The WAREOWNERS WORKER believes it is of vital importance that everyone longshoreman know what the agreement arrived at by the Mediation Board and the District Executive Board contains. This agreement was drawn up behind closed doors the last two days of the hearing.

Strangely enough, the most vitally important questions, such as discrimination against IIA members, employers recruiting new-comers to use in case of trouble, the question of the Blue Book being given representation, and a coastwise wage scale, are not agreed to in writing, but the shipowners have given us their "very good promise"—verbally—"through a gentleman's agreement" between the shipowners and the District Executive Board, that (cont. next column)

they will cooperate fully with the men in working out all difficult problems, even going so far as to help them cut down on the big loads.

The following are the main parts of the agreements made by the shipowners in writing:

No. 1: To expedite matters, the Waterfront Employers Union of San Francisco propose that they accept the International Longshoremen's Ass'n as a representative of the majority of the longshoremen in the San Francisco Bay District. As such, they will meet with the representatives of the International Longshoremen's Ass'n for the purpose of collective bargaining concerning maximum hours, minimum wages and other conditions of employment.

The Waterfront Employers Union, if (cont. next page)

THE MARRIAGE

ISSUED BY A GROUP OF RANK AND FILE STEVEDORES IN THE I.L.A.

SEND ARTICLES, JOB-NEWS, ETC. TO P.O. BOX 1158

ISSUANCE NUMBER
or Board act in lieu of the Ad-
ministrator, and that the Pacific
American Steamship Association
act in lieu of the Code Author-
ity in the nomination of the re-
presentatives of the employees
and employers."

ARBITRATION BOARDS TO STIFLE
STRIKES

This section of the agreement
is for the purpose of trying to
hold back any action on the part
of the men when any disputes such
as discrimination, etc., arise.
It is only for the time being, or
until the code is signed, or after
Marsden's death. Until the code is
signed, it will contain a board
of mediation and arbitration, to
force settlement of all disputes
under this section of the agree-
ment, a board of two employers
and two employees, with power to
select an impartial chairman to
settle any dispute, will be set
up, whose decision will be final.
In principle, the shipowner is
allowed to pick his own men, but
in the case of the ILA, the mem-
bors of the Board are to be ap-
pointed by the Regional Director
of the Labor Board (Dean Grady).
This Board will decide on all
serious disputes that cannot be
settled by the Rules Committee
of five, and five, who are elected
by vote. In event that the
Rules Committee cannot set-
tic a dispute, it goes on to the
Mediation Board, which becomes an
Arbitration Board, when the chair-
man is selected. The Rank and
File is not consulted as to whe-
ther or not the chairman is to
be appointed. This imparts to the
majority of the Boards. In
plain words, the two members
of the ILA that are appointed by
the Labor Board can decide that
the Mediation Board becomes an Arbi-
tration Board, to settle all im-
portant disputes. In this way,
successful strikes with a solid
front are prevented by causing
discontent and confusion in the
ranks as to whether the final de-
cision was good or bad, as has
been the case of the outcome of
the recent mediation board. Fur-
thermore we have no guarantee
that the Regional Labor Board
will not appoint one member of
the ILA on this board (as it has
done in the past) to speak for the
majority and the other labor
representative to be appointed
from the minority groups, such
as the Blue Book and Pink Hall,
to speak for the minority, or all
longshoremen not in the ILA. These
Boards are for only one purpose:
to divide and confuse the men,
so that united action to enforce
any demand cannot be taken.
(3) "The Waterfront Employers Union concern in the suggestion that a dispatching hall be established in order to cure many of the difficulties and complaints which have arisen from the dispatching system heretofore in effect in this port, and to effectuate a more equitable distribution of work among the men employed in the industry. Employers realize that this cannot be a hall solely operated by them—selves nor can it be a hall solely operated by a labor organization. Some measure of joint representation or joint management can be worked out, and the employers are confident that the longshoremen and themselves can develop a fair and satisfactory solution."

ILA & BLUE BOOK JOINED IN MARRIAGE

This Section gives us the benefit—and great pleasure—of operating a hiring hall together with the shipowners. This is our "closed shop". This is exactly the way all Fink Halls got started, and gradually, through their blacklist listing, drove out every union man. How can this be made into a closed shop, when the shipowner has half the say in running the hall, and also has the say on the different docks as to whether a man works or not? In other words, although theILA has the majority of men, the shipowner has job control. For this reason, what at first glance may seem to be a fifty-fifty proposition, is in reality a horse of a different color.

(4) "The employers again state their views that because of local differences, each port's problems must be handled separately."
quired to be able to work. Ramon
bor at all times that we only
have the shipowners promises "by
gentlemen's agreement", and that
this will not be lived up to.
We must be on our guard against
dragging in any decentralization
plan thru the back door by sub-
stituting a system of checking
off names on the payroll against
names on the membership lists —
over a given period of time in-
stead of holding elections. This
will result in many bona fide
union stowodores being eliminated
on the waterfront as it will al-
low the shipowners an equal say
as to who will work. This was the
system that was saddled onto the
auto workers, which resulted in
many union men being laid off
and others forced into the comp-
pany unions. Remember -No "behind
the-bush" payroll elections.

"GENTLEMEN'S AGREEMENT"-WHAT THE
MEN MUST DO
It should be plain to every
stowodore on the waterfront, that
regardless of how the agreement
is looked at, the original de-
mands of the men are simply just
missing. We were supposed to
waive our demands for recogni-
tion with a closed shop, for some-
thing in return, & we got what —
generally results from mediation
or arbitration. Half a loaf ... of
good bread may be better than
none, but half a loaf of moldy
bread means to die of poison in-
stead of starvation. If the agree-
ment is as good as the officia-
als claim, why do they keep it
so quiet? Why not submit it to a
vote up & down the Coast like —
the strike ballot, instead of slip-
ping it over on the Coast, & rat-
ifying it by nominating a elect-
ing a Rules Committee, which automatical-
ly means we adopt the agree-
ment. The way that the motion to
elect the committee was railroad-
ad thru at the last regular meet-
ing—even being voted on a Saturday
when the 1st vote failed to slip
it over on us— has opened the eyes
of many longshoremen. Even in app-
pointing the balloting committee,
the same railroad-machinery works
overnight. One member of the ballot-
ing committee that was unanimous
ly voted down, was still put on
the job when voting started. The
record of this member is well
known on the Front. His phoney ac-
tivities in the Sailors Union, &
his stowodoring now confined to
cramping in the ILA hall, now that
he can’t find any suckers in the
Blue Book Hall, was the reason he
was voted off the balloting com-
mittee....Pedro Pete’s latest —
bright idea to give the District-
Executive Board full power to neg-
iate all matters of hours & wages, etc., in the future, to mediate and arbitrate— should be a
warning to all longshoremen to —
take an active part in all union
affairs to see what is going on, &
to insist that the Rank&File has
something more to do with the un-
ion than just pay dues & keep their
trap shut. Attend all meetings—ask
questions—take the floor— speak
your mind. Fight for Rank&File con-
trol. Build Dock Committees to strin-
gh them the Union & see that work-
ning rules are enforced.