



THE DISPATCHER

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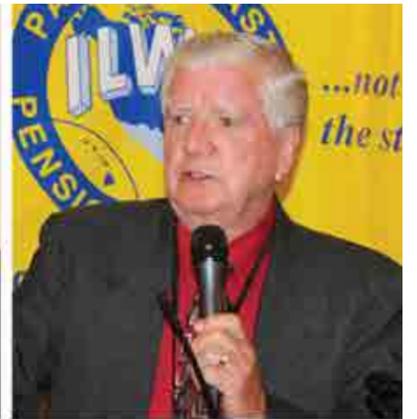
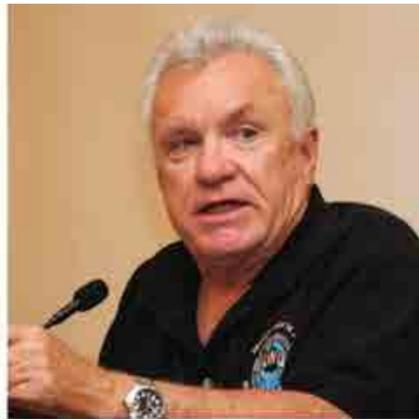
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Photo by Michelle Neese

ILWU members commemorate Bloody Thursday [page 3](#)



Photos by Lewis Wright

47th Annual PCPA Convention: Top row from left to right: PCPA Vice President George Cobbs, PCPA President Rich Austin, Van-Isle Pensioners club member Bill Duncan; Bottom row left: Bay Area pensioner Cleophas Williams.

Unity and solidarity at the 47th annual Pensioners' Convention

The 47th annual Pacific Coast Pensioners Association (PCPA) convention met in Vancouver, British Columbia, on September 15-17. Over 200 members and guests attended this year's convention. Topics that were discussed included the ongoing Longshore contract negotiations, the Pacific Northwest Grain Agreement, health care and the importance of international solidarity.

The convention opened with a brief welcome by Mike Marino, President of the Vancouver Pensioners Organization. The convention was dedicated to the memory of Arne Auvinen, former PCPA President who passed away on July 31st of this year, and all of the other friends and comrades lost in the past year.

PCPA President's report

PCPA President Rich Austin, who also serves as the pensioner rep-

resentative on the Longshore Negotiating Committee, gave a brief report on the ongoing contract talks. He reported that the health of the pensioners clubs was good. "The PCPA is in good shape," said Austin. "Our treasury has grown and so has our membership. The Tacoma Pensioners Club set about to increase its membership and they more than doubled in size in the last year. Good job Tacoma. Other Clubs have also added members." He also reported on some of his activities over the last year, including his participation on a panel at the Labor Campaign for Single Payer conference held at ILWU Local 6 in Oakland.

Austin also said that he made a presentation at the Coast Longshore Division's "History and Traditions" conference held in San Francisco in December of 2013. He described the event in the following way:

"What I observed was an example of the union at its best. The assembly was full of young, engaged

and attentive brother and sisters who were thirsting for knowledge about the history of our union and the working class. As Pensioners we can play important roles in helping them learn more. The agenda of the Workshop was created by the rank and file members of the Education Committee. We need more education programs geared to working class values and ideology."

ILWU speakers

International Secretary-Treasurer Willie Adams attended the conference representing the International officers who, along with the Coast Committeemen, could not attend because they were serving on the Longshore Negotiating Committee. Adams outlined the many attacks by employers on the wages, benefits and jurisdiction of ILWU members in recent years. He acknowledged the resilience of ILWU rank and file and officers in withstanding these attacks.

"Despite it all, this union still *continued on page 4*

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



LETTERS TO THE *DISPATCHER*

Dear Editor,

With all due respect to Clarence Kramer, Jennifer Stanley, John Roloff and the courageous ILWU Local 35 members who took on Kerr-McGee in the Mojave Desert 44 years ago, *Trona, Bloody Trona* is not the book that tells the story of that struggle. I wish it were.

Based on their letter to *The Dispatcher*, I ordered and read Los Angeles lawyer Paul Henry Abram's book, and it is much less about the strike than about his drug- and alcohol-addled ego and exploits and opinions. Lots of opinions. After all these years one should have, and impart, some sense of perspective, and that is missing.

Yes, the sabotage, bravado and violence make for juicy reading, but what of the hundreds of strikers' daily struggles to endure? Granted, Abram's book is a memoir, not a history, but he owes it to the workers who launched his labor law career to tell their story, not just his. And as a memoir, I doubt that he actually remembers those long and detailed conversations he recounts as fact.

To hear Abram tell it, Harry Bridges – out of the blue – came to Trona to “betray” the strikers and tell them to go back to work. I've been around enough to know that difficult decisions sometimes have to be made but also that there is a process to get to that point. And in the ILWU, it's usually been a democratic process.

As president of Local 6 during the Reagan, union-busting 80s, we had to face those situations more than once. When there were hard decisions recom-

mended by the union officers and plant committee, my experience is that working women and men are thoughtful and intelligent in their decision-making, and sometimes voted the recommendation down. That process is missing, leaving only the author's sense of betrayal.

I do not speak as one who believes Bridges was never wrong; Harry's not on any pedestal in my house. But fair is fair, and Abram has had years to do the research and present a multifaceted, thoughtful review of those events. But that's not what he did.

The real book about the Trona strike, honoring those courageous workers who took on a murderous corporation, has yet to be written.

**Albert Vetere Lannon, Local 6 (Ret.)
Tuscon, AZ**

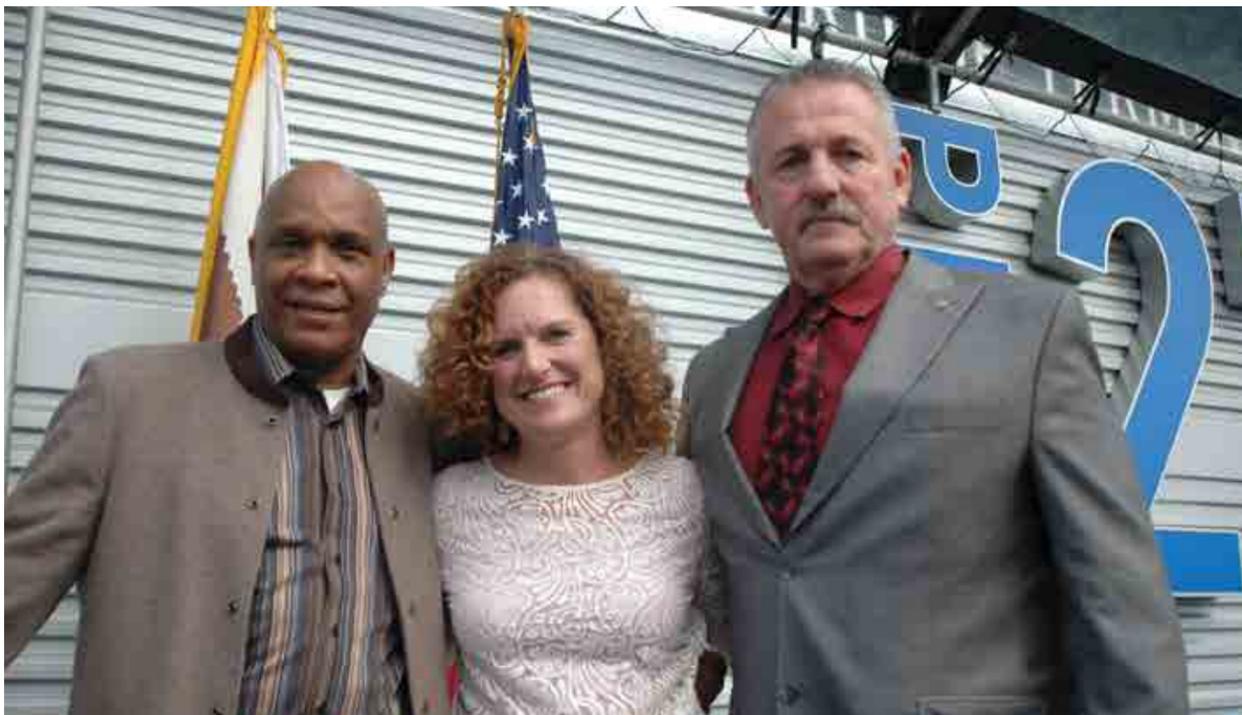
Dear Editor,

I wanted to note the recent passing of my wife, Lillian Nancy Hansen. She was a devoted wife and ILWU supporter. Our spouses are an important part of the ILWU family, supporting us behind the scenes. During the '71 strike, Lillian, who was retired, went back to work to help our family get through the hard times. She will be greatly missed.

**Robert Hansen, Local 10 (Ret.)
Pacifica, CA**

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

James R. Herman Terminal dedication



From left to right: International Secretary-Treasurer and Vice President of the San Francisco Port Commission Willie Adams, San Francisco Port Director Monique Moyer and International President Robert McEllrath.

ILWU International President Robert McEllrath and International Secretary Treasurer Willie Adams joined San Francisco Port Director Monique Moyer and a host of other officials on September 25 to dedicate the new James R. Herman Cruise Ship Terminal.

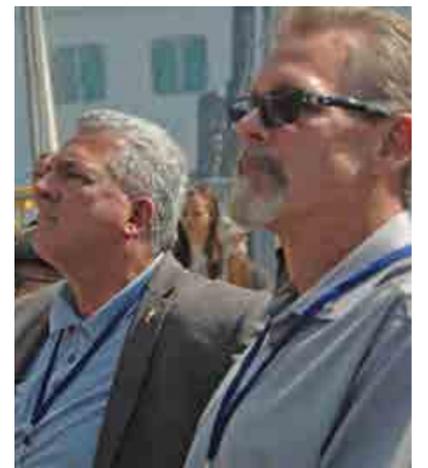
The \$100 million state-of-the-art facility has already hosted several Princess cruise ships this fall, with 80 vessels expected next year, carrying 300,000 passengers. The terminal

was named for former ILWU International President and Port Commissioner, James R. “Jimmy” Herman.

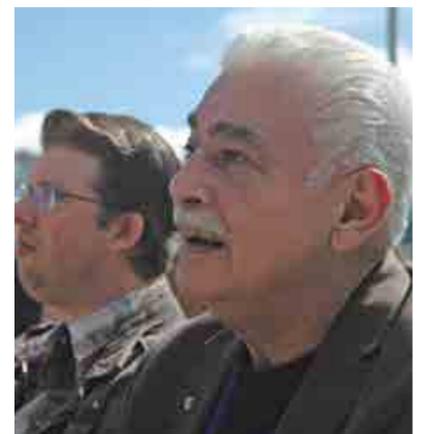
McEllrath and Adams both praised Herman for his courage, commitment to working class values and advocacy for San Francisco's maritime industry. A special interactive video sculpture was included inside the terminal to educate visitors about Jimmy Herman, the ILWU and working class struggles along San Francisco's seven-mile waterfront. Donations to pay for the exhibit were led by a \$100,000 contribution from the

CoastLongshore Caucus, accompanied by donations from various Locals, Pensioners, Auxiliaries, individuals and the Inlandboatmen's Union (IBU).

A fundraising breakfast will be held on October 9th at the Delancey Street Restaurant – operated by the Delancey Street Foundation drug and alcohol recovery program which was supported by Herman. An event dedicating the interactive exhibit is tentatively scheduled for November. To contribute, call Local 34 President Sean Farley at 415-362-8852.



On the left: International Vice President Ray Familathe, with Mike Podue (Local 63), Clerk Representative on the Safety Negotiating Committee.



On the right: Coast Committeeman Ray Ortiz, Jr. with BALMA Treasurer Christopher Christensen.

DISPATCHER

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Ray A. Familathe, Vice President, Mainland
Wesley Furtado, Vice President, Hawaii
William E. Adams, Secretary-Treasurer

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ILWU members overwhelmingly ratify new contract; grain companies agree to end lockout

ILWU members working at Pacific Northwest grain terminals overwhelmingly voted in favor of ratifying a new contract in late August, ending an 18-month lockout imposed by Mitsui/United Grain in Vancouver, WA and a 15-month lockout by Marubeni/Columbia Grain in Portland.

Strong “yes” vote

The tentative agreement was reached just before midnight on August 11, followed by a ratification vote that yielded an 88.4% overall “yes” vote from members of Local 8 in Portland who voted 260 to 109 (70%) in favor; Local 4 members in Vancouver who voted 166 to 13 (93%) in favor; Local 21 members in Longview who voted 142 to 17 (89%) in favor; Local 19 members in Seattle who voted 498 to 38 (93%) in favor; and Local 23 members in Tacoma who voted 409 to 16 (96%) in favor. The total number of “yes” votes totaled 1,475 with “no” votes totaling 193.

The new pact with the Pacific Northwest Grain Handlers Association covers Louis Dreyfus Commodities, United Grain and Columbia Grain until May 31, 2018. The same agreement was also signed by TEMCO, a large grain company that broke ranks with the Northwest Grain Handlers Association early in the dispute to sign

a provisional ILWU agreement covering operations in Portland, Tacoma and Kalama.

Key contract provisions

The new contract provides annual wage increases with continuation of 100% employer contributions to the ILWU/PMA pension, health & welfare, vacation and holiday plans. The new agreement parallels prior ILWU Grain agreements which permit staffing to be extended up to 12 hours with overtime pay after 8 hours. The agreement affirms ILWU jurisdiction in the overall control room, but does allow management the option to operate the console. And the new agreement does not require the use of a “Supercargo” Clerk position when vessels are loaded. Both the overtime and control room policies have been in effect at Peavey Grain since 1990. The grain companies are not members of the Pacific Maritime Association (PMA) and have never had a formal bargaining relationship with the Clerks. The “Supercargo” was historically employed by a PMA member stevedore who contracted to load the grain vessels. Under the new contract, the grain companies will stevedore the vessel themselves. ILWU Local 40 has filed a lawsuit against Columbia Grain claiming that their in-house and PMA stevedore, Willamette Grain, was for all intents and purposes, Columbia Grain, and therefore covered by the Clerks and Longshore Contract

Documents. To that end, provisions in the Grain Agreement were reached that will require “Supercargos” to be added to the shipboard manning at Columbia Grain if Local 40 prevails in their lawsuit.

Lengthy struggle

Negotiations for the new agreement began in August of 2012 and eventually involved more than 70 sessions before the settlement was reached. The lockouts by Columbia Grain and United Grain triggered round-the-clock picket lines that were staffed primarily by members from Locals 8 and 4, with important support from other locals and pensioners who pitched-in to help.

“We put together a plan that had everyone doing their share on a rotating basis,” explained Local 4’s Cager Clabaugh. “There were plenty of days when it was cold, dark, wet and a little miserable, but everyone stuck together and did what needed to be done.”

Pickets at home and beyond

Besides picketing in front of the plant gates, ILWU members followed grain shipments up the Columbia and Snake Rivers – where barges of grain were heading to locked-out terminals. “We had volunteers who camped-out along the river with roving picket lines that could spring-up on a moment’s notice,” said Local 4’s Brad Clark. Teams also travelled to Eastern Washington State and the Midwest to meet

with farmers and explain the lockout’s impact on ILWU families downriver.

Members of the Inlandboatmen’s Union, the ILWU’s Marine Division, and the Masters, Mates & Pilots union (MMP) also did what they could to help, but their efforts were limited by a tangle of labor laws designed to impede union-to-union solidarity.

“IBU members refused to work scab cargo when we could,” said IBU President Alan Cote. He noted that the grain companies tried to create their own non-union tug and barge operations when faced with IBU resistance, but the employer strategy produced only mixed results and a few spectacular crashes.

Solidarity near and far

ILWU locals up and down the coast came to support the picket lines, including from Hawaii and Canada. Repeated trips were made by members in Southern California, from Locals 13, 63 and 94, who sent numerous caravans to Portland and Vancouver. Solidarity visits were also organized by Locals 10, 63 and 91 in the Bay Area, along with many locals in the Pacific Northwest contributing volunteers to the effort.

“In the end, we stuck together and stayed strong – but it took everyone’s help to pull it off,” said Local 8 President Mike Stanton, “and for that we thank all the officers and members of the ILWU.”

Labor’s day in the sun: Thousands of union members march in annual Wilmington Labor Day parade

Thousands of workers and their families turned out for this year’s Labor Day parade and picnic in Wilmington, CA. The annual tradition started with a burrito breakfast at the Longshoreman’s Memorial Hall where 1,500 burritos, courtesy of the Southern California Pensioners Group, were given to marchers to fuel them through the morning.

The march started at Broad and E Streets, just a few blocks from the Local 13 Hall and ended at Wilmington’s Banning Park for a full-day of music, food, and family. The march through downtown Wilmington was led by the Color Guard. Following behind the flags was the Southern California Pensioners group riding on a flatbed trailer. They tossed candy to children and others who gathered along Avalon Blvd to watch the parade of marching bands, classic cars, and hundreds of union members from all over Los Angeles county who were proudly marching in union t-shirts and behind their union banners. International Vice

President Ray Familathe represented the ILWU officers at the event.

Local 13 President Bobby Olvera Jr., spoke at the event. He acknowledged the hard work and sacrifices of the workers who fought for the right to form a union and won many of the rights that union members and their families benefit from today. “If you are a union member, thank the pensioners and retirees from every union. It’s because of them that we have the benefits that we enjoy today.” Olvera also had a message for the scores of local, state and federal elected officials who were on hand at the event. “Tell your colleagues in the legislature, city councils and Congress to get up and do something for the workers of this country.”

María Elena Durazo, who heads the Los Angeles County Federation of Labor, also spoke at the event. She said that the labor movement must commit itself to pushing for a minimum wage of \$15 an hour in Los Angeles. Currently, 46% of workers in LA earn poverty level wages and it ranks of one of the poorest major metropolitan areas in the country.



Photo by Michelle Meese

Hundreds of ILWU members and their families joined in the annual Labor Day March and Picnic in Wilmington. In the top left photo, ILWU International Vice President Ray Familathe (left) marched in the parade to Banning Park and in the bottom right photo, ILWU Local 13 President Bobby Olvera, Jr., spoke at the event.

Unity and solidarity at the 47th annual Pensioners' Convention

continued from page 1

continues to grow, organize and thrive," Adams said. He also acknowledged the new generation of ILWU leaders who are emerging up and down the coast, whose passion, energy and commitment will be vital to the future of the ILWU.

Other ILWU speakers included ILWU Canada President Mark Gordienko, Local 13 President Bobby Olvera Jr., and Local 8 President Mike Stanton.

Visa troubles

Special guest speaker, President Jhon Jairo Castro Balanta of the Port Workers' Union in Buenaventura, Colombia, was unable to attend because of visa problems, but the convention was still able to hear from two international speakers: Fred Krausert, National Secretary of Maritime Workers of Australia (MUA) Veterans and Jim Donavon also from the MUA Veterans. Both gave spirited talks about the common struggles that unite maritime workers all over the world. The PCPA and MUA Veterans groups enjoy strong fraternal ties. The same bonds of solidarity that link

the active memberships of the ILWU and MUA survive even into retirement.

Benefits plan

ILWU Coast Benefits Specialist John Castanho gave a brief history of the ILWU's fight for health care and pension benefits. Area directors for the benefits plan, coordinators for the Alcohol and Drug Recovery Program (ADRP) and representatives from the Benefits Plan office spoke at the convention and were available to answer questions.

ADRP Coordinator Jackie Cummings noted that there are a growing number of retirees who are raising their grandchildren and an increase in the number of teenagers abusing prescription drugs nationwide. She said that ILWU pensioners who are raising their grandchildren can seek help from the ADRP if substance abuse problems are evident.

Preserving the past

Michael McCann, Director of the Harry Bridges Center for Labor Studies at the University of Washington was on hand to talk about the important academic programs that teach students about labor and working class history and

foster important ties between students, researchers, activists and labor unions. The Labor Studies program at the University of Washington is the only labor studies program funded entirely by workers. Conor Casey from the Labor Archives of the University of Washington spoke about the importance of preserving the history of working people in the Pacific Northwest. Casey explained the resources and assistance available to local unions and individuals to help them preserve union records, correspondence and other materials that will be valuable to historians and researchers trying to understand the history of the working class.

ILWU historians Harvey Schwartz and Ron Magden attended the event and conducted over a dozen oral histories, with assistance from Casey. The interviews were videotaped and are one important way in which the experience and voice of workers is being preserved.

Fight for \$15

The convention passed a resolution sponsored by the Seattle Pensioners Club to support a nation-wide \$15 an hour minimum wage in the United States in order to combat the alarming

number of families who are falling below the poverty line.

Honoring Arne Auvinen

The convention unanimously passed a resolution honoring past PCPA President Arne Auvinen. The resolution renamed the PCPA archives, the "Pacific Coast Pensioners Association Arne Auvinen Memorial Archives" to honor his many years of service to the ILWU and pensioners.

Jesse and Lois Stranahan Award

This year's recipient of the Jesse and Lois Stranahan Award went to Bill Duncan of the Van-Isle Pensioners. The award is given out every year to honor an outstanding labor activist. Also receiving recognition from the convention was John Horgan, leader of the "New Democratic Party" of British Columbia, who received the PCPA Friendly Politician Award.

Mike Marino, and the PCPA officers, all praised the host committee, and especially Barry Campbell of the Vancouver Pensioners, for a job well done.

The 2015 PCPA convention will be held September 7-9th in San Francisco.



STATE OF CALIFORNIA	US CONGRESS	CALIFORNIA STATE SENATE	CALIFORNIA STATE ASSEMBLY	
GOVERNOR JERRY BROWN LIEUTENANT GOVERNOR GAVIN NEWSOM SECRETARY OF STATE ALEX PADILLA TREASURER JOHN CHIANG ATTORNEY GENERAL KAMALA HARRIS CONTROLLER BETTY YEE INSURANCE COMMISSIONER DAVE JONES SUPERINTENDENT OF PUBLIC INSTRUCTION TOM TORLAKSON BOARD OF EQUALIZATION (District 3) JEROME HORTON BOARD OF EQUALIZATION (District 4) NADER SHAHATIT	District 24 LOIS CAPPS District 26 JULIA BROWNLEY District 27 JUDY CHU District 28 ADAM SCHIFF District 29 TONY CARDENAS District 30 BRAD SHERMAN District 31 PEYTE AGUILAR District 32 GRACE NAPOLITANO District 33 TED LIU District 34 XAVIER BECERRA District 35 NORMA TORRES District 36 RAUL RUIZ District 37 KAREN BASS District 38 LINDA SANCHEZ District 39 PETER ANDERSON District 40 LUCILLE ROYBAL-ALLARD District 41 MARK TAKANO District 42 TIM SHERIDAN District 43 MAXINE WATERS District 44 JANICE HAHN District 45 DREW LEAVENS District 46 LORETTA SANCHEZ District 47 ALAN LOWENTHAL	District 48 SUZANNE SAVERY District 49 DAVE PEISER District 50 JAMES KIMBER District 51 JUAN VARGAS District 52 SCOTT PETERS District 53 SUSAN DAVIS District 18 BOB HERTZBERG District 20 CONNIE LEYVA District 22 ED HERNANDEZ District 24 KEVIN DE LEON District 26 SANDRA FLUKE District 28 HOLLY MITCHELL District 30 TONY MENDEZ District 32 JOSE SOLORIO District 34 BEN HUESO District 31 HENRY T. PEREA District 32 RUDY SALAS District 33 JOHN COFFEY District 34 MARI GOODMAN	District 35 HEIDI HARMON District 36 STEVE FOX District 37 DAS WILLIAMS District 38 JORGE FUENTES District 39 RAUL BOCANEGRA District 40 KATHLEEN HENRY District 41 CHRIS HOLDEN District 42 KARALEE HARGROVE District 43 MIKE GATTO District 44 JACQUI IRWIN District 45 MATT DABABNEH District 46 ADRIAN HAZARIAN District 47 CHERYL BROWN District 48 ROGER HERNANDEZ District 49 ED CHAU District 50 RICHARD BLOOM District 51 JIMMY GOMEZ District 52 FREDDIE RODRIGUEZ District 53 MIGUEL SANTIAGO District 54 SEBASTIAN RIDLEY-THOMAS District 55 GREGG FRITCHEL District 56 EDUARDO GARCIA District 57 IAN CALDERON District 58 CRISTINA GARCIA	District 59 REGGIE JONES-SAWYER District 60 KEB PARK District 61 JOSE MEDINA District 62 AUTUMN BURKE District 63 ANTHONY RENDON District 64 RYAN - MIKE GIPSON District 65 PROPHET WALKER District 66 SHARON QUIRIS-SILVA District 67 AL MURAYSUCHI District 68 CONRAD NELSON District 69 AWN CAMERON District 70 TOM DALY District 71 PATRICK O'DONNELL District 72 JOEL BLOCH District 73 WENDY GABRIELLA District 74 NICHOLAS SMESTOPLE District 75 RUBEN HERNANDEZ District 76 TOMI ATKINS District 77 SHARLEY WEBER District 78 LORENA GONZALEZ

2014 Puget Sound District Council Voter Guide

US Congressional Races

PSDC Endorsements

- District #1 - Susan Delbene, D
- District #2 - Rick Larsen, D
- District #3 - Bob Dingethal, D
- District #6 - Derek Kilmer, D
- District #7 - Jim McDermott, D
- District #9 - Adam Smith, D
- District #10 - Denny Heck, D

Washington State Legislative Races

- R = Recommended by PSDC
- IBU = Endorsed by IBU
- 4 = Endorsed by ILWU Local 4
- 19 = Endorsed by ILWU Local 19
- 23 = Endorsed by ILWU Local 23

LEGISLATIVE DISTRICT 1

- R - Representative, Position 1 - Derek Stanford, Democrat, D
- R - Rep., Pos. 2 - Luis Moscoso, D

LEGISLATIVE DISTRICT 11

- R - Rep., Pos. 1 - Zack Hudgins, D
- R - Rep., Pos. 2 - Steve Bergquist, D

LEGISLATIVE DISTRICT 17

- 4, IBU - Rep., Pos. 1 - Monica Stonier, D

LEGISLATIVE DISTRICT 19

- R - Rep., Pos. 1 - Dean Takko, D
- R - Rep., Pos. 2 - Brian Blake, D

LEGISLATIVE DISTRICT 21

- IBU - Rep., Pos. 1 - Strom Peterson, D
- IBU - Rep., Pos. 2 - Lillian Ortiz-Self, D
- IBU - **Senator - Marko Liias, D

LEGISLATIVE DISTRICT 22

- R - **Rep., Pos. 1 - Chris Reykdal, D
- R - Rep., Pos. 2 - Sam Hunt, D

LEGISLATIVE DISTRICT 23

- IBU - **Rep., Pos. 1 - Sherry Appleton, D
- IBU - **Rep., Pos. 2 - Drew Hansen, D

LEGISLATIVE DISTRICT 25

- R - Rep., Pos. 1 - Dawn Morrell, D
- R - Rep., Pos. 2 - Hans Zeiger, R

LEGISLATIVE DISTRICT 26

- IBU - Rep., Pos. 1 - Nathan Schlicher, D
- IBU - Rep., Pos. 2 - Larry Seaquist, D

LEGISLATIVE DISTRICT 27

- R - Rep., Pos. 1 - Laurie Jenkins, D
- R - **Rep., Pos. 2 - Jake Fey, D

LEGISLATIVE DISTRICT 28

- 23, IBU - Senator - Tami Green, D

LEGISLATIVE DISTRICT 29

- R - Rep., Pos. 1 - David Sawyer, D
- R - Rep., Pos. 2 - Steve Kirby, D
- 23, IBU - *Senator - Steve Conway, D

LEGISLATIVE DISTRICT 30

- R - Rep., Pos. 2 - Roger Freeman, D
- IBU - Senator - Shari Song, D

LEGISLATIVE DISTRICT 32

- R - Rep., Pos. 1 - Cindy Ryu, D
- R - Rep., Pos. 2 - Ruth Kagi, D
- IBU - Senator - Maralyn Chase, D

LEGISLATIVE DISTRICT 33

- R - Rep., Pos. 1 - Tina Orwall, D
- R - Rep., Pos. 2 - Mia Gregerson, D
- IBU - Senator - Karen Keiser

LEGISLATIVE DISTRICT 34

- R - Rep., Pos. 1 - Eileen Cody, D
- IBU - Rep., Pos. 2 - Joe Fitzgibbon, D
- IBU - Senator - Sharon Nelson, D

LEGISLATIVE DISTRICT 35

- R - Rep., Pos. 1 - Kathy Haigh, D
- R - Rep., Pos. 2 - Tammey Newton, D
- IBU - Senator - Irene Bowling, D

LEGISLATIVE DISTRICT 36

- 19, IBU - **Rep., Pos. 2 - Gael Tarleton, D
- R - Senator - Jeanne Kohl-Welles, D

LEGISLATIVE DISTRICT 37

- R - Rep., Pos. 1 - Sharon Tomiko-Santos, D
- R - Rep., Pos. 2 - Eric Pettigrew, D
- IBU - Senator - Pramila Jayapal, D

LEGISLATIVE DISTRICT 38

- R - Rep., Pos. 1 - June Robinson, D
- IBU - **Rep., Pos. 2 - Mike Sells, D
- R - Senator - John McCoy, D

LEGISLATIVE DISTRICT 40

- R - Rep., Pos. 1 - Kristine Lytton, D
- R - **Rep., Pos. 2 - Jeff Morris, D

LEGISLATIVE DISTRICT 41

- IBU - Rep., Pos. 1 - Tana Senn, D
- IBU - **Rep., Pos. 2 - Judy Clibborn, D

LEGISLATIVE DISTRICT 42

- IBU - Senator - Seth Fleetwood, D

LEGISLATIVE DISTRICT 43

- R - Rep., Pos. 1 - Brady Walkinshaw, D
- R - **Rep., Pos. 2 - Frank Chopp, D
- R - Senator - Jamie Pedersen, D

LEGISLATIVE DISTRICT 44

- R - Rep., Pos. 1 - Hans Dunshee, D
- IBU - Rep., Pos. 2 - Mike Wilson, D
- IBU - **Senator - Steve Hobbs, D

LEGISLATIVE DISTRICT 45

- IBU - Rep., Pos. 1 - Roger Goodman, D
- R - Rep., Pos. 2 - Larry Springer, D
- IBU - Senator 45 - Matt Isenhower, D

LEGISLATIVE DISTRICT 46

- R - Rep., Pos. 1 - Gerry Pollet, D
- R - Rep., Pos. 2 - Jessyn Farrell, D
- R - Senator - David Frockt, D

LEGISLATIVE DISTRICT 47

- R - **Rep., Pos. 2 - Pat Sullivan, D

LEGISLATIVE DISTRICT 48

- R - Rep., Pos. 2 - Joan McBride, D
- IBU - Senator - Cyrus Habib, D

LEGISLATIVE DISTRICT 49

- 4 - Rep., Pos. 1 - Sharon Wylie, D
- 4 - Rep., Pos. 2 - Jim Moeller, D

Recycling Campaign continues making progress

The campaign by East Bay recycling workers for dramatic wage and benefit improvements continued to make progress in September.

Oakland Council OK's raises

On September 22, the Oakland City Council adjusted their future franchise agreements so that two firms will share responsibility for collecting refuse and processing recycling from City residents – and both firms will provide workers with dramatic wage increases and good health benefits. Because of the City's decision, recycling workers at Waste Management (WM) and California Waste Solutions (CWS) who are members of ILWU Local 6, will see their wages increase from \$13.22 at CWS and \$12.50 at WM, rising steadily to \$20.94 by the year 2019. Both companies will also provide workers with affordable family health insurance.

Organizing effort

The victory resulted from two years of organizing and job actions – including numerous strikes. Local 6 recycling workers have led the fight for better pay, launching their effort in February of 2013, following the historic “Alameda County Recycler Workers Convention” attended by hundreds of workers and community supporters.

Waste Management contract needed

Now that the City Council has included the wage increases into Oakland's franchise agreements, it's up to Waste Management officials to sign a new union contract with the ILWU that locks-in the raises and benefits. CWS officials signed a contract with Local 6 at the end of July, but Waste Management officials have been avoiding a new contract with the ILWU for over three years. With the City's action on September 22, and the possibility of continued worker actions, pressure

is building on the company to sign the contract and begin paying raises approved by the City Council.

Inspiring ACI workers

On September 9, recycling workers at Alameda County Industries (ACI) announced their decision to form a union and join the ILWU. With 85% of the 70 workers signing ILWU representation cards, their commitment was clear. ACI management was asked to immediately recognize the ILWU as the recycler's union, but the company refused and is requiring workers to vote in an election.

Teamsters collude

Company officials made it clear that they would prefer to have recycling workers represented by the Teamsters Union, which has represented ACI drivers for over 20 years – but did nothing to help the 70 recyclers who have suffered as “perma-temps” and received only minimum wages with no benefits for at least 15 years. Recycling workers say that they became angry at the Teamsters eight years ago when Local 70 officials solicited representation cards from recycling workers, then ignored the recyclers after securing the contract for Teamster drivers.

Surveillance, not support

During a September 15 rally at ACI's headquarters in San Leandro, Teamster Local 70 officials and company managers kept workers and community supporters under surveillance from the sidelines – while supervisors inside the plant threatened workers who supported the rally with retaliation.

Temp scam

ACI used an especially dirty trick to cheat recycling workers out of decent pay, benefits and a union – and the company did so with the knowledge and tacit approval of officials at Teamsters Union Local 70. For 15 years,



Brooke Anderson

For years, ACI pretended that the recycling workers they employed were “temps” and not real company employees – despite working at ACI for up to 15 years. The company agreed to end the “temp” sham after workers organized and took action with support from the ILWU.

ACI has pretended that the recyclers they employ aren't actual employees – because the company obtained them through a temp agency. Some workers have been employed at ACI in this manner as “temps” for up to 15 years. The phony “temp” gimmick is part of ACI's “union avoidance” strategy, and the company is apparently willing to pay a high price – paying the temp agency over \$19 an hour for permanent temporary workers who receive only the minimum wage of \$9 an hour. Prior to July 1, 2014, ACI's recycling workers were paid only \$8.30 an hour.

Living wage violation

ACI's decision to pay recycling workers just \$9 an hour isn't just shameful – it's also illegal. ACI was supposed to pay workers much higher wages under the City of San Leandro's “living wage ordinance” that became effective in 2007. The ordinance requires workers to earn \$14.57 an hour without benefits or \$13.07 with benefits. In a separate effort, not connected with the union organizing effort, ACI workers filed a class-action lawsuit against ACI for back-wages owed under the Living Wage ordinance. On September 24,

ACI agreed to settle the lawsuit by paying the workers involved a total of \$1.2 million – and confirming that ACI is the actual employer of recycling workers.

City Council support

Ironically, ACI's questionable business practices have been unknowingly supported by ratepayers in four East Bay cities with franchise agreements obligating ACI to provide garbage and recycling services. The largest customer is the City of San Leandro, followed by Livermore and the city of Alameda. On the evening of September 15, ACI workers attended the San Leandro City Council meeting where they announced their decision to join the ILWU and end ACI's unethical behavior. The following night, ACI workers went to the Alameda City Council with the same message. At both meetings, workers were well-received by City Council members who seemed shocked and surprised by ACI's business practices.

“We're making progress, and we saw what ILWU recycling workers have accomplished in Oakland and Fremont,” said ACI recycling worker Salvador Hernandez, “so we want to do the same thing here at ACI to help our families.”

La campaña del reciclaje sigue avanzando

La campaña de los trabajadores del reciclaje del East Bay para conseguir mejoras sustanciales en sus salarios y beneficios continuó su avance en septiembre.

El Consejo de la Ciudad de Oakland aprobó los aumentos

El 22 de septiembre, el Consejo de la Ciudad de Oakland hizo cambios en los futuros acuerdos de concesión para que dos empresas se responsabilicen de la recolección y reciclaje de basura de los residentes de la Ciudad – y ambas darán aumentos salariales prodigiosos a sus empleados, además de buenos beneficios de salud. Como resultado de la decisión tomada por los funcionarios de la Ciudad, los trabajadores del reciclaje de Waste Management (WM) y California Waste Solutions (CWS) afiliados al Local 6 de ILWU verán un aumento en sus salarios, de \$13.22 en CWS y \$12.50 en WM, a \$20.94 para el año 2019. Ambas compañías también proveerán

a sus empleados un seguro médico familiar asequible.

Trabajo de organización

La victoria se logró a base del trabajo de organización y acciones laborales a lo largo de dos años – incluso varias huelgas. Los trabajadores del reciclaje del Local 6 han encabezado la lucha por conseguir mejores salarios, empezando en febrero de 2013, después de llevar a cabo la Convención de Trabajadores del Reciclaje del Condado de Alameda a la que asistieron cientos de trabajadores y sus simpatizantes de la comunidad.

No más falta el contrato colectivo

Ya que el Consejo de la Ciudad ha incluido un aumento salarial en sus acuerdos de concesión, se requiere que los directivos de Waste Management firmen un nuevo contrato colectivo con ILWU que garantice dichos aumentos y los beneficios. Los administradores de CWS firmaron un contrato con el Local 6 a finales de julio, pero los de Waste Management

han evitado llegar a un acuerdo con ILWU por más de tres años. En vista de que el Consejo tomó estas medidas el 22 de septiembre, y existe la posibilidad de que los trabajadores continúen presionando con sus acciones, la compañía se está viendo cada vez más obligada a firmar el contrato y empezar a pagar los aumentos.

Sirvió de inspiración para otros

El 9 de septiembre, trabajadores del reciclaje en Alameda County Industries (ACI) anunciaron que habían decidido formar su sindicato y unirse a ILWU. No quedó duda de su entrega, pues 85% de los 70 trabajadores firmaron tarjetas solicitando la representación de ILWU. Se le pidió a la gerencia de ACI que inmediatamente reconociera a ILWU como el sindicato de los trabajadores del reciclaje, pero la compañía se negó y va a exigir que estos voten en una elección laboral.

La complicidad de los Teamsters

Los directivos de la Compañía indicaron claramente que prefer-

ían que los trabajadores del reciclaje fueran representados por el Sindicato de los Choferes (Teamsters), el cual ha representado a los choferes de la compañía por más de 20 años – pero no han hecho nada por ayudar a los 70 trabajadores del reciclaje que han sufrido como empleados eventuales (pero permanentes), recibiendo sólo el salario mínimo sin beneficios hasta por 15 años. Dichos trabajadores dicen que perdieron la fe en los Teamsters hace ocho años cuando los dirigentes del Local 70 les pidieron que firmaran tarjetas de representación y luego se olvidaron de ellos en cuanto consiguieron el contrato colectivo para los choferes. El Sindicato de los Teamsters no ha hecho nada desde entonces para ayudar a los trabajadores del reciclaje.

Vigilancia en lugar de apoyo

Durante una manifestación realizada el 15 septiembre ante las oficinas de ACI en San Leandro, los dirigentes del Local 70 del Sindicato de Teamsters

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ILWU locals raised over \$70,000 for cancer research with "Walk the Coast" charity events

This August "ILWU Walk the Coast" coordinated events in three ports and raised over \$70,000 for Alex's Lemonade Stand Foundation with fundraisers sponsored by Locals 13, 63 and 94 in Los Angeles, Local 46 in Port Hueneme, and Local 10 in San Francisco. The Coast Longshore Division contributed \$5,000. Alex's Lemonade Stand Foundation (ALSF) was adopted by the ILWU Walk the Coast Committee as the charity of choice. ALSF raises funds for support, research and treatment of childhood cancers.

On August 9th, under direction of Jessie Ramirez and Rita Allison, Local 46 sponsored a three-kilometer fundraising walk and barbeque in Port Hueneme. The event honored a third-grader from Oxnard, Natalia

Tanguma who, at the age of 4, was diagnosed with leukemia. Local 10's event was organized by Frank Gaskin and "featured food and entertainment at the Dispatch Hall in San Francisco. Locals 13, 63 and 94 in Los Angeles, with support from the Southern California Pensioners, sponsored their very popular 3rd annual fundraising Texas Hold'em Poker Tournament.

Since its inception in 2012, ILWU Walk the Coast has raised over \$221,000 for Alex's Lemonade Stand Foundation, and an additional \$46,000 to fight pancreatic cancer and \$5,000 to fight ovarian cancer. This year's fundraisers would not have been successful without a team effort. Key volunteers included Robert Maynez (Administrator, Local 63), Jessie Ramirez (Local 46), Rita Allison, (Local 46), Frank Gaskin (Local 10), Isidro Felix (Local 13) and Dan Imbagliazzo (Local 13). The Committee is hoping that next year all locals will join in the annual charity effort.



In the top right photo are members of the Port Hueneme committee. From left to right are Karen Goldberg, Jesse Ramirez, Judy Bryant, and Jessie's daughters Sabrina and Xilen Ramirez (not pictured: Rita Allison).

In the top right photo from left to right are Southern California volunteer committee Dan Imbagliazzo, Robert Maynez and Isidro Felix.

The center left photo shows the Los Angeles poker tournament and the center right photo was taken at the Local 10 fundraiser in San Francisco. The bottom photos are of the fundraising walk in Port Hueneme.

La campaña del reciclaje sigue avanzando

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y los gerentes de la compañía estuvieron vigilando a los trabajadores y a sus simpatizantes de la comunidad desde la banda – mientras que los supervisores adentro de la planta amenazaron a los trabajadores con represalias por apoyar la manifestación.

Fraude con los eventuales

ACI empleo una maniobra bastante sucia para privar a los trabajadores del reciclaje de un salario decente, de beneficios y de la sindicalización – y lo hizo con el conocimiento y consentimiento tácito de los dirigentes del Local 70 del Sindicato de Teamsters. Por 15 años, ACI ha fingido que los trabajadores de reciclaje que emplea no son en realidad sus empleados, porque los consigue por medio de una agencia de empleados temporales. Algunos trabajadores han trabajado en estas condiciones como empleados "temporales" hasta por 15 años. Este truco con trabajadores supuestamente "temporales" es parte de la estrategia de ACI para evitar la sindicalización, y la compañía al parecer está dispuesta a pagar caro por esta estrategia, ya que le paga a dicha agencia \$19 por hora para tener empleados temporales permanentemente, los cuales sólo reciben el salario mínimo de \$9 por hora. Antes del 1 de julio de 2014, los trabajadores de reciclaje de ACI sólo ganaban \$8.30 por hora.

Violación de la ordenanza del salario digno

Además de que es una vergüenza que ACI pague a los trabajadores del reciclaje sólo \$9 por hora, es también ilegal. Se supone que ACI debería pagar-

les salarios mucho más altos, puesto que la Ciudad de San Leandro tiene desde el 2007 una ordenanza que requiere el pago del salario digno, es decir, \$14.57 por hora sin beneficios, o \$13.07 con beneficios. Como medida por separado no relacionada con la sindicalización, los trabajadores de ACI han presentado una demanda judicial contra ACI por los salarios atrasados que se les debe conforme a esta ordenanza.

Apoyo del Consejo de la Ciudad

Lo irónico es que las prácticas comerciales cuestionables de ACI han sido apoyadas por los usuarios sin su conocimiento en cuatro ciudades del East Bay que han concedido la franquicia a ACI para que esta recoja y recicle la basura. Su mayor cliente es la Ciudad de San Leandro, seguido por Livermore y la Ciudad de Alameda. Por la tarde del 15 de septiembre, los trabajadores de ACI asistieron a la reunión del Consejo de Leandro donde anunciaron que habían decidido afiliarse a ILWU y terminar con la conducta inmoral de ACI. La siguiente noche lo hicieron en la reunión del Consejo de la Ciudad de Alameda. En ambas reuniones, los trabajadores fueron bien recibidos por los miembros de los consejos, los cuales quedaron sorprendidos y escandalizados al conocer las prácticas comerciales de ACI.

"Vamos avanzando, y vimos lo que los trabajadores del reciclaje de ILWU han logrado en Oakland y Fremont," dijo Salvador Hernández, trabajador de reciclaje de ACI, "así que queremos hacer lo mismo aquí en ACI para ayudar a nuestras familias."

IN MEMORIUM

Barry Silverman: former ILWU Research Director

Former ILWU Research Director Barry Silverman died on August 18, 2014, at the age of 74 due to complications from a brain seizure. His wife, Carolyn his two children, Joshua Silverman and Kerry Fiero were by his side.

Silverman was hired by former International President Harry Bridges in 1965 to serve as the ILWU's Research Director. He continued in that position under International President Jim Herman, also serving as chief of staff. He provided support for longshore and warehouse negotiating committees on the West Coast and in Hawaii, with a particular expertise on health and welfare and pension issues. He assisted in many arbitrations and wrote the grant that established the longshore safety program. During the 1970's and early 80's, he taught collective bargaining courses at San Francisco City College, and enjoyed passing his skills to students.

Silverman's career at the ILWU was cut short in 1988 following a cerebral hemorrhage, but he remained active after retirement – serving as an outspoken member of the Alameda County Grand Jury in 1995-1996, and traveling and camping with his wife. He was an avid walker, and was known as the "mayor of the track" at the Rev. Martin Luther King Intermediate School in Berkeley.

Born and raised in Los Angeles, Silverman attended Fairfax High School, then joined the Army Reserve, and headed to Berkeley where he graduated UC and earned a Master's Degree in Business Administration in 1965. He participated



in the Free Speech Movement and stayed involved in political issues, participating in rallies and protests over three decades – spending a few days behind bars for his efforts. After graduating, he married Wende Shoemaker with whom he built a family and had two children, Joshua and Kerry. Later in life Silverman was re-married to Carolyn Corbelli, with whom he spent the last 26 years.

In addition to his love for politics and the union, Silverman was passionate about baseball, boxing, jazz, the outdoors, and horse racing. He sometimes joked that Harry Bridges – who was also passionate about horse racing – had hired Silverman more for his handicapping skills than expertise in labor relations. But above all he earned a solid reputation for his research and negotiating skills, and was admired for his straightforward, direct and warm demeanor.

Silverman's memorial was held on September 13, 2014 in Berkeley, attended by his family and friends, including many ILWU members and staff. He is survived by his wife, Carolyn Corbelli, former wife Wende Shoemaker, brother Richard Silverman, son Joshua Silverman, daughter Kerry Fiero, son-in-law Gian Fiero and grandson Gianardo Fiero.

The legacy of Arne Auvinen: October 19, 1949 to July 31, 2014

[ILWU pensioner Arne Auvinen passed away on July 31st. Arne was an active union member who dedicated his life to the ILWU. He was elected to numerous local union positions over his long career and was an active member of the Pacific Coast Pensioners Association in his retirement.

Arne was first chosen to serve his local in 1957 when he was elected Secretary of Local 21. Over the years was elected by the membership to serve the union in several offices including caucus and convention delegate, dispatcher, trustee and in 1964, Local 21 President. In 1970 he was elected Vice President of Local 92 and Local 92 President in 1971.

In retirement Arne served as President of the PCPA from 2003-2006 and as the PCPA Secretary for 10 years. The 47th Annual PCPA Convention, held this September in British Columbia, was dedicated to his memory. —Eds]



Arne Auvinen (right) with his son Michael.

Arne Auvinen was my Pap and my hero. I was blessed to have him 65 years. He and my mother, Margie, who died in 1982, raised my sisters and me to believe that we could do anything we wanted if we worked for it, and work was paramount to achieving our dreams. They also taught us that people are people, regardless of our color or race.

My Pap was born into the labor movement in Southwest Montana on May 9, 1923, in the small mining town of Bear Creek. His father, Paul, was active in the Industrial Workers of the World (IWW), helping workers fight for humane working conditions against employers who viewed employees as expendable.

My granddad eventually ended up being black-balled from the mines, which happened to many union supporters & organizers. Their family moved to Washington where my granddad went to work on the waterfront in 1927. He settled in Longview, WA, where he became a member of Local 21 in 1933.

Granddad passed away in 1943 because of the lung disease he got from working in the mines. This left my grandmother destitute with a mortgage to pay on an unfinished house. Growing up in those circumstances deeply influenced my father's commitment to improving conditions for working families.

I cannot remember a time when my dad wasn't involved in what was happening at the union hall, which he believed was crucial to keeping our union healthy and strong because it made workers more informed and involved. He believed that the hiring hall was the single most important result of the 1934 strike and must never be surrendered. I can remember when the unity and strength of my father's generation made the 8-hour day a reality, so he could get home at 5:30 instead of 6:30.

My Pap believed that you owed your employer a good day's work for a good day's pay. He never believed in working 2 hours on then taking 2 hours off, or working 4 on and 4 off, even though it became more common before he retired. His rule was this: if you were supposed to be working a job and weren't there, you should be fired. It was totally against everything

he believed for someone to be paid for not working. Pap believed that our jobs were secured through the strength and sacrifice of union members, and that union members had a responsibility to care for those jobs and not abuse them.

When I worked on the docks in 1966-1977, most cargo was still being moved by hand. It was hard work, but I never felt that I was worked too hard for the pay that I received. Workers who are fortunate enough to be part of the ILWU's elite longshore workforce enjoy the best blue-collar working conditions and benefits in our country. My father believed that employers would always find ways to exploit unorganized workers – and he believed that it was the responsibility of union members with good jobs and benefits to help unorganized workers build unions. He thought this was the only way to preserve and improve the working class. He didn't see it as a local issue, but a world issue. He didn't think these were individual problems, but ones for union members to address together with the entire labor movement. He believed the ILWU's Ten Guiding Principles should be respected and followed.

Arne didn't quit when he retired in 1985. He and our stepmother, Esther, became active in the Pensioners. He advocated for widows to receive a larger portion of their husband's pension benefit after their husbands died. He also pushed to bring the pensions of older retirees more in line with current pensions.

My Pap's last hurrah was the Lower Columbia Longshore Federal Credit Union's 60th Anniversary on April 26, 2014. He was instrumental in it getting it established, and I was glad to join him that day when he was still sharp and witty. Today he is gone, and I miss the conversations and his comments more than could ever have imagined.

I wish that those of you who follow in his footsteps will cherish and protect the work that he and others like him were able to do. I hope you realize how fortunate we are today because of the work that was done by our elders who were totally committed to the cause of the working man. My dad and the others of his generation are mostly gone now - but there's still plenty of work to be done – so the rest is up to us to carry it on.

– Michael Auvinen

Global solidarity meeting

International Vice President (Mainland) Ray Familathe led a delegation of ILWU leaders who joined 380 unions from 116 countries at the 43rd Congress of the International Transport Workers Federation (ITF) in Sofia, Bulgaria in mid-August.

Fighting “yellow” unions

One point of common concern involves abuse by global corporations such as Hutchison Port Holdings, who fail to respect workers' rights, and promote “yellow” unions favored by the company over independent unions chosen by workers.

Hutchison's support for “yellow unions” in Panama prompted workers there to seek support from ITF-affiliated unions. Panamanian workers noted that their independent unions affiliated with the ITF have been recognized by Panama's government as being the most representative, but Hutchison is appealing this decision and advocating for their favorite “yellow union.”

“We'll be keeping a close eye on Hutchison in Panama,” said ILWU

International Vice President Ray Familathe, who also serves as the ITF Dockers' Section First Vice Chair.

Eye on Indonesia

Familathe also said the ITF would keep a watchful eye on Hutchison's operations at the Jakarta International Container Terminal in Indonesia, where the government may extend a lucrative port concession to Hutchison.

Unions say the Jakarta port would benefit the people of Indonesia more if it was not privatized. But Indonesia's government has refused to provide information or hold open hearings on the subject, and union leaders who express concern have experienced retaliation.

ITF President Paddy Crumlin, who also serves as National Secretary of the Maritime Union of Australia, added his support: “Indonesia and Panama have both been highlighted as strategic countries for the ITF in the coming four years and our affiliates will keep a close eye on developments in both countries.”

Crumlin was re-elected President without opposition to another four-year term, along with Steve Cotton who



The ILWU delegation traveled to Sofia, Bulgaria for the 43rd Congress of the International Transport Workers Federation.

was installed as ITF General Secretary. Familathe was elevated from Second to First Vice-Chair of the ITF Dockers' Section and IBU Secretary-Treasurer Terri Mast was re-elected to the ITF Executive Board.

Nelson Mandela honored

ILWU Secretary Treasurer Willie Adams joined other labor leaders from around the globe to honor the life of

former South African President Nelson Mandela during a special program at the ITF Congress on August 11. “Mandela's courage made him a great leader – a leader willing to put his life on the line for the good of his country and the working class,” said Adams, who explained the close bonds that developed between Mandela and the ILWU during the anti-Apartheid struggle.

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Global solidarity meeting

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Women's Conference

IBU Secretary-Treasurer and ITF Executive Board member Terri Mast participated in a Women's Conference that met on August 14 to focus on a work plan for the next four years. After hearing reports from 21 women leaders around the globe, the Conference adopted a six-point work plan calling for education, action, and resources to address issues of special concern to women.

ILWU participation

Also participating at the ITF Congress from the ILWU were President Greg Mitre of the Southern California Pensioners Group, and Panama Canal Pilots Union General Secretary Rainiero Salas. ILWU Canada President Mark Gordienko attended with Local 400 President Terry Engler, and 3rd Vice President Romeo Bordignon. Also attending were IFT West Coast Coordinator Jeff Engels and ITF Canada Coordinator Peter Lahay.

TRANSITIONS

NEW PENSIONERS:

Local 4: Robert D. Poppe; Local 7: Harry M. Daniels; **Local 8:** Judi E. Shaver; **Local 10:** Rivers Williams; Steven Fyten; Robert K. Christensen; Carlos R. Jones; Michael R. Gherardi; Anthony Winstead; **Local 13:** Antonio P. Martinez; Freelin E. Hummel; Sara Espinoza; Sergio Mendez; Rafael Gama; Joseph S. Ray; Ted T. Miladinovich; **Local 19:** Chris J. Di Re; Robert F. Burden; Philip K. Pai; Kelly G. Hanke; Bruce A. Putnam; Jim A. Enos; Darrel B. Stone; **Local 52:** Douglas N. Thorpe; Raymond H. Reinhardt, Jr; Joseph D. Wenzl; Gary E. Hauptli; **Local 63:** Albert J. Mckenna; Richard A. Hernandez; Joseph J. Svorinich; Cheryl A. Stover; Mary L. Moreno; Yolanda M. Nuhi; George Caserma; Douglas P. Bell; Marion A. Spolver; William D. Burns; **Local 94:** Russell Monroy; Henry Gutierrez; Peter P. Torres; Morey W. Ono; **Local 98:** Jay E. Basher;

DECEASED PENSIONERS:

Local 8: Harold L. Jones; Gary L. Vandermost; **Local 10:** Paul D. Bartlow; **Local 12:** Edward Springsteen; Wallace C. Robbins (Laura); **Local 13:** Eddie M.

Alvarado; James K. Muldrow; **Local 19:** Parker Kennedy; John Wold; **Local 21:** James M. Turner; **Local 23:** Loren G. Iverson (Kathleene); **Local 24:** Charles R. Revel; Jeffrey D. Jewell (Vicki); **Local 34:** Walter Ho; Eliseo Hernandez; Reynold F. Sanchez; Frank J. Perez; **Local 46:** Joe G. Lorenzana; Richard Macias; **Local 50:** William F. Bradshaw; **Local 53:** Everett S. Lawrence; **Local 54:** Jaime Villalvazo; **Local 63:** Louis R. Lamont Jr; John M. Cvitanich; Thomas E. Beecher; Ramon E. Quesada; **Local 91:** Clarence Small (Eva); Daniel P. Haleamau III (Martina); **Local 92:** Walter Snidow (Betty); Arne E. Auvinen (Mary); **Local 94:** James H. Byrd; Ernie J. Garsen; **Local 98:** Theodore E. Leonard;

DECEASED SURVIVORS:

Local 8: Mildred C. Groves; Virginia Nann; Anna J. Degner; Alice Lahaie; Lucylle M. Lehmann; **Local 13:** Angela Valbuena; Kathryn P. Quadres; Milka Antich; **Local 29:** Marguerite Wirick; **Local 32:** Jacquelyn E. Lisi; **Local 34:** Rosa S. Iannacone; Mary N. Oliver; **Local 52:** Josephine J. Pirak; **Local 63:** Shirley Stansbury; **Local 75:** Cora A. Palad;

September 2014

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 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 2013(which is the most recent audited year), the financial review has confirmed that no more than 11% 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 11% 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 or other longshore industry employers, please also note that with respect to Coast Pro Rata Fees (including "Fighting Fund" fees), for calendar year 2013 (which is the most recent audited year), the financial review has confirmed that no more than 6% 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 11% 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 6% 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 November 1, 2014. 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 November 1, 2015 for expenditures related to nonchargeable activities based on the applicable percentages noted above and also will be provided detailed, independently verified 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. Sept 2014)