiting. Along with ILWU President Harry Bridges and other members of the union, George was scapegoated for his political views. In the early 1950's, former Communist Party member Barbara Hartle testified at the Velde Committee hearings, part of the House Un-American Activities Committee, and named Earl and his wife Vivian along with over 200 other possible members of the Communist Party. Earl himself was subpoenaed to appear before the



*Earl George was a skilled labor photographer and documented picket lines and social justice struggles with his camera. Many of his images appeared in the Dispatcher in the 70s and 80s.*



*Earl George's Port ID card.*

Image courtesy of the University of Washington, Waterfront Workers History Project

committee to answer whether he was a Party member. He recalled that "the committee was so self-righteous. They were going to save the world from dangerous folks like me. What did I have to say to them? I took the Fifth Amendment and walked out."

Earl George was a friend to legendary performer and honorary ILWU member Paul Robeson. In 1952, the Seattle City Council barred Robeson from performing at the Civic Auditorium. George came to his aid, organizing protests in Robeson's support. He took similar action when the US State Department revoked Robeson's passport, preventing him from touring outside the US because of his political beliefs.

Lonnie Nelson, a longtime Seattle-area activist and member of ILWU Auxilliary #3 who was close to George, stated that he "was one of the people in the ILWU who represented a wide understanding of life and industry. He was a working class intellectual."

George remained with Local 9 until 1961, when he retired from work. However, retirement did not

mean an end to his commitment to the ILWU and labor and civil rights activism. As soon as he left the active workforce, George became a committed and active member of the Seattle Pensioners, where he variously served as Trustee, Secretary, and Secretary-Treasurer. He was integral in organizing freedom schools during the school boycott to protest segregation in 1966. He also became a well-known photographer, chronicling union picket lines, demonstrations, and rallies for social justice through his camera's lens. The ILWU International appointed him as a correspondent/photographer for the *Dispatcher*, and a number of his images appeared in the paper in the 1970s and 1980s.

In an interview taken shortly before his death, George stated that "for ninety years I've been outraged by injustice wherever it rears its ugly head. All the movements I've been part of had one important goal: a little more bread, slightly thicker broth, and a bigger piece of the pie for everyone."

*— Robin Walker*



*Earl George in 1950, the year he was elected President of Local 9. He was the first African American to serve in that office.*

Image courtesy of the University of Washington, Waterfront Workers History Project

# Rite Aid victory: shop floor organizing support and ILWU backing won the 5



**Counting the vote:** Local 26 members count the votes on May 12th. A solid majority approved the three-year contract.

*continued from page 1*

working with Local 26 President Luisa Gratz to help Rite Aid employees build a strong committee inside their warehouse. Rite Aid management responded with an aggressive anti-union campaign, hiring a team of union-busting consultants and unleashing a barrage of illegal threats, retaliation and firings – all aimed at chilling union support inside the giant distribution center. The company also organized their own committee of anti-union workers who openly campaigned against the union.

“The whole process was really hard,” said Rite Aid worker Sylvia Estrada, “but those first two years were especially difficult because so many of us were being disciplined and fired for standing up for our right to have a union.”

## Legal help

Firing and harassing union supporters is supposed to be illegal under federal law, but it can be hard to prove and difficult to enforce. ILWU lawyers helped workers by pushing federal officials to investigate Rite Aid’s blatant law-breaking and enforce the law. Testimony from workers was gathered and legal documents were filed, but the wheels of justice turned slowly at the

regional office of the National Labor Relations Board. Almost a year later, Rite Aid officials were finally facing a federal complaint detailing 49 labor law violations. The company chose to settle those charges by promising to re-hire two of the fired workers with back pay, and compensate workers who had been suspended. “It took too long and the firings never should have happened in the first place, but it was clear to everyone that the ILWU was fighting back and supporting our fight,” said Debbie Fontaine, one of the Lancaster workers who was fired and later re-hired.

## Beating the odds, winning the vote

After enduring two years of anti-union attacks, it would have been understandable if employees had ditched their union dream, having seen their friends and co-workers fired. Companies and union-busting consultants know most workers fold under that kind of pressure. But the Rite Aid workers forged ahead and boldly called for a union election in March of 2008 – which they won, against all odds.

“Winning that election seemed like an incredible victory at the time – and it was,” said Rite Aid worker Igna-

cio Meza. “But it was really just half the battle – because we still had to negotiate a first contract and Rite Aid didn’t seem the least bit interested in cooperating with us.”

## First contracts can be fatal

By the spring of 2008, Rite Aid workers had survived long enough to be among a handful of private-sector workers in the U.S. who had weathered a blistering anti-union attack and still managed to win a union election supervised by the National Labor Relations Board. Now they faced a final but formidable hurdle of winning their first contract.

“First contract fights have been the graveyard of many union struggles,” said ILWU International Vice President Ray Familathe who oversees the ILWU Organizing Department. “Without tremendous pressure from workers on the inside and support on the outside, employers have every reason to stall and ‘run out the clock’ until people give up.”

## The “inside/outside” strategy

The first year of contract negotiations was unproductive – confirming that Rite Aid wouldn’t be negotiating seriously without more pressure. In the fall of 2008, the company announced a series of layoffs and cutbacks that left 46 workers holding layoff slips and 300 employees with lower paychecks. The company said their actions were sparked by economic necessity, but it was no accident that these cutbacks raised fears in the warehouse. The ILWU argued that the layoffs and cutbacks were illegal because workers had voted for the union, obligating Rite Aid to negotiate with employees before making changes. Eventually, federal officials agreed and required Rite Aid to re-hire employees and provide back-pay to everyone who lost wages.

Workers and the ILWU Organizing Department developed an “inside/outside” strategy that could generate enough pressure to dramati-

cally increase the odds of winning a first contract. The approach relied on workers to take action to defend their rights on the shop floor, while a support network was built on the outside to back them up. By working together in a coordinated strategy, the plan aimed to increase pressure on Rite Aid to do the right thing and sign a fair agreement.

## In-plant protests

Workers inside the Lancaster Distribution Center stepped up and organized around shop-floor issues that needed attention – with or without a contract. After Rite Aid announced the layoffs and cutbacks in late 2008, workers didn’t wait for the federal Labor Board to respond – they took action by organizing a picket line at their warehouse, marching in front of management’s offices to demand that their co-workers be re-hired.

Employees also protested against dangerous working conditions inside their warehouse, including the dangerous practice of stacking heavy items on the high shelves that could cause serious or fatal injuries if they fell down on someone. That’s what happened to Pedro Lopez who was hit by a box of liquor that crashed down on his head in late 2009. Lopez suffered a head wound from the incident, and the incident sparked warehouse workers to take immediate action. Three hundred signed a petition and a group of workers surrounded the plant manager to demand that heavy liquor bottles be lowered to the ground floor, which management finally agreed to do.

## Solidarity outside

While workers were asserting their rights in Lancaster, ILWU’s Organizing Department was contracting other unions that represented Rite Aid workers across the country, including the United Food and Commercial Workers Union (UFCW), Teamsters, SEIU-1199, and the Retail, Wholesale and Department Store Union (RWDSU). The goal was to build a network to promote solidarity, share information, and coordinate action. The first joint action took place in April 2007, when Rite Aid unions co-sponsored a reception for union benefit administrators in Anaheim, CA. Other joint actions followed, many taking place in front of Rite Aid retail stores during high-traffic times that included Valentine’s Day, Halloween, Easter, and the Christmas holiday season. The ILWU Communication Department created a special website that featured the growing number of actions and participants who were joining the effort: [www.RiteAidWorkers.net](http://www.RiteAidWorkers.net).

## Building a coalition

International Vice President Familathe was overseeing work by the Organizing Department to build the Rite Aid campaign coalition, expanding it beyond the Rite Aid unions. Early support came from ILWU Pensioner and Auxiliary groups, plus chapters of the Alliance for Retired



**Pinpoint boycott ends:** A banner outside of the Rite Aid store on Gaffey St. in San Pedro welcomes back ILWU members after the pinpoint boycott of the two Rite Aid stores ended following an agreement between management and the 500 workers in Lancaster.

# ing, coalition 5-year fight

Americans and the Congress of California Seniors. Another big boost came from Jobs With Justice, the national activist network with dozens of chapters nationwide. Working together with local religious and community groups, this network now had the capability to organize national days of action that could coordinate events at dozens of Rite Aid stores across the country. A final boost of energy came from United Students Against Sweatshops (USAS), a campus-based network with 150 chapters and a serious track record of winning against powerful corporations like Nike and Russell Athletic Wear. USAS joined the campaign in August, 2010, adding new energy and creativity. ILWU International Vice President Familathe attended the USAS conference in Columbus, Ohio where he was invited to speak on February 4, 2011. Familathe came away impressed: "The energy of all these young people was incredible and inspiring," he remembers. "Their conference started early in the morning and went late into the night with constant discussions about action and social justice – including our Rite Aid campaign." One week later, students turned out in force at Valentine's Day actions in front of dozens of Rite Aid retail stores in eight states.

## Surprising shareholder support

Rite Aid, like most companies, conducts an annual shareholder meeting that is typically boring and attracts little attention. That changed when Rite Aid workers started appearing and speaking, beginning at a special meeting held in New York City on December 2, 2008. Rite Aid workers and Negotiating Committee member Carlos "Chico" Rubio attended the event and criticized management for failing to respect workers. Six months later, Rite Aid worker Angel Warner trav-

elled from Lancaster, CA to New York City where she spoke at the company's annual shareholder meeting. She got a sympathetic ear from many shareholders in the audience who expressed concern for workers in Lancaster and urged company executives to "solve the problem." In addition to appearing at the shareholder meeting, Warner spoke at a rally in Times Square organized by the AFL-CIO plus several unions and community groups. Ms. Warner also appeared on two nationally-televised news programs.

## Pin-point boycott

Actions being organized in front of Rite Aid stores were building pressure for a fair settlement, but the launching of a boycott against two drugstores in San Pedro may have been a decisive factor. San Pedro is a working-class town with strong union roots like other West Coast communities where many ILWU families live. It has two Rite Aid stores that collect \$2 million a year from ILWU families – a fact seized on by ILWU leaders from harbor-area locals who gathered in early 2011. They decided to help the workers in Lancaster by planning a boycott of the two San Pedro stores. The boycott was launched on April 1 with a rally attended by hundreds of ILWU members. ILWU Local 13 President Joe Cortez spoke at the rally along with other ILWU leaders. Coast Committeeman Ray Ortiz, Jr. led a delegation of longshore workers who marched into the Rite Aid pharmacy where they "pulled their prescriptions" until the company agreed to treat workers fairly in Lancaster. Within weeks, hundreds more customers were volunteering to "strip their scripts" by sending prescription business to other union pharmacies. ILWU volunteers appeared each day in front of both stores, talking with customers and winning more support

## Lessons learned from the Rite Aid campaign

**It takes time.** The Rite Aid campaign in Lancaster took five years. Many organizing campaigns take even longer. Companies and union-busting consultants use delaying tactics to wear-down workers.

**It requires resources.** Besides paying "lost-time" for worker-organizers and maintaining a staff of professional organizers, there are costs for legal work, communications and travel expenses. No money was wasted, but it adds up.

**We can't do it alone.** Critical help came from Jobs with Justice, United Students Against Sweatshops, the Alliance for Retired Americans, politicians, and unions including the UFCW, Teamsters, SEIU, and the AFL-CIO. Local 13 and 63 volunteers recruited small business support for the Rite Aid Boycott.

**A strong committee is key.** The campaign begins and wins with a strong committee inside the shop composed of rank-and-file leaders. They made important decisions and helped co-workers take action.

**Help from the whole family.** Critical support came from ILWU locals, the Coast Longshore Division, Pensioners and Auxiliary members. Coordination and cooperation made a big difference.

**One fight, many fronts.** Rite Aid workers talked with investors, shareholders, and customers. They met members of Congress and state legislators. Attended trade shows and award dinners, talked with TV, radio, and newspaper reporters.

for the boycott. Another team of volunteers led by Local 63's Cathy Familathe, with Steve and Isela Linares of Local 13, reached out to small business owners who agreed to distribute information about the boycott in their stores and offices. Customers received information about the boycott in both Spanish and English, and could join by mailing a postage-paid card or by calling the toll-free hotline at 1-855-WE-BOYCOTT.

## Final push & May Day victory

By late April, Vice President Familathe says he could see pressure building on the company to make a fair

agreement possible. He placed a phone call to Rite Aid's Vice President, urging her to fly out and participate in the final round of negotiations that lasted several days and sometimes went late into the night, concluding on the evening of May 1st. "It was a fitting day for a first contract that was fair," says Familathe. Hundreds of workers participated in discussions and the ratification vote that took place on May 12, garnering support for the new agreement.

## The road ahead

The San Pedro boycott ended on May 1st and customers who honored the boycott are now returning to both Rite Aid stores. Inside the Lancaster warehouse, workers say they've been changed forever by the five-year experience. "All of us want Rite Aid to succeed now more than ever, but in a way that respects everyone, not just a few at the top," says Lorena Ortiz, one of several warehouse workers who travelled from Lancaster to San Pedro to support the boycott. During an April 1st visit to San Pedro when she attended the boycott kickoff, Ms. Ortiz met with three Rite Aid workers who came from Ohio to support the event. The Ohio workers were striking against six Rite Aid stores in the Cleveland area because the company was using illegal threats against them; trying to force workers into accepting an unfair health insurance deal. "We're all still in this struggle together and have to keep helping each other," she said. "Things will be better now in Lancaster with our contract and a union, but I've learned that we have to stick together and help each other because that's what the union is really all about."



**Strength in unity:** The ILWU spearheaded a national coalition of Rite Aid workers that united the struggle across unions. Three workers from Cleveland-area Rite Aid stores joined the May 1st rally in San Pedro, CA. Six Rite Aid stores in Northern Ohio represented by the UFCW are still on strike. In the photo above, three Ohio Rite Aid workers (L to R): Victor Alicea, Elsie Romero and Florine Rose stand in solidarity with Lancaster Rite Aid workers (R to L): Jeanice Smiley, Angel Warner, Sylvia Estrada and Lorena Ortiz.



## America's Cup coming to San Francisco

Oracle CEO Larry Ellison's racing boat was unloaded at Pier 80 in SF on Feb 28th by members from ILWU Locals 10, 34 and 91. Pier 80 will become the headquarters for Ellison's sailboat operation during the 34th America's Cup race being held in San Francisco in the summer of 2013.

Ellison's \$45 million sailboat had to be unloaded in 4 separate pieces, said Local 10's Frank Gaskin. "This was a very unusual job. The mast of the ship was 230 feet long," Gaskin said. It took 30 ILWU members three days to unload the ship. ILWU members expect to get more work from the America's Cup project.

## California ports meeting focuses on infrastructure, Panama Canal, jurisdiction issues

Longshore division locals throughout California met at Local 13 in San Pedro March 29 and 30. This was first time since 1999 that the Locals from Eureka to San Diego have met to discuss vital issues.

Issues discussed included port specific problems including jurisdiction, California's infrastructure problems, discretionary cargo and the widening of the Panama Canal.

"Not only was this meeting informative on the important issues facing California's ports, but we all were made well aware of the employers making the same orchestrated move on our jurisdiction," said Local President, Danny Miranda.

Local 63 President Peter Peyton was elected chairman and Local 18's Secretary-Treasurer, Rena Smith, was elected recording secretary.

The representatives not only heard from each other but also from speakers representing railroads (BNSF and UP)

and Norman Fassler Katz, Sr. Consultant, California Select Committee on California Ports and Goods Movement.

International President Robert McEllrath led a lunch time discussion of contract issues facing the Locals coastwise in 2014. Growing jurisdictional concerns which will affect the entire coast such as Clerk technology and M&R technology were also discussed.

"This was a fantastic meeting. It was good to meet other Longshoremen from California and hear their problems and try to come up with strategies to fight the issues together," said Anthony Flores, Local 54 LRC Representative.

"This meeting could not have come at a better time" said Rena Smith. "It was an eye opener for me to hear that each port in California faces struggles not only with the PMA but other unions trying to take our work. We are going to have many jurisdictional battles for a long time. But we're tough and with solidarity we will win those battles."



Leaders from Longshore locals in California met at Local 13 in San Pedro on March 29-30.

### Save the Date

**30th Memorial Anniversary of the murders of ILWU Local 37 officers Silme Domingo and Gene Viernes.**

**Saturday June 4th**

**5:30 reception; 6:30 dinner; 7:30 program**

**U OF W Center for Urban Horticulture  
3501 NE 41st St  
Seattle, 98105**

Space is limited. If you want to attend, you must to RSVP to Richard Gurtiza 206-2845321 ext 18 or rich-ibu@qwestoffice.net



**LOCAL 26 PRESIDENT LUISA GRATZ**

will be honored with

**The Bert Corona Leadership Award**

by Hermandad Mexicana Nacional

*This award is named after Bert Corona, former ILWU Local 26 President and founder of Hermandad Mexicana Nacional*

**Friday May 27 at 6 PM**

Hilton Hotel Universal Studios  
555 Universal Terrace Pkwy  
Universal City, CA 91608

For more information on the event call **818-503-6300**

<http://www.HermandadMexicanaNac.com/>

### Scholarship available for the children of Local 10 members

Trustees of the Smolin-Melin Scholarship Fund are prepared to accept applications for scholarships for the academic year 2011-2012. Now is the time to indicate your interest. June 1, 2011 is the application deadline.

Victor Smolin and Carlton Melin were long time members of Local 10. They left a sum of money to establish the scholarship fund. They specified that scholarships were to be available to children of Class A Local 10 members to further their "collegiate" education. Trustees of the Fund interpret "members" to mean active members in good standing at the time of disbursement of scholarship funds, deceased members and retired members. The Trustees interpret "collegiate" to apply only to full-time study (at least 12 units per semester or quarter) at either a four-year college or an academic junior college.

The Trustees have agreed that (1) no applicant will be awarded more than four scholarships, (2) a fifth scholarship would be considered after careful review of the applicant's record and if circumstances warrant and (3) in no event would an applicant be considered for a sixth scholarship.

Based always on available assets, the Fund historically has awarded scholarships in a range from \$1000 to \$2500 for full-time students at four-year colleges or universities, and from \$750 to \$1750 for full-time students at two-year colleges.

Trustees are Beth Ross, counsel for ILWU Local 10, David Erkkila, a retired member of Local 10 and a friend of Victor Smolin, and Eugene Vrana, Director of Educational Services and Librarian for ILWU.

If you have a son or daughter who is applying to enter college next fall, or is already a college student who is planning to continue, and the above requirements are met, you might want to apply for one of these scholarships.

To request an application, simply call Maria Ascarrunz at (415) 771-6400 She will then send you the application form with the necessary explanatory materials.

# Contract victory for Canadian longshore members

Canada's 3,500 west coast longshore workers have won a new contract after almost a year and a half of negotiations. The new eight-year agreement was overwhelmingly ratified by members in early May. Key points of the new agreement include:

- Wage increases averaging 3.5% each year
- Inflation protection via "cost of living adjustments" in years 6,7 and 8.
- New provisions for paid maternity and paternity leave

Before the old contract expired on March 31, 2010, workers had voted by 95% to authorize a strike if necessary, but a 72-hour strike notice was never issued. The last longshore job action on Canada's western waterfront was initiated by employers in 1999 when they briefly locked-out workers.

Negotiating the new contract was difficult because employers adopted an aggressive stance. Canada's Industrial Relation Board described the negotiations as "...often infected by a fierce employer lobbying campaign against the ILWU." The British Columbia



Maritime Employers Association (BCMEA) tried to gain leverage over ILWU members by enlisting support from Canada's anti-union government, led by Prime Minister Stephen Harper. Employers also used a report on efficiency at the docks – written by an anti-union academic expert – to generate negative media reports that were

aimed at adding pressure on union members to grant employer concessions. Among the concessions sought but not secured by the BCMEA was a plan to settle disputes through binding arbitration instead of the current right of negotiate and strike if necessary.

Union president Tom Dufresne described the new agreement as fair,

noting that the eight year term was longer than he and others had wanted, but came with pension increases and other improvements that were popular and important to members.

ILWU Local 514 members are still negotiating their agreement which covers foremen.



**Adding the union perspective:** Plenty of business leaders and lobbyists attended the annual Bay Planning Coalition conference, but ILWU Secretary-Treasurer Willie Adams (3rd from right) was on hand to speak for workers at the annual event in Oakland on May 26th. Also attending was Congress member John Garamendi, government officials from the Coast Guard, Army Corps, NOAA Fisheries, plus State and local government agencies including six Bay Area ports. The goal of the group is to advocate for good jobs, business and the environment. "The Bay Planning Coalition has a heavy business slant, but it's important for us to have a voice and work together where there's common ground," said Willie Adams. In past years, the ILWU has worked with the group to advocate for the dredging of Oakland's Ship Channel.



**Pensioners donate big to the political action fund:** After the International/Longshore Division Joint Legislative conference in March, 40 pensioners from Local 32 donated \$10,050 to the ILWU federal political action committee to help hold politicians in Washington accountable. Rich Austin (left) presented the PAC donation check to International President Bob McEllrath on May 12th at the Longshore Caucus meeting in San Francisco.

## TRANSITIONS

### NEW PENSIONERS:

**Local 10:** James H. Cottrell; Charles H. Conley Jr.; **Local 13:** Albert Royal; Glenn R. Schiewe; Melvin E. Haynes; **Local 29:** Charles E. Leyba; Umberto Colmenero; **Local 63:** Charles A. Stevens

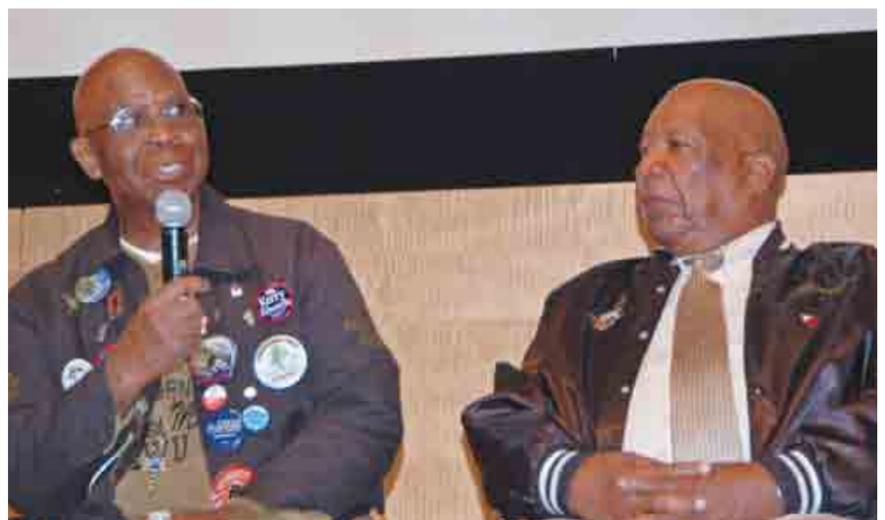
### DECEASED PENSIONERS:

**Local 8:** Peter Kramer (Alice); Leonard Scheckla; Stephen A. Smith; Leroy F. Chimienti; Harold E. Wirthlin (Daphne); Louis J. Hemming; Ardell J. Mileti; Wendell A. Stonelake; **Local 10:** Fred C. Hamilton; Joe Lara, Jr. (Barbara); **Local 13:** Roman G. Mendoza; George L. Glancy (Lenore); William R. McClure; Donald C. Kolar; **Local 23:** Richard Anderson, Jr.; Walter W. Williamson; **Local 29:** Grady R. Lovelady; **Local 34:** Marvin L.

Mosley; **Local 52:** Robert Christensen; Arthur R. Mink; **Local 63:** Jimmy C. Davenport; Richard H. Baker; **Local 75:** Fernando Ruiz; **Local 91:** Charles Di Lelio; **Local 94:** Philip Medina (Mary); **Local 98:** Thorman E. Moen;

### DECEASED SURVIVORS:

**Local 8:** Rose M. Logan; Athaline Fetherston; **Local 10:** Eula M. Smith; Murl L. Anderson; Bessie Ogle; **Local 13:** Angie Castorena; Gladys B. Auwen; Milka G. Glusac; **Local 19:** Lois Anderson; **Local 24:** Alice L. Loftin; **Local 34:** Sarah Hart; **Local 40:** Rose J. Small; **Local 52:** Margaret Palmer; **Local 63:** Genevieve Hart; Marilyn Kaufman; Phyllis M. Lee; **Local 92:** Thelma Fleskes; Hilda R. Nielsen;



**Captain Josh and the Drill Team:** A new documentary film by Ian Ruskin, "Captain Josh and the Drill Team" premiered in the auditorium of the San Francisco Public Library. The thirty-minute film documents the drill team's proud history. It has been a cultural fixture in Bay Area labor marches since it was founded by Captain Josh in 1965. Captain Josh (left) discussed the history of the drill team during a Q & A panel discussion after the film. George Cobb, President of the Bay Area Pensioners Club (right) also participated in the panel discussion along with ILWU Historian, Harvey Schwartz and SF State history professor Robert Cherny (not pictured).

# Call for proposals: Ah Quon McElrath Fund for Economic and Social Justice

The Ah Quon McElrath Fund for Economic and Social Justice (FESJ) is issuing a Request for Proposal for grant funding for 2011-12. See below for a description of the FESJ, the type of proposals being solicited, deadline for submission of proposals, and the date of the award announcement. Two proposals will be awarded up to \$5,000 each.

The first awards from the FESJ were made in 2010 and included a \$2,000 grant to the ILWU's LEAD program.

## Request for Proposals:

The Ah Quon McElrath Fund for Economic and Social Justice, a fund of the Hawaii Labor Heritage Council, is seeking proposals from non-profit organizations to develop educational programs for rank and file members and leaders of the International Longshore and Warehouse Union (ILWU) and other community and labor activists.

## About the Fund:

The Ah Quon McElrath Fund for Economic and Social Justice (FESJ) was established in February 2009 after A.Q.'s death on December 11, 2008. Through the generous contributions of her friends, family members and organizations—including those who did not always agree with her—the FESJ reflects A.Q.'s wishes to establish a program whose purpose is to "educate members (of the ILWU), leaders and others in the areas of political action, economic structural changes, globalization, equality, and democracy and how they are affected by employers with whom they negotiate and by occurrences throughout the world." Implicit in A.Q.'s wishes was the need to combine educational objectives with action programs.

The FESJ is a fund of The Hawaii Labor Heritage Council (HLHC). The HLHC serves as fiscal agent for similar funds. The FESJ Advisory Board is composed of a representative of the ILWU Local 142, the Center for Labor Education and Research at the University of Hawaii (CLEAR), the HLHC, a family member, and others who were close to A.Q. in work and in her personal life. The Fund will make two (2) annual awards of up to \$5,000 each.

## Criteria for Proposals:

The Fund will review submissions based on the following criteria:

- Does the proposal address issues related to political action, economic structural changes, globalization, equality and democracy and how they are affected by employers with whom unions negotiate and by occurrences throughout the world?
- Does the proposal focus on members and leaders of the ILWU, or the broader labor community?
- Does the proposal include a specific action program?
- Are the results identifiable and measurable? If so, how?

## Eligibility:

Not-for-profit organizations and individuals who are supported by a nonprofit fiscal sponsor.

## Deadline:

Proposals are due on **Thursday, July 1, 2011** and may be submitted by e-mail or ground mail postmarked no later than July 1, 2011.

E-mail: long-gail@sbcglobal.net

Ground mail: Gail Long  
Ah Quon McElrath Fund for Economic and Social Justice  
17012 Lomond Blvd.  
Shaker Hts. OH 44120

## Format:

- No more than 1,000 words;
- Electronic documents must be submitted in Microsoft Word 1997-2003 compatible format; and
- Include: description of organization; description of project; goals and objectives; action steps; timeline; budget; and evaluation criteria.

## Documentation:

Please submit as attachments the organization's IRS determination of nonprofit status (or that of your fiscal sponsor). If applying as an individual, also include a letter of support for the proposal from the executive officer(s) or board of directors of your sponsoring organization.

**Announcement of Awards:** Wednesday, September 1, 2011.

**Project Period:** September 1, 2011—August 31, 2012.

## FESJ Project Showcase (Dec. TBD, 2012):

Present and describe project including photos, print materials and any publicity developed.

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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  
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Tacoma, WA 98424  
(253) 922-8913

## ILWU WAREHOUSE DIVISION

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## ILWU CANADA

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