



THE DISPATCHER

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IBU Towboat Caucus brings organizing and training to the forefront [page 4](#)



Oversight and accountability: ILWU international and local officers, members and staff gathered for a five-day Secretary-Treasurers' conference to learn financial best practices with a focus on transparency and accountability. In the photo above are (top row from left to right): ILWU International President Bob McEllrath, Mike Kapeliela from Local 142, and Cameron Pate from Local 29; (bottom row from left to right): Local 13 Secretary-Treasurer Mark Williams, Local 10 Secretary-Treasurer Ed Ferris, ILWU Canada President Mark Gordienko and Chris Haynes of Whittier Alaska.

Transparency is focus of Secretary-Treasurers' Conference

The ILWU held a conference on Nov. 3-7 in Seattle for local union secretary treasurers, trustees, and other officers and staff who are responsible for local union finances. The five-day event featured presentations from experienced union officers, staff and attorneys with many years of financial experience. The event had over 80 participants – the largest ever held – and marked an increase in attendance over the previous conference that was held in 2010.

ILWU International officers attending the event included President Bob McEllrath, Vice President (Mainland) Ray Familathe, Vice President (Hawaii) Wesley Furtado and Secretary Treasurer Willie Adams.

McEllrath opened the conference by noting that the ILWU has generally done a good job of financial oversight, but emphasized the respon-

sibility of elected officers to protect union treasuries because “every dollar the ILWU spends is paid for with dues money from hard-working members.” He urged conference participants to learn from past mistakes and remain vigilant about protecting local union treasuries.

Oversight and transparency are key

The conference emphasized the importance of creating open and transparent finances so union members can be assured and confirm that their dues money is fully accounted for and properly spent. This requires proper bookkeeping controls and documentation of expenditures along with oversight by Trustees who are elected by the membership. Locals were also encouraged to conduct periodic, independent audits by outside firms to verify that local finances are in order. The ILWU's International financial records are audited each quarter – an exceptional level of oversight and far more than most unions.

“The Conference provided us with a foundation for transparent, responsible union financial stewardship,” said Local 40 Secretary Treasurer Dane Jones who attended the conference. Jones said he especially appreciated the session that reviewed the importance of having explicit procedures to govern the appropriateness of union expenditures, and another session that covered the best oversight practices to safeguard union assets.

Attorneys Rob Remar and Lindsay Nicholas reviewed the financial responsibilities that unions face under federal labor laws, emphasizing the kind of expenditures and transactions that are prohibited. Other topics discussed included U.S. Department of Labor reporting obligations, guidelines and procedures for the ILWU Political Action Fund, records management and Federal Laws regarding local union elections and procedures.

The conference utilized a mix of presentations, group discussions, *continued on page 5*

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LETTERS TO THE DISPATCHER

Dear Editor,

I am so very proud of my union and the *Dispatcher* newspaper for the support of the Local 56, Shipscales convention. Every local president was there as well as International Vice President Ray Familathe.

The recent convention and the last three years activities show that Local 56 is gaining respect and strength. They handle the most toxic material in the harbor despite not having a health care plan and continue to experience spotty contract observance.

But also notable is the article in the July/August issue that appeared in the primary language of the Local 56 members. I was surprised to hear some criticism of this from other workers. My grandparents were immigrants from Italy and Ireland. To their dying day they were more comfortable (certainly reading) in their native language. This is not to say they were anything but model newcomers to the USA. They were here to put food on the table and very quickly established themselves in the community. Their main concerns were the quality of life and the education of their children. Like many hard working immigrants, they embraced the flag as a child to its mother's milk.

I believe this union and this country are strong enough and wise enough to welcome immigrants, even allowing them to be comfortable in the ways of communication.

**Robin Doyno, Local 13
San Pedro, CA**

Dear Editor,

On September 14, I attended a Community Open House sponsored by Neptune Bulk Terminals on the North Shore of Port Metro in Vancouver, British Columbia, Canada. I went with my wife Jane and 5 year-old granddaughter Kiana. The company held the event to win public support for their plan to expand and invest \$200 million in improvements. Since 1970 the terminal has employed ILWU members who handle 24 million tons of mixed cargo each year, including metallurgical coal, fertilizer products, canola oil and some cattle feed. The new investment and expansion would allow the terminal to more than double the present capacity; adding 30 million tons per year. The event was well attended, and I hope it helps build support for the expansion project that will benefit our community by generating more tax revenue and providing good-paying jobs for both union and non-union workers.

**Tony Brown, Local 514 Pensioner
Vancouver, Canada**



Pensioner Tony Brown's wife Jane and their 5 year-old granddaughter Kiana, met Local 500 longshore worker Andrea Unger at the Neptune Bulk Terminal in Vancouver, BC, Canada in September.

Dear Editor,

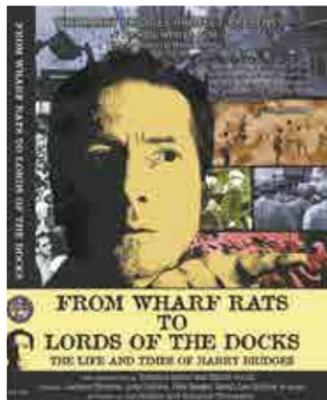
The Southern California Pensioner's Group has always supported the work of the Harry Bridges Project because we believe it is an excellent way to keep our ILWU history alive for the future generations. We consider the film "From Wharf Rats to Lords of the Docks," to be an especially effective way to share this history with family and friends.

We encourage people to buy the film and give it as a holiday gift that means something! During the month of December, this two-DVD set of the film and over 2 hours of special features can be purchased for only \$20 that includes free shipping and handling.

To order, please call (310)876-2494, visit: www.theharrybridgesproject.org/store.html or send a check to The Harry Bridges Project, 3704 Kelton Ave, Los Angeles, CA 90034.

Thank you and happy holidays from the Southern California Pensioners Group!

Penne Lavery, Southern California Pensioners Group President



Dear Editor,

In October 2004, I started working at the Ports of Los Angeles/Long Beach as a casual longshoreman. I vividly remember showing up for work and giving my ticket to the respective foreman on the terminal. Many times the foreman would ask me, "Are you Henry Uranga's kid?" I would reply, "No, he is my grandfather." Other times when coming to work, I would come across other ILWU members who would tell me things about my grandfather such as, "He is

a hard worker" and "Your grandpa and I go back for years." One person told me, "Your grandfather is a legend down here!"

I was not sure of what this man meant, because to me, my grandfather was just my grandfather. To me, he was the man who threw his grandchildren around in the Colorado River. He was the man who loved to play golf and cards with his friends. He was the man who enjoyed running marathons and being out on the water, boating. He was the man who provided his family with a great living and excellent health benefits through the ILWU union. This was how I knew my grandfather to be. Nine years later I have learned much more of my grandfather than the man I thought he was.

Henry Lasalde Uranga entered the world in 1940. He was one of seven children and one of three sons—Joe, Raul, and Henry—that also became longshoreman. His father and grandfather were both longshoreman before him. He learned his fierce work ethic while working alongside his father Joe. My grandfather and his father would often be seen working in the "hole" of the ship.

My grandfather was just nineteen when he started his career on the waterfront. At the beginning of his career, there were no containers in the yard. My grandfather often tells me, "We had to carry cargo on our backs mija, you guys today have it so good!"

I have learned that my grandfather at one time worked nearly every job on the water front. Some of these jobs included, lashing, working in the "hole", winch and transtainer operator, chief dispatcher for Local 13 and crane operator. He witnessed the Strike of 1964 and the employer lockout in 2002. He was hired to work for APL as a steady crane operator and ended his career operating cranes for Maersk. His career included 54 years of hard work and service in the stevedoring industry.

He has passed his strong work ethic down the line to his three children; Robert Uranga (Local 94), Joi Uranga (Local 63), and Kris Uranga (Local 94). He currently has seven grandchildren (two are casuals; Jamie Uranga and Ryan Uranga) and five great grandchildren to pass his legacy onto.

On September 1st, 2013 my grandfather decided to "step down" and enjoy his retirement made possible by years of hard work that he put in for our family. These days he can be found fishing on the Colorado River or at the beach in Ensenada. When I asked him what he was planning to do when he retired, he said, "Enjoy my life!" I am very proud of my grandfather's career and accomplishments. His legacy has extended to his children, grandchildren, and now great-grandchildren. I may not see him anymore at work, but the legacy he has left for us will forever live! Congratulations on your retirement, Papa!

**Jamie Uranga, Local 13 Casual
San Pedro, CA**

Dear Editor,

I wanted to note the recent passing of two leaders of the Federated Auxiliaries. Peggy Chandler passed away in July. She was a longtime executive board member of Axillary #8 in Wilmington, CA. She attended every ILWU convention since 1969 and every Federated Auxiliaries convention until 2009. In February of this year we also lost Pat Moerike who served as the Canadian-area Vice President of Auxiliaries. In the photo below, taken in October of 1990, from left to right standing in back are: Bill Ward, Peggy Chandler, Pat Moerike, and Faye Kemp and Jimmy Herman is seated in front.

**Faye Kemp, Auxiliary Member-at-large
Abbotsford, BC**



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

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Grain Update

ILWU members continued activities in October and November to encourage a fair settlement from three grain companies who are violating federal labor laws and refusing to reach fair terms on a new Pacific Northwest Grain Handlers' Agreement.

As *The Dispatcher* was going to press, negotiations between grain companies and the union were underway and described as "serious."

Vigilant pickets

ILWU pickets remained vigilant at two Japanese-owned grain companies where members have been illegally locked-out for much of 2013; Mitsui's United Grain facility in Vancouver, WA since February and Marubeni's Columbia Grain in Portland since May. A third company, the French-owned and Netherlands-based Louis Dreyfus Commodities (LDC) has refused to reach terms with the ILWU on a new contract. The United States-based grain company TEMCO, reached an interim agreement with the ILWU in February – subject to the outcome of the negotiations with the larger multi-employer association.

Work at TEMCO grain elevators in Tacoma, Portland, and Kalama is proceeding without incident.

Washington, D.C. Delegation

A delegation of ILWU leaders travelled to Washington, D.C. on October 21-25 to meet with policy-makers regarding the illegal lockouts by the Japanese-owned Mitsui/United Grain and Marubeni/Columbia Grain. The delegation consisted of International Secretary-Treasurer Willie Adams, International Trustee and Local 52 member Max Vekich, Local 19 Dispatcher Dan McKisson, and Local 8 President Jeff Smith. The visit included meetings with U.S. Senators, House members, and key administration officials. Discussions were also held with agriculture organizations representing grain farmers.

Contempt of Court Threatened

On October 31, an Oregon federal judge found the ILWU in civil contempt for continuing to picket in support of the Union's dispute with multi-national grain employers.

ILWU Coast Committeeman Leal Sundet described the ruling as "another example of how the legal complex in this country protects foreign companies from American



Holding the line: Members of ILWU Local 8 in Portland have been locked out since May.

workers who resist the loss of good jobs. Labor laws in this country don't protect working men and women – they reinforce corporate power."

The civil contempt order imposes a suspended schedule of fines, which take effect only if water picketing of barges in the Columbia and Snake Rivers continues. The National Labor Relations Board petitioned for the contempt finding in order to enforce the court's October 15 preliminary injunction against the ILWU. The October 15 order calls for a halt to all water pick-

eting at Tidewater Barge Lines' "spud barges." The ILWU has no dispute with Tidewater, and has only been picketing spud barges that are storing Marubeni-CGI or Mitsui-UGC grain.

The NLRB's administrative hearing against the Union is scheduled for January 14, 2014. A ruling from that hearing could take anywhere from six months to one year. Any subsequent appeal to the Board could take another year or more, and any appeals to federal court could take even longer.



Photo by Donovan McBride.

Seattle solidarity to save good jobs: About twenty ILWU Local 19 members joined hundreds of Boeing workers and other union supporters at a night rally in Seattle on November 18. Boeing has threatened to outsource union jobs to assemble the company's model 777X airliner unless concessions are granted. The company also demanded and received huge taxpayer subsidies in order to keep jobs in Washington State. Boeing already opened a non-union assembly plant in South Carolina that was used to blackmail concessions from Washington State workers in 2003. That plan backfired for the company when executives were caught and charged by the National Labor Relations Board with making illegal threats. The South Carolina plant has also been plagued with quality-control problems and delays that caused Boeing to lose billions of dollars due to lost airplane orders. Pictured holding a solidarity sign is Local 19 member Joe Elverston, to the left of Local 19 pensioner Mark Downs. Other members of Locals 19, 52, 23 and the IBU who showed their support included Dan McKisson, Rod Peeler, Terri Mast, Scott Martinez, Craig Martinez, Patrick Mick, Rod Emery, Bob Bussanich, Donovan McBride, Connie Lyons, Paul Rice, Debra Whitaker, Frank Kroger, John Orvella, along with many spouses and family members.



International solidarity: ILWU International Vice President Ray Familathe and ILWU Coast Committeeman Leal Sundet met with a delegation from the Korean Federation of Port and Transport Workers' Unions at the ILWU International offices. Among the issues discussed was the ongoing grain dispute in the Pacific Northwest. Pictured from left to right: ILWU Vice President Ray Familathe, Korean Federation of Port and Transport Workers' Unions President Yong Soo Chi, Incheon Port and Transport Workers' Union Chairman Hae Woo Lee and Coast Committeeman Leal Sundet



Arrested for a good cause: Ten ILWU members from Local 13 were among the 50 who were arrested in Los Angeles on November 6th. The goal was to show solidarity for WalMart workers who are fighting for respect, a voice on the job and decent pay and benefits at America's largest private employer. The ILWU members sat down in the street at WalMart's new store in the Chinatown section of Los Angeles. When police asked the group to disperse, the volunteers stayed-put and were arrested individually – and respectfully – by members of the Los Angeles Police Department. Local 13's Steve Mejia (pictured on left) said he and others weren't afraid to be arrested. "Our union has a long history of radical action of this kind," said Mejia. People respect our courage to stand for workers here and around the world."

IBU Towboat Caucus brings organizing and training to the forefront

The Inlandboatmen's Union (IBU)—ILWU's Marine Division—held a Towboat Caucus on November 5 and 6 in Seattle. The meeting was one of the first gatherings of IBU rank and file members from all towing units, said IBU President Alan Coté. Over three dozen members attended the meeting, along with ILWU International President Bob McEllrath, International Vice President (Mainland) Ray Familathe, International Vice President (Hawaii) Wesley Furtado, Coast Committeeman Leal Sundett and ILWU Canada President Mark Gordienko. Masters, Mates and Pilots (MM&P) President Don Marcus was also present.

The caucus addressed a range of issues including the need to develop a comprehensive organizing program, and the need to increase training opportunities for IBU members. Also discussed was the Jones Act and how it affects the IBU and the impressive efforts to support the ILWU in the Pacific Northwest grain dispute. The caucus also featured international guests including Towboat Master Francisco Crespo from the Panama Division of the ILWU, and Paul Garrett, Assistant Branch Secretary of the Sydney Branch of the Maritime Union of Australia.

Constructive criticism

The meeting openly discussed many of the challenges facing the union towing industry, including threats from non-union companies and declining membership participation. However, the caucus did not just identify problems but emphasized solutions. Each regional report identified problems but also offered solutions to those problems.

In his opening remarks, Coté said there needs to be a renewed emphasis on organizing to confront the growing threat of non-union companies. He discussed the need for the IBU to develop the capacity to train their own members and challenged those present to be leaders by encouraging attendance at union meetings and participation in regional rank and file organizing committees.

"We will stand tall as a union. This is a proud union and there is only one way to maintain that tradition and that is that for each and every one of you to become a leader in this union. Each and every member has to stand up and get involved," Coté said.

Non-union challenge

There is a real threat to the IBU by non-union companies. Coté said that a successful organizing program can only be built with the efforts of rank and file members. "A viable volunteer organizing committee in each region is the foundation of what you have to have to make organizing work and combat the non-union threat."



IBU President Alan Coté

Solidarity in Snake and Columbia Rivers

Coast Committeeman Leal Sundet addressed the caucus and thanked IBU members for respecting ILWU picket lines in the Pacific Northwest grain dispute. "There's nothing like a fight to bring everyone together. I really want to thank the IBU and MM&P members for their solidarity and respecting ILWU pickets in Northwest. It has really helped to enlighten ILWU members about the work you do," Sundet said.

Other speakers included Jeff Engels and Stefan Muller-Dombois, inspectors from the International Transport Workers Federation. They spoke about the work that they do to protect the rights of sailors.

"The caucus exceeded all of my expectations," said John Skow, Southern California IBU Regional Director. "We had a lot important discussions and the newer members really benefited. They really got to see what this union is all about."



Meeting the "real" Captain Phillips: ILWU International Secretary-Treasurer Willie Adams attended the Washington, D.C. film premiere of the hit film, "Captain Phillips," in October. Adams and other union leaders were able to meet the real-life hero who inspired the film, based on the 2009 hijacking of a Maersk container vessel by Somali pirates. Captain Phillips is a union member who belongs to the International Organization of Masters, Mates & Pilots (MM&P). Phillips and hundreds of fellow crewmembers are now facing a more serious threat to their jobs than Somali pirates – caused by fanatical budget-cutters in Congress who want to end support for the Maersk Alabama and 60 other vessels in the Maritime Security Program (MSP).

Without help from Congress, the cuts "would devastate the pool of trained merchant mariners available for sea-going service and cripple the industrial capacity of the merchant marine," says MM&P president Don Marcus.

Adams was able to attend because he was already in Washington for meetings with Congress and Administration officials concerning the lockout of ILWU members by the Japanese-owned grain companies Marubeni/Columbia and Mitsui/United.

ILWU Credit Union in Wilmington gets new President/CEO



The 15,300 ILWU Credit Union members in Wilmington have chosen a new President/CEO to run their \$138 million operation. Veteran credit union manager Ralph Ruiz has been selected to succeed John Coleman who retired from the position. Ruiz has 23 years of

experience, including chief operating officer at the \$366 million SkyOne Federal Credit Union in Hawthorne, California.

The ILWU Credit Union has branches in Wilmington and San Pedro that have served longshore workers and their families for more than 50 years.

Workers win new contract at Oxbow in Long Beach

Thirty-one ILWU members from Local 13's Allied Division unanimously approved a new 5-year contract in October with Oxbow Carbon & Minerals in Long Beach. The new agreement protects existing standards and includes improvements.

"We won a good agreement thanks to the involvement of everyone at work, and the support from our longshore brothers and sisters who work all around us at Piers 212 and 214 in Long Beach," said Steve Cannon who was elected to serve on the Negotiating Committee, along with Daniel Salazar, Andres Ceja and Jesus "Chuy" Guzman.

Cannon helped the Negotiating Committee prepare by calculating that the company was generating over \$2 billion in annual revenue, and had

labor costs amounting to roughly \$3.5 million per year, so there were funds available to pay for a decent contract. The new 5-year agreement will:

- Maintain current health benefits.
- Raise annual pay by 4% each year.
- Increase the employers annual 401(k) contributions by \$6000-\$7500.
- Add two more paid holidays; Bloody Thursday and Veterans Day.
- Add another Personal Day for anyone working 8-hour shifts.
- Increase paid vacation days to 5 weeks after 15 years and 6 weeks after 20.
- Improve grievance language.
- Require the company to provide quality tools (Craftsman, Snap-On, Williams)
- Improve drug testing procedures by using swabs instead of urine.
- Provide for voluntary blood testing to monitor hydrocarbon & metal exposures.



Celebrating a contract victory: Local 13-Allied members at Oxbow in Long Beach unanimously approved a new 5-year agreement with improvements in October. Pictured are (L-R) Miguel Lara, Raul Lopez, Jesus "Chuy" Guzman, Steve Cannon, Local 13 member Bobby Olvera, Jr., Modesto Guzman, and Andres Ceja. Not pictured: Local 13 Vice-President Julie Brady and Local 13-Allied Secretary Daniel Salazar.

The Oxbow Carbon & Mineral operation in Long Beach collects petroleum coke, which is a by-product from oil refineries in the region. Most of the "pet-coke" is then shipped overseas where it is often used to fuel cement kilns, or to smelt steel and aluminum.

"We were clear about our goals from the beginning," said Negotiating Committee member Jesus "Chuy" Guzman. "We stuck together and got tremendous help from Local 13, including hands-on help from Bobby Olvera, Jr. and Vice President Julie Brady."

Transparency is focus of Secretary-Treasurers Conference

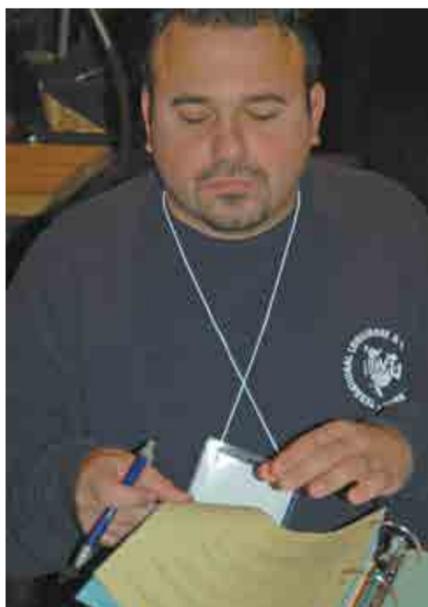
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and hands-on activities – including an audit workshop where participants worked together in small groups and performed a mock audit.

Protecting union assets

Local 13 Trustee Jimmy Monti attended the conference and said he came away with new tools to help him protect his local's finances.

"Financial security is crucial for our union. Finances are the resources we have to fight with, and if your financial resources are not in order, then you can't fight. And if we can't fight for better contracts, we can't organize workers," Monti said.



Protecting union assets: Local 13 member and trustee Jimmy Monti said protecting union finances is necessary in order to have the resources to protect workers.

Preventing fraud and abuse

The ILWU has a better record than most unions when it comes to protecting member's dues money from fraud and abuse. But in the last 10 years, a few isolated instances have occurred in which staff or officers tried to steal funds from local union members. The illegal actions were eventually discovered and prosecuted with jail time, fines and restitution.

Rather than sweep these instances under the rug, conference presenters spoke openly and honestly about these cases and used them as lessons to guard against future abuse. The mistakes that enabled the fraud to go unchecked until it was exposed, were identified. Presenters also explained new practices that are now in place at these locals to ensure proper oversight of the finances.

President McEllrath minced no words about the sacred obligation of officers to protect members from abuse. "We've got a few locals who were bilked out of tens of thousands of dollars by their own members. Stealing from your own union brothers and sisters is just plain wrong," McEllrath said. "What it all boils down to is checks and balances. You need to have a system in place where you're checking on your brother or sister – and have them check on you. The truth shall set you free. When someone comes along and wants to see your books—open them up because you've got nothing to hide."

Secretary Treasurer Adams also addressed the issue of fraud in his opening remarks. He said it's not



Sharing experience: Local 142 Secretary Treasurer Guy Fujimura (left) and Inlandboatmen's Union Secretary Treasurer Terri Mast have several decades of combined experience overseeing union finances. They shared their insights and led discussions with the participants during the five-day conference

enough to trust that union officers will do the right thing. "These were elected officers who defrauded the members of their own locals." Adams said. "They were elected by their own membership, but trust is not enough. You need to hold the officers accountable, and to do that, unions need to have the proper transparency, oversight and controls to protect the members' money."

Learning from each another

In addition to lectures and discussions from conference presenters, there was time to meet, share lessons and learn from the other conference participants who came with a wide-range of experiences.

"I was excited by the caliber of people attending the conference," said Secretary-Treasurer Terri Mast of the Inlandboatmen's Union (IBU). "The turnout was great and it represented the breadth and diversity of our membership."

Local 40 Secretary Treasurer Dane Jones said he appreciated that the International Union put resources into the conference and planned a quality teaching program. "When we see all the different pitfalls, legal obligations, reporting requirements and regulatory obligations that we're responsible for—it's nice to know that we're a part of a larger organization of people we can lean on for help and advice if we need it."



Record setting attendance: This Secretary Treasurers conference was the largest one ever held.

ILWU Library acquires collection of Paul Heide, union pioneer and Local 6 stalwart

In October, Patrick Heide, former Local 6 Business Agent, visited the ILWU Library with his wife Janice and donated a significant collection of papers and memorabilia collected by his father, Paul Heide.

A committed union activist, Paul Heide was a seaman in his early years before settling in the San Francisco East Bay Area. Just after the 1934 strike, Heide left his seagoing career behind and found work in an Oakland warehouse “high piling” heavy sacks of sugar. Soon thereafter, Heide, along with his brother Ray, Charles “Chili” Duarte, Bob Moore, and J.R. “Bob” Robertson became an organizer for the International Longshoremen’s Association (ILA) Local 38-44 (later ILWU Local 6), and was at the forefront of the March Inland, the far-reaching drive to organize warehouse workers along the Pacific Coast waterfront and beyond, which became one of the building blocks of the ILWU.

Heide was incredibly successful in organizing workers, and upheld a philosophy of organizing across racial and gender lines. He, his brother, Duarte, and Moore were integral in organizing dozens of warehouses in the East Bay Area. Heide was initially paid a commission for each worker he signed up, but was so successful at bringing people into the union that he was embarrassed at his high pay and asked for a pay cut by requesting to be paid on a salary basis.

Heide was a tall, slender, striking man who was a boxer by training and did not shy away from confrontation on the picket lines. Heide’s organizing efforts sometimes involved conflicts with people hostile to the union. In Crockett, CA in 1935, Heide took a gouge to the face while lending support to a picket line that was confronted by vigilantes. The following year, he was accosted by police for violating an anti-picketing ordinance during a strike at a warehouse in

Oakland. Later, Heide was sent to the Gulf Coast as part of the ILWU’s effort to organize racially integrated locals in the area, a campaign also met with violent opposition from employers and other anti-union forces.

Along with his wife Wilhelmina, Heide became an important figure in East Bay Labor in the 1940’s, 50’s, and 60’s. He helped organize the United Labor Committee, which sought to bring labor into political action, and served as Secretary of the Alameda County Democratic Central Committee. Heide was an organizer for the National CIO, and served Secretary of the Alameda CIO Industrial Union Council. He was appointed ILWU Northern California Regional Director in 1950 and was elected Business Agent for the East Bay Division of Local 6 in 1951. He held various offices in Local 6 and was a member of the ILWU International Executive Board before retiring in 1971 after a career lasting nearly 40 years.



Local 6 pioneer, Paul Heide

Photo courtesy of ILWU Library and Archives

The collection given to the Library represents much of Heide’s work as an early ILWU organizer and as an officer in Local 6. It augments his oral history interview by Harvey Schwartz in 1981, excerpts of which are in the book *Solidarity Stories*, and helps preserve the story of the March Inland and the ILWU’s early days.



Hotel demolition leaves behind ILWU meeting memories

Fifty-three years of ILWU meetings at San Francisco’s Cathedral Hill Hotel (formerly the Jack Tarr) ended this November when wreckers dismantled the modern landmark. Two ILWU International conventions (1973 and 1985) were held at the hotel, along with dozens of Longshore Caucus meetings and trainings in the “Japanese Pavilion” on the 4th floor. The hotel was conveniently located next to the ILWU headquarters and former ILWU Executive Assistant Linda Kuhn remembers taking shortcuts “through a side door, into the kitchen, then up the service elevators in order to rush materials to delegates.” The hotel closed in 2009 and was slated to become a new hospital for the California Pacific Medical Center, but struggles with union healthcare workers delayed the demolition for four years until a settlement was reached with \$80 million in community benefits for better community healthcare, housing, transportation and fair labor contracts for nurses and other health workers. “It’s the end of an era,” said Victor Duran, Maintenance Engineer at the ILWU headquarters who previously worked at the hotel. “There are a lot of memories there that many of us will never forget.”

IN MEMORIAM

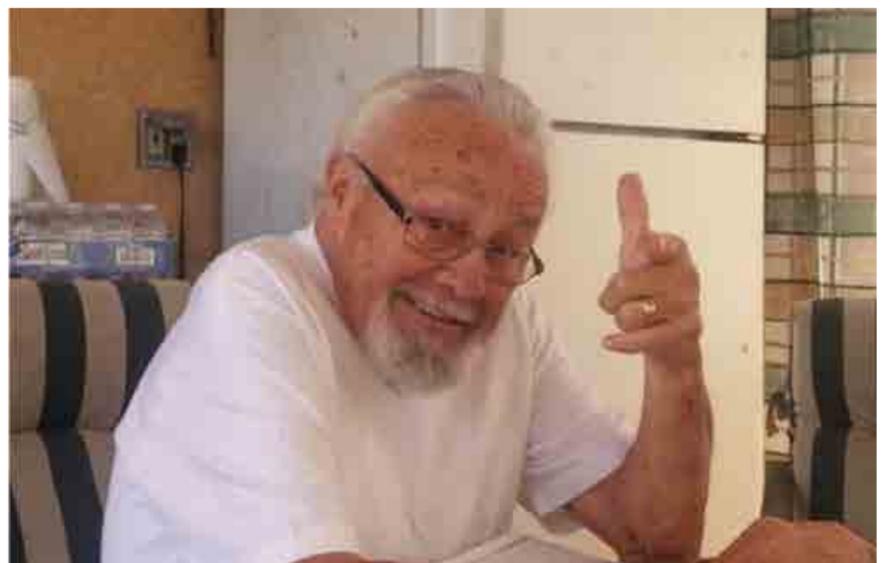
Jack Patrick Dillon passes

Jack Dillon, who spent 47 years working the docks in Los Angeles and Long Beach Harbors, passed away at his home surrounded by family on September 17, 2013. He was a member of Locals 13 and 63, and served as a Business Agent and Secretary/Treasurer for Local 13.

Dillon was born on June 22nd in 1938 and was raised in San Pedro and Wilmington, CA. He is survived by his wife Vera (Red) of 40 years, daughter Jaimie (John) Demonte, sons: Joe

Dillon (Lisa Pinel), Michael (Rachelle) Dillon. Five grandsons: John, Raymond (Eva), Casey, Benjamin, and Wyatt. Three granddaughters: Sunshine, Caitlin, and Kiley. Two great grandsons: Ray-Ray and Connor. Also, survived by his loving mother Betty (Peter) Nubile, Sister Donna (Lou) Giacchetti and many nieces, nephews and cousins.

After retiring, Dillon was active for ten years in the Southern California Pensioners Group. Former Pensioners President Lou Loveridge said, “My buddy will be deeply missed by all. He played a major role in the ILWU and Pensioners, and will be missed at our meetings.”



La transparencia y responsabilidad fueron temas principales de la Conferencia de Secretarios Tesoreros

El ILWU realizó una conferencia del 3 al 7 de noviembre en Seattle para secretarios tesoreros, fideicomisarios y otros dirigentes y personal de los sindicatos locales que se responsabilizan de las finanzas de su local. Durante los cinco días, dirigentes, personal y abogados sindicales con muchos años de experiencia en cuestiones de finanzas hicieron presentaciones. En el evento participaron 80 personas, la mayor asistencia jamás, marcando un aumento en la asistencia con respecto a la conferencia anterior que se celebró en 2010.

Los dirigentes del ILWU Internacional también asistieron al evento, incluso el presidente Bob McEllrath, el vice presidente (continental) Ray Familathe, el vice presidente (Hawaii) Wesley Furtado y el secretario tesorero Willie Adams.

McEllrath dio inicio a la conferencia señalando que el ILWU por lo general ha hecho un buen trabajo en cuanto al cuidado de los fondos, pero enfatizó que los dirigentes elegidos por los afiliados tienen la responsabilidad de proteger las arcas del sindicato porque “cada centavo que gasta el ILWU proviene de las cuotas pagadas por los afiliados, que es dinero ganado con mucho trabajo.” Animó a los participantes de la conferencia a que aprendieran de los errores cometidos en el pasado y sigan esmerándose en la protección de la tesorería de su sindicato local.

La supervisión y transparencia son claves

En la conferencia se hizo hincapié en la importancia de que los asuntos financieros sean abiertos y transparentes para que los afiliados del sindicato puedan estar seguros de que se rinden cuentas completas de las cuotas que ellos pagan y de que estas se gasten apropiadamente. Esto requiere controles adecuados al llevar las cuentas y la documentación de los desembolsos,

además de la supervisión por parte de los Fideicomisarios que son elegidos por los afiliados. También se les anima a los locales a que se realicen con regularidad auditorías independientes por contadores externos para verificar que las finanzas de su local estén en orden. Los registros financieros del ILWU Internacional son verificados una vez por trimestre – un nivel extraordinario de fiscalización que se hace con mucha mayor frecuencia que en la mayoría de los sindicatos.

“La Conferencia nos dio los conocimientos fundamentales para llevar las finanzas del sindicato de manera transparente y responsable,” dijo Dane Jones, Secretario Tesorero del Local 40, participante de la conferencia. Jones también dijo que estaba muy agradecido por la sesión en la que se trató la importancia de tener procedimientos claros que rijan lo apropiado de los desembolsos, y otra sesión sobre las mejores estrategias para proteger los bienes del sindicato.

Los abogados Rob Remar y Lindsay Nicholas informaron de las responsabilidades que las leyes federales imponen a los sindicatos, haciendo hincapié en el tipo de desembolsos y transacciones que son prohibidas. Otros temas tratados incluyeron los informes requeridos por el Departamento Federal de Trabajo, pautas y procedimientos para el Fondo de Acción Política de ILWU, el manejo de registros y las leyes federales referentes a las elecciones y procedimientos de los sindicatos locales.

En la conferencia se combinaron las presentaciones, discusiones en grupo y actividades prácticas, incluso un taller en el que los participantes cooperaron en grupos pequeños para simular una auditoría.

Protección de los bienes del sindicato

El fideicomisario del Local 13, Jimmy Monti, asistió a la conferencia y dijo que la conferencia le dio nuevas herramientas que le ayudará a proteger las finanzas de su local.

“La seguridad económica es esencial para nuestro sindicato. Las finanzas son los recursos a los que podemos

echar mano para la lucha, y si estos no están en orden, entonces no podemos luchar. Si no podemos luchar por mejores contratos, no podemos organizar a los trabajadores,” dijo Monti.

Prevención del fraude y abusos

El ILWU ha logrado proteger mejor las cuotas de los afiliados del fraude y abusos que la mayoría de los sindicatos. Pero en los últimos 10 años, han habido unos cuantas instancias aisladas de personal o dirigentes que trataron de robarse los fondos de los afiliados. Estos actos ilegales se descubrieron eventualmente y resultaron en el encarcelamiento, pago de multas y la restitución.

En lugar de esconder estas instancias bajo el tapete, los presentadores de la conferencia hablaron abierta y honestamente acerca de estos casos y escarmentaron con ellos para guardar contra abusos en el futuro. Se identificaron los errores que permitieron que el fraude continuara sin trabas hasta su descubrimiento. Los presentadores también explicaron nuevas normas que ahora se siguen en estos locales para asegurar la revisión adecuada de las finanzas.

El presidente McEllrath no se anduvo con rodeos con respecto a la obligación sagrada de los dirigentes de proteger a los afiliados de los abusos. “Tenemos unos cuantos locales que fueron desfalcados de varios miles de dólares por sus propios afiliados. El robo a los propios compañeros del sindicato es imperdonable,” dijo McEllrath. “A fin de cuentas lo que importa son los frenos y equilibrios. Hay que tener un sistema en el que ustedes están vigilando lo que hace su compañero, y él también los vigila. La verdad os hará libres. Así cuando alguien se presente y exija revisar su contabilidad, pueden mostrarles las cuentas porque no tendrán nada que ocultar.”

El secretario tesorero Adams también abordó el asunto del fraude en sus comentarios de apertura. Dijo que no es suficiente confiar en que los dirigentes sindicales harán lo correcto. “Los que cometieron el fraude eran dirigentes electos por los afiliados de su propio local,” dijo Adams. “Fueron electos



Ryan Takas, Local 5

por sus propios miembros, pero no basta con tenerles confianza. Necesitan hacer que los dirigentes rindan cuentas, y para hacer eso, los sindicatos deben actuar de manera transparente, necesitan hacer revisiones y tener los controles adecuados para proteger los fondos de los afiliados.”

El aprendizaje recíproco

Además de las ponencias y discusiones de los presentadores de la conferencia, se dio tiempo para que los participantes se reunieran, compartieran lecciones y aprendieran mutuamente de sus diversas experiencias.

“Me gustó el calibre de personas que asistieron a la conferencia,” dijo Secretaria Tesorera Terri Mast del Sindicato de Barqueros de Aguas Internas (IBU). “La concurrencia fue grande y representativa de la amplitud y diversidad de nuestros afiliados.”

Secretario Tesorero del Local 40, Dane Jones, agradeció que el Sindicato Internacional dedicó recursos a la conferencia y planeó un programa instructivo de calidad. “Cuando vemos todos los diferentes escollos, obligaciones legales, requisitos referentes a la presentación de informes y obligaciones reglamentarias que debemos salvar – es bueno saber que somos parte de un gremio más grande al que podemos acudir para recibir apoyo y consejo si los necesitamos.”



Supporting Children's Hospital

ILWU local 502 members raised \$32,502 for the Vancouver, British Columbia Children's Hospital this year. In just three years the local has raised over \$84,000. The donation presentation was made on live TV in front of millions of viewers. The yearly telethon helps to provide the best medical care for children and raised over \$18 million this year. New equipment, research, and special needs are funded through the telethon which has raised over \$206 million since 1988. Local 502 is a proud partner in this fundraising effort.

– Bal S. Sanghera



Federated Auxiliary's Biennial meeting

The ILWU Federated Executive Board's biennial meeting convened on October 13th and 14th at the Hilton Double Tree in San Pedro, CA. Representatives from Canada, Northern California, Oregon, Southern California and Washington participated. Guest speakers included ILWU Local 26 President Luisa Gratz who shared many of her experiences and insights in her life-long commitment to the the working class. Auxiliary members were encouraged to persist more proactively than ever, in their efforts to promote justice for organized labor, globally and locally and to continue their support of ILWU locals as the 2014 contract year fast approaches.

On Friday October 18th, the Federated Auxiliary celebrated the 75th anniversary of Southern California Federated Auxiliary #8. The gala event featured speakers such as California Assembly member Bonnie Rosenthal. Auxiliary #8 also received proclamations from Congresswoman Janice Hahn and over a dozen other local and national elected officials congratulating them on 75 years of dedicated service to workers. Hundreds of Southern California ILWU members and their families, including officers from every Southern California ILWU local, joined the celebration which was held at the ILWU Memorial Hall in Wilmington.

TRANSITIONS

NEW PENSIONERS:

Local 4: Steve L. Tikka; **Local 8:** Douglas M. Dietz; James K. Russell; Edwinna M. Kirk; **Local 10:** Clarence R. Wagoner; **Local 13:** Stanley Brown; David B. Roberson; Gennaro J. Dileva; Gayle M. Gutierrez; **Local 19:** Timothy S. Park; Jerald M. Bagwell; **Local 21:** Ronald R. Beam; **Local 23:** Sylvester Ausborn; **Local 63:** Albert M. Jelenic; Dolores M. Padilla;

DECEASED PENSIONERS:

Local 4: Marion Blair; William E. Poe; **Local 8:** Harley Siron; Jerry L. Cooper; **Local 10:** Edward Avaloz; Wilhelmus De Dood (Kathleen M. Drury); Va'a George Logo Jr. (Jeanine); R C. Williams; Hubbard H. Ruffin; **Local 13:** Kenneth E. Diffee; Richard E. Godfrey; Edward L. Carpenter; David Winston; Frank Grajeda; Roosevelt Carter; George L. Craig; **Local 19:** Dallas V. Bogert; **Local 34:** Paul G.

Gannon (Rose); Oscar B. Koolpe; **Local 54:** Ronald Bingham; **Local 63:** John P. Dillon (Vera); Anthony Camello; Anthony Mardesich; **Local 75:** Albert R. McCarthy; **Local 94:** Carl Gimenez; Donald M. Draskovich; **Local 98:** Raymond Nelson;

DECEASED SURVIVORS:

Local 10: Guadalupe Lara; Ida Jackson-Simon; Carrie L. Burchell; Mildred Bacon;

Maria D. Villa; Christine Padilla; Cassandra Stewart; **Local 13:** Catherine Burich; Evelyn Sion; **Local 19:** Bennie Byrd; **Local 21:** Magdalena Trotter; **Local 23:** Virginia M. Grassman; **Local 34:** Betty M. Peterson; **Local 52:** Elizabeth Kaul; **Local 91:** Betty L. Vinson; **Local 92:** Dolly M. Modrow; **Local 94:** Kaspara Mathlin; **Local 98:** Cecilia Kuaimoku;

ILWU BOOKS & VIDEOS

Books and videos about the ILWU are available from the union's library at discounted prices!

BOOKS

Solidarity Stories: An Oral History of the ILWU. By Harvey Schwartz. An inspiring collection of first-hand accounts from ILWU union leaders and rank-and-file workers. \$17.00.

A Spark Is Struck: Jack Hall & the ILWU in Hawaii. By Sanford Zalburg: A high quality re-issue of the informative epic account of Jack Hall and the birth and growth of the ILWU in Hawaii \$13.50 (paperback).

The Legacy of 1934: An historical exhibit by the ILWU. Produced as a catalogue to accompany the new traveling historical art exhibit about the origins of the ILWU in the 1934 maritime strike, this brief but vivid publication stands on its own as a pictorial history of the coastwise strike and an account of the extraordinary sacrifices and democratic principles of the founding members of the union. **Two (2) for \$5.00**

Harry Bridges: The Rise and Fall of Radical Labor in the United States. By Charles Larrowe. A limited number of copies of this out-of-print and useful biography are now available through the book sale by special arrangement with Bolerium Books in San Francisco, which specializes in rare publications and documents about radical and labor history. **\$10.00**

The ILWU Story. This book unrolls the history of the union from its origins to the present, complete with recollections from the men and women who built the union, in their own words, and dozens of rare photos of the union in action. **\$5.00**

The Big Strike. By Mike Quin. The classic partisan account of the 1934 strike. **\$9.00**

The Union Makes Us Strong: Radical Unionism on the San Francisco Waterfront. By David Wellman. The important new study of longshoring in the ILWU. **\$20.00** (paperback)

The March Inland: Origins of the ILWU Warehouse Division 1934-1938. By Harvey Schwartz. A new edition of the only comprehensive account of the union's organizing campaign in the northern California warehouse and distribution industry. **\$9.00**

VIDEOS

"Eye of the Storm: Our Fight for Justice and a Better Contract." A 58-minute DVD feature documentary film produced and directed by Amie Williams, Eye of the Storm tells the story of the 2002 longshore lockout on the West Coast. DVD Version **\$5.00**

"We Are the ILWU." A 30-minute color video introducing the principles and traditions of the ILWU. Features active and retired members talking about what the union meant in their lives and what it needs to survive and thrive, along with film clips, historical photos and an original musical score. DVD or VHS version **\$5.00**

"Life on the Beam: A Memorial to Harry Bridges." A 17-minute DVD of the original video production by California Working Group, Inc., memorializes Harry Bridges through still photographs, recorded interviews, and reminiscences. Originally produced for the 1990 memorial service in San Francisco. DVD **\$5.00**

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