



THE DISPATCHER

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Practical lessons: Maddie King (left) and Jared Hueholt from Local 5 worked on a mock audit of a hypothetical union local. Participants applied the lessons they learned throughout the week in this group exercise.



First contract for Scoular grain workers
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Oversight, transparency, and accountability are priorities at Secretary-Treasurers conference

A record 83 ILWU members, officers, and staff who oversee local finances attended the Secretary-Treasurers Conference in Seattle on May 19-24. The five-day training used a combination of interactive exercises and presentations from experts to help participants understand their legal and ethical responsibility to protect membership dues dollars. Topics included best practices for record-keeping, transparency, proper oversight and democratic accountability.

Special guests at the conference included ILWU International President Willie Adams, ILWU International Vice President (Mainland) Bobby Olvera, Jr., ILWU International Vice President (Hawaii) Wesley Furtado, ILWU International Secretary-Treasurer Ed Ferris, Coast Committeeman Cam Williams, ILWU Canada's Second Vice President Dan Kask, ILWU Canada's Secretary-Treasurer Bob Dhaliwal, and ILWU President Emeritus Bob McEllrath.

Secretary-Treasurer Ed Ferris, Coast Committeeman Cam Williams, ILWU Canada's Second Vice President Dan Kask, ILWU Canada's Secretary-Treasurer Bob Dhaliwal, and ILWU President Emeritus Bob McEllrath.

Welcome from President Adams

President Willie Adams and Secretary-Treasurer Ed Ferris welcomed participants to the event that began on Sunday evening. Adams thanked everyone for coming to the training and for their dedication and commitment to the ILWU.

"This week you have an opportunity to learn, become engaged and take this information back to your locals," Adams said. "The power of this organization doesn't sit at the top of this organization – it is right here in this room."

Adams spoke briefly about the many challenges facing the union with attacks by the employers in the courts and at the bargaining table.

"In our 88 years, we've been sued a lot, but always stayed focused on our work to represent members. We cannot live in fear. We have to take these challenges head-on," he said.

Ed Ferris said he attended the last Secretary-Treasurers Conference in 2013. "I sat in this same room, just like you are today. I left that training with a feeling of empowerment, and that's what I hope you leave with. The goal of this conference is to go back to our locals with new skills to better serve them," he said.

Going paperless

During the conference, each participant was loaned an electronic tablet that provided access all documents, presentations and other materials used during the week. The digital format saved time and money by avoiding the expense of shipping heavy documents, renting copiers and purchasing reams of paper.

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ILWU joins ITF strategy meeting in Italy



Port problems: ILWU leaders toured the docks in Genoa, Italy where workers have grown frustrated by company efforts to undermine union contracts. The failure by companies forced workers to strike for 24 hours on May 23.

ILWU International President Willie Adams led a delegation to the International Transport Workers Federation (ITF) meeting in Genoa, Italy, on May 13-16. Joining Adams were Vice President Bobby Olvera, Jr. and International Secretary-Treasurer Ed Ferris.

Among the topics discussed by the ITF Dockers Section – which represents 420,000 longshore work-

ers across the globe – were automation and technology, threats to longshore jurisdiction by vessel operators assigning longshore work to ship crewmembers, safety and health concerns, and threats to cabotage laws, including the Jones Act in the U.S., that requires American-made vessels and crewmembers to perform all work on domestic shipping routes.

ITF delegates responded quickly to ILWU concerns that arose during and shortly after the meeting in

Italy. On May 16, the ITF Fair Practices Committee interrupted their proceedings to mourn the death of Local 13 member Jose Santoyo, who was killed on the job May 15 at the Port of Los Angeles. The ITF held a moment of silence in Santoyo's honor, and issued a letter to convey, "Our deepest sympathies and heartfelt condolences to Brother Santoyo's family, friends and fellow workers in the Port of Los Angeles."

On another matter, delegates issued a solidarity statement to ILWU Canada and docker unions around the world, affirming the overwhelming vote on May 10 by ILWU Canada longshore workers who authorized a strike, if necessary, in order to win a fair contract from the British Columbia Maritime Employers Association (BCMEA). The announcement noted that the strike authorization vote passed by an impressive 98.4% margin, and called-out employers for failing to negotiate in good faith.



Strong bonds: Global leaders from the International Transport Workers Federation met May 13-16 at the Port of Genoa, Italy, for strategy, planning and action meetings. Pictured (L-R) are ILWU International Secretary-Treasurer Ed Ferris, International President Willie Adams, ILWU Canada Local 519 member Viri Gomez, ITF President Paddy Crumlin, National Secretary Joe Fleetwood of the Maritime Union of New Zealand, and ILWU International Vice President (Mainland) Bobby Olvera, Jr.

"Participating in these meetings keeps us informed about what's happening to port workers around the world," said ILWU President Willie Adams. "We gain a lot by sharing information and working together to deal with global corporations."



Solidarity for ILWU Canada: International docker unions sent a solidarity message from their meeting in Italy after ILWU Canada longshore workers voted overwhelmingly to authorize a strike if necessary to win a fair contract with the British Columbia Maritime Employers Association.

Jim Norton honored for his work in Tacoma

Tacoma pensioner and former Local 23 Business Agent Jim Norton was honored for his lifetime of work by Tacoma Port Commissioners on May 9.

Commissioner Don Meyer, introduced the motion to honor Norton.

"We are recognizing the true contributions Jim Norton that has made, not only to the union, but to the broader community. He understands the value of a good union job," said Meyer.

Norton started working on Tacoma's waterfront in 1966 and became a Class "A" longshoreman in 1970. Though an early troublemaker, Jim quickly earned the respect of his coworkers and was voted Business Agent in 1989. He retired in 1994, but Norton never drifted far from the waterfront and counseled leaders in both Local 22 and 23 about contract negotiations. Today he works with the Young Worker's Committee at Local 23's, and serves as arbitrator for the Northwest Grain Contract.

At the May 9th Commission meeting, ILWU members, port management and commissioners, all testified to Norton's impact on the Port of Tacoma. Each echoed Norton's ability to find common ground, secure family-wage jobs and do what was best for the Port.

Local 23 member Vance Lelli who serves as President of the Pierce County Central Labor Council, said he came to appreciate Norton when his father was President of Local 23.

"My father once told me that the grievance machinery inside the ILWU and PMA is one of the hardest things to understand because nobody else studies it and nobody else knows it, but that Jim Norton had the best grasp of how it works."

Commissioners also heard from Local 22's Dax Koho, who told how Norton assisted their public employee members who works for the Port. Norton began working with what is now Local 22 in 1998, during contract talks with the Port.

"He's a tremendous asset when negotiating," said Koho. "Jim has

taught me the value of relationships and why work away from the negotiating table is so important to making it work. He's made Local 22 feel like we belong to the ILWU and are part of the giant brotherhood."

Port Commissioner John McCarthy, who worked as a casual on the Tacoma waterfront from 1965-1975, recalled Norton as being "fiery." "Jim has always reflected the culture of the longshore men and women from Tacoma who are independent – but learn to work with others in leadership roles that make a mark. Jim has valued labor and what it has meant for the Tacoma advantage."

Fellow Commissioner and Local 23 member Dick Marzano, followed McCarthy's remarks, adding "No one knew the contract better than Jim Norton."

Norton, who was tricked into attending the meeting by friends, was surprised by the public recognition. "This is truly unheard of, where a port honors one of its' workers," Norton said. "It's meant a lot to me, the partnership between the union



ILWU honors: International President Willie Adams presented Norton with a plaque from the Coast Longshore Committee and the ILWU Titled Officers.

and the port. I hope our union guys are listening to keep up this unique relationship."

ILWU International President Willie Adams flew up to attend the meeting, comment about Norton's importance, and present a plaque on behalf of the ILWU Titled Officers and the Coast Longshore Committee.

"Jim Norton is one of the finest men I know, and a true hero of the working class," Adams said. "This is for your years of service, tireless dedication and all the times you did things and provided mentorship that were never recognized. We owe you a debt of honor and gratitude."

DISPATCHER

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Pressure builds on Oakland Port to scrap plans for a waterfront stadium & condos

Police and news helicopters circled overhead as hundreds of union and community supporters converged on the dusty entrance to the Port of Oakland's Howard Terminal. The gathering occurred on May Day – the traditional workers' holiday – and attracted supporters from near and far who marched and rallied with the ILWU and a host of maritime unions and business groups who are opposing plans for a baseball stadium and luxury condos on the Terminal's 55 acres. More than a dozen speakers repeated the same warning to local politicians: "Your plans for luxury condos and baseball stadiums don't belong on the working waterfront!"

Intensely industrial

While the crowd gathered, noisy container trains rumbled past on their way to and from the docks with union engineers at the controls who blasted their air-horns to show solidarity. A much longer line of diesel trucks waited in each direction, hauling trailers full of scrap and crushed cars down the dusty Embarcadero. They were headed to Schnitzer, one of the nation's largest recycling and steel companies, with operations in 30 states including California, Oregon, Washington and Hawaii. Their Oakland facility is bordered by the Howard Terminal that may soon be surrounded by luxury condominiums if the ill-conceived stadium deal goes forward.

Diverse coalition

Local 10 President Melvin Mackay has helped build a coalition to fight the stadium/condo plan that includes some surprising allies, including Schnitzer, the Sierra Club, Audubon Society, Ag Transport Coalition, Trucking Associations and Save the Bay.

"We've been working with the truckers and all parts of the maritime industry," said Mackay. "We've got to keep what we have at the Port. We have no room to give up, and if we do, you won't have a job. It's only a matter of time," he said.

"If they build condominiums, if they build hotels, you can rest assured that the waterfront in Oakland is gone. Those people don't want to live next to industrial operations that make noise and dust 24-7, and they'll demand changes and force out industry to protect their property values," he said to hundreds at the rally.

Flight Attendant support

Mackay introduced the day's special guest, Sara Nelson, President of the Association of Flight Attendants, the union representing 50,000 workers at 20 airlines. Known as a dynamic speaker, Nelson didn't disappoint, and she encouraged union members to,

"stand up and make your voices heard. There are so many jobs at stake here, good jobs, and the only way to save them is by organizing and fighting for our rights – which is the only way that working people have ever made progress," she said.

Support from teachers

Many teachers attended the event from both Oakland and San Francisco. Susan Solomon, President of the United Educators of San Francisco, drew the connection between good schools and good jobs, explaining:

"We can't live in a society without good jobs for kids, no matter how hard they and their teachers want everyone succeed in school."

Solomon noted that the main mover behind the stadium deal is Oakland Athletics owner John Fisher – who made his fortune the old-fashioned way – by inheriting it from his father who owned the Gap, Old Navy and Banana Republic stores. The Fisher family has billions in assets and is a top donor to anti-union political candidates and causes, including charter schools and other efforts to weaken teacher unions.

ILWU International Secretary-Treasurer Ed Ferris, a member and former President of Local 10, told the rally that keeping the baseball stadium out of the Port is a life-and-death decision:

"Our very future survival is at stake. I understand that the Oakland A's want to have a new stadium and that's fine. Do it at their existing site. Let's make sure that the City of Oakland, the Mayor, the Council and everybody understands that this stays a dock, not a stadium."

Marina Secchitano, President of the Inlandboatmen's Union, the ILWU's Marine Division, has been working with Mackay to help organize the local coalition and said, "If we don't protect our jobs, there aren't going to be any good paying jobs. We have to come out and we have to fight for them."

Some supporters at the rally travelled long distances to attend, including Local 13 Vice President Gary Herrera, Local 63-OCU President John Fageaux, and Local 500's Joulene Parent from ILWU Canada, who attended with her husband Mike from Local 514. Local 13 members Francisco Franco, Monique Anglada, and John Seixas were also in attendance.

Local leaders from the Bay Area included BALMA President Mike Velligante and Local 34 President Keith Shanklin, Local 10 Vice Robert Bradford and Local 10 Business Agent Trent Willis who served as the MC for the march to City Hall.

The group of new ILWU members who are organizing at the Anchor Brewery were represented by Brace Belden

Trucking Company owner Randy Garcia of GST Transportation, said the City of Oakland is facing a defining moment: "Is the mayor, the city council and Port Commission going to stand by the men and women of this city and



Photo by David Bacon

Holding them accountable: ILWU Local 10 President Melvin Mackay questioned Oakland Port official Mike Zampa about the agency's commitment to protecting good jobs and industrial zoning. Port Commissioners voted to continue formal planning talks with the Oakland A's for a new waterfront stadium and condo development. Maritime unions and businesses – along with environmental groups – oppose the plan because it threatens jobs and raises a host of other problems.

country, or are they going to stand by the rich men of this city and state?"

Local 10 Pensioner Clarence Thomas, who was interviewed at length by Pacifica radio on the morning of the rally, told listeners: "This is a development deal, pure and simple. It involves valuable real estate and luxury condos, which have nothing to do with the kind of affordable housing that Oakland needs. He said that the typical small percentage of "affordable housing" included in most development deals was a drop in the bucket compared to what is needed.

The stadium project got rolling in April of 2018 when the Port and Oakland A's approved a one-year "Exclusive Negotiating Agreement"

Stadium moves to next step

Just over a week after the 2019 May Day protest, on May 13, Oakland's Port Commission voted unanimously to approve an "Exclusive Negotiation Term Sheet" – a deal that allows the Oakland A's to move forward with planning and preparation to design their project and propose a lease. The project can move forward with environmental impact studies, waivers and permits needed to build the stadium. The City of Oakland will need to re-zone the site for non-industrial and residential use, something that will require jumping through legal hoops with two powerful agencies: the Bay Conservation and Development Commission and State Lands Commission.

On the morning of the May 13 meeting, the community coalition opposing the project and the Oakland A's held competing events outside the Port Commission offices. The community coalition opposing the stadium held a press conference that featured active and retired waterfront workers dressed in their work vests, hard hats and oil covered overalls.

The Oakland A's sponsored a pep rally just a hundred yards away with a live music, DJ, free food, and "SWAG" bags. Former Oakland A's star players

Ricky Henderson, Shooty Babitt and Bip Roberts worked the largely affluent crowd who were decked-out in expensive A's jerseys and baseball hats. An oversized box truck, outfitted with a digital billboard displayed an architectural rendering of the stadium.

Only a small portion of the crowd that morning was allowed into the commission meeting. Most stayed outside and watched the meeting on large-screen TVs set-up outside.

Inside, Port Commissioners showed their bias by giving the A's time for a fancy PowerPoint presentation of their proposal. Stadium opponents had to present their case as individual speakers, confined to a time-cap of one minute each.

During public comment, Clarence Thomas noted the irony of the stadium's design that seeks to capitalize on the history of the Oakland's working water front by incorporating two non-working cranes as "ambiance" and "props" while real workers are likely to be displaced in nearby terminals that will inevitably run into trouble with wealthy condo owners nearby who object to the 24-7 operations that involve dust, dirt, noise and bright lights. "We are not props. Longshore workers are vital to the economy of the entire region, but this Port Commission seems willing to sell the 'goose that lays the golden egg' in order to make a quick buck," Thomas said.

Mackay said that the Commission's decision to move forward with the stadium was "slap in the face" to port workers and vowed that the fight to protect good jobs will continue.

Oversight, transparency, and accountability are priority at Secretary-Treasurers conference



Record attendance: A total of 84 people turned out to the 2019 Secretary-Treasurers conference. The conference focused on the responsibilities and best-practices to ensure transparency and accountability in maintaining union finances.

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Oversight and transparency are key

Training sessions focused on the importance of open and transparent financial practices, so members can see that their dues money is being fully accounted for and properly spent. This requires proper bookkeeping practices, documentation of expenditures along with constant 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 that is far more frequent than most organizations.

Local 5 Secretary-Treasurer Ryan Takas said it was essential to have a 'culture of paranoia' with multiple people overseeing the books and redundant systems of checks and balances. "It may seem inefficient to some," he said, "but our goal is not efficiency – it's the safeguarding of union funds."

IBU Secretary-Treasurer Terri Mast was a veteran presenter at the conference. "I think the Secretary-Treasurer is the most important position in the union, she said. "Our responsibility is to make sure that we have proper controls in place to protect the members' money."

Hard lessons

The ILWU has a strong record in protecting member's dues money from fraud and abuse. However, a few isolated instances have occurred, like in all organizations, where an individual

tried to steal funds from local union members. Those illegal actions were eventually discovered and the individuals responsible were prosecuted, with funds recovered through restitution.

Instead of ignoring such instances or sweeping them under the rug, these rare examples were used as case studies to help guard against future abuse. Group discussions focused on shortcomings that enabled fraud to initially go unchecked until it was exposed. Presenters reviewed new practices that have been put in place to tighten oversight of union finances.

The conference also covered democratic safeguards, including the proper conduct of local union elections, laws regulating the use political action funds, obligations unions face as employers, bonding requirements for staff and officers who handle union funds, and proper management of current and archival union records.

Time out for solidarity

On Wednesday afternoon, the conference broke early so participants could march in solidarity with staff at the Edgewater Hotel, where the event was held. The hotel workers belong to UNITE-HERE Local 8 and are facing difficult negotiations to renew their contract. Workers want better wages to keep pace with rising costs in Seattle, lowering the threshold to qualify for healthcare benefits, and winning successor language to protect their contract if the hotel is sold. ILWU members joined a rally and informational picket outside the hotel.



Team work: Local 10 Secretary-Treasurer Farless Dailey (left) with Local 10 staff member Julie Chandler worked together on one of the group exercises.



Touch one, touch all: ILWU International Secretary-Treasurer Ed Ferris spoke at a solidarity rally with UNITE-HERE Local 8 members. Ferris strongly encouraged management to negotiate a fair contract with the workers at the Edgewater Hotel.

Ed Ferris spoke at the event. "One of the reasons that the ILWU chose to hold our conference at the Edgewater Hotel is because of the excellent service provided by Local 8 members. Management should do the right thing and negotiate a fair contract with you," he said. "Workers shouldn't have to work two or three jobs just to survive."

Willie Adams said that the officers would be expressing their concerns about the contract situation with the hotel management.

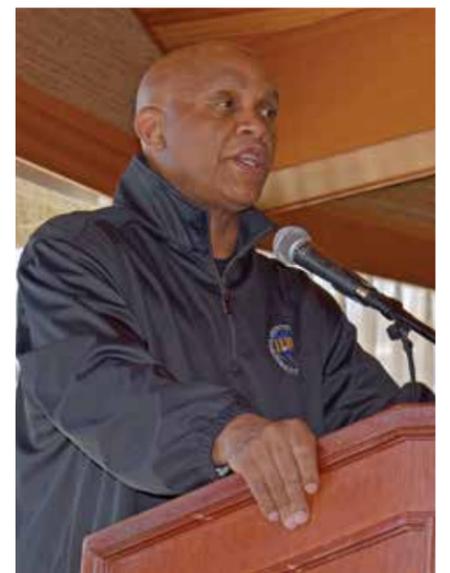
Valuable experiences

As the training session concluded, participants had a chance to reflect on what they had learned.

"The experience has been valuable to me," said Local 51 Dispatcher/Secretary-Treasurer Don Lund. "Our previous Secretary-Treasurer was in the position for over twenty years. Even though I know what and how to do it, the conference has helped me understand why it's important."

Lund said his most significant takeaway from the conference was the importance of transparency. "Even though you know the books are right, it's important that the membership knows that there's nothing to hide and that their money is being properly spent and accounted for."

Melanie Watts, Secretary-Treasurer for Local 142, Unit 4202, said she appreciated getting to meet and learn from ILWU members in every region and division with such diverse



Transparency is key: "Our responsibility to the membership is to be transparent," said ILWU International President Willie Adams in his welcoming remarks.

experiences. "We learned a lot of practical information and best practices to take back home and implement in our locals," she said.

Commitment to education

President Adams said that the International Officers are committed to membership education and plan on having more frequent Secretary-Treasurers conferences. "Once every six-years is not enough," said Adams. "We should be having one of these every 2 to 3 years. Education is a priority for this administration. It's about empowering the rank-and-file and growing the next generation of ILWU leaders."

IBU members continue fight to save Alaska public ferries

(Editor's note: As *The Dispatcher* was going to press, Alaska legislators were finalizing plans to slash funding for the state's Marine Highway System of public ferries that connect dozens of remote communities. Alaska IBU Board member Robb Arnold, who wrote the article below, told reporters: "The \$44 million in cuts is going to be a sledgehammer to the system." The *Dispatcher* will continue following the efforts by ferry workers and community leaders to fight budget cuts and plans to privatize the system.)

Members of Alaska's Inlandboatmen's Union (IBU) worked hard to make sure that their May 7 rally on the steps of the state capitol was a success. They started with a clear goal – to save Alaska's Marine Highway System and the vulnerable communities it serves – from devastating budget cuts proposed by the Governor, State Senators and other politicians who want to replace the public system with a private one that promises to bring higher fares, service cuts and lower job standards.

One day earlier, IBU leaders had delivered more than 800 signatures from community members in Southeast Alaska onto a letter supporting full public ferry funding to the capitol office of Senate Finance Co-Chair Bert Stedman. That same day, ferry workers and community members converged on Legislative offices in Ketchikan and Anchorage. A group in Dutch Harbor held a rally with their local Mayor to support the ferry system.

Juneau's weather in early May was predictably wet, but more than 200 people turned out, thanks to a power-packed lineup of speakers along with some special guests – plus free hot dogs and soft-drinks that enabled many to attend on their lunch breaks.

IBU Regional Director Trina Arnold MC'd the event and began by welcoming all who attended, from so many

different communities and groups, "because there was so much at stake in the coming days and weeks," she said. The Native dance group, Yeas Ku Oo, opened with traditional dancing and drumming – which was beautiful to watch and reminded us that so many communities and native people depend on the ferry system to stay connected.

State Representative Sarah Hannan was next. She explained that it is possible to balance the budget and provide residents with quality public services – including a well-run public ferry system – if enough citizens can make their voices heard. Local singer Jocelyn Riley then provided an inspired musical interlude, and was thanked for sharing her talent. She was followed by State Representative Andi Story, who gave a rousing speech that inspired us to continue our work and keep up the pressure on politicians to save our ferry system.

Three union leaders followed. The first was Shannon Adamson, Alaska's Regional Representative for the Masters Mates and Pilot's union, who spoke about her 8 years of experience as a 2nd Mate on Alaska's public ferry vessels. She said that she hasn't forgotten the faces of so many people who depend on public ferries to stay connected.

Graeme Johnston, President of the British Columbia Ferry & Marine Worker's Union, described how their once-public provincial ferry system had been severely damaged in 2003 by a foolish decision to privatize. That privatization of the British Columbia system went on to lose revenue and slash service to communities – causing an estimated \$2.3 billion-dollar economic loss to the region. The ferries have since recovered somewhat under a more public system with better funding for expanded routes, more frequent



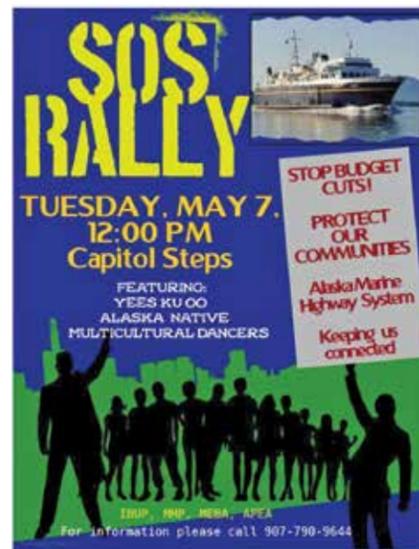
Community unity: The campaign to save Alaska's public ferries has brought together communities from across Alaska who are coordinating their efforts with a diverse coalition.

service, and more modern vessels with new technology to reduce air pollution.

ILWU International Secretary-Treasurer Ed Ferris took the mic and shared some insights from the "McDowell Report," a document that touts significant economic benefits to both coastal and inland communities served by the state's public ferry system. Ironically, the same report is being used to promote privatization with higher fares, service cuts and the selling-off public ferries. Two of the state's most modern "fast ferries," the Chenega and Fairweather, have been put up for sale by Alaska's governor. It seemed like Ed Ferris' comments were loud enough to be heard up on the 3rd floor of the capitol building, where legislators inside have been debating the Governor's drastic cuts to the ferry system and other vital services.

IBU President Marina Secchitano echoed the inequities and injustices resulting from public services that are privatized and run according to the profit motive, instead of human needs. Those most hurt by these arrangements, said Secchitano, are Alaska's most vulnerable residents who are least able to defend themselves.

Her comments were reinforced by public-interest attorney Yvette Soutiere, who advocates for foster children. She noted a report that showed only 9 of 26 Children Services offices in Alaska are served by roads – with most of the remaining sites located in coastal communities that depend on public



ferries to stay connected. She said the ferries play a crucial role in serving "at-risk" children with social services and other community resources.

The rally concluded as the rain subsided, allowing time for an open discussion with community supporters and ferry workers. Questions and comments were shared in a democratic process that took place, appropriately, in front of Alaska's capitol building, where state representatives inside are teetering on the verge of destroying one of Alaska's most treasured public resources. Before leaving, rally participants resolved to continue fighting for the most vulnerable coastal communities in Alaska – and the public ferry system that keep them connected.

Robb Arnold
IBU Alaska Executive Board



Support for the cause: ILWU International Secretary-Treasurer Ed Ferris spoke at the May 7th rally in Juneau, emphasizing the union's continued support for communities and ferry workers fighting to save the Alaska Marine Highway System. He was joined by (L-R) IBU Regional Director Trina Arnold, IBU President Marina Secchitano and President Graeme Johnston of the British Columbia Ferry and Marine Workers Union.



Community outreach in Juneau: IBU and community leaders have been working together in towns across Alaska to save the public ferry system. Pictured (R-L) are Regional Director Trina Arnold, her daughter Kiera and IBU Alaska Patrolman Krissel Calibo.



Rallies across Alaska: The May 7th rally at the State Capitol was one of many that have involved hundreds of citizens and union members across the state who are pushing legislators to protect the public ferry system.

Alan Michael Coté: former President of the Inlandboatmen's Union

More than 100 union members, community leaders, friends and family came from as far as Hawaii, Alaska and Australia to Seattle's Labor Temple on the evening of May 18 where they remembered and honored their departed brother, Alan Michael Coté, who led the Inlandboatmen's Union of the Pacific for 12 years from 2005-2017.

The memorial opened with a moving prayer by Father Joseph Peters-Matthews of Seattle's Seafarer Center, a project that provides domestic and international seafarers with support and solidarity. It was followed by heartfelt eulogy delivered by IBU Secretary-Treasurer Terri Mast, who worked closely with Coté. She fought-back tears while sharing details of his life and efforts to lead the union through turbulent times.

Coté was born in 1957 in Renton, WA, 10 miles south of Seattle, where he was raised by parents Benjamin and Frances, along with his deceased sister Diane and older brother Steve – who attended the memorial with his wife, Carol. Steve told a story that won smiles and laughter when he explained how Alan's notoriously poor eyesight was discovered long ago when his younger brother became briefly lost in the woods during a family camping trip – a condition remedied with eyeglasses and thick lenses that Coté wore for the rest of his life.

By all accounts, Coté was a curious and intelligent student with a gift for storytelling and negotiating. He once bargained a \$5-dollar-a-week payment plan with a judge for a traffic ticket he received while hot-rodding when he was only 16-years old. Coté used his daily lunch money to quietly conceal the mischief from his parents. In college, he formed a network of close friends who remained in touch for the



next 44 years. He met his wife Linda in high school, later reconnecting with her when she worked at one of Alan's favorite restaurants. She invited him on a group camping trip where she was won-over by his excellent cooking and quick wit. They married in 1993 and enjoyed 26 years together.

Alan worked as a personal chef on a yacht for several years before taking a job with Crowley Maritime in 1989 where he combined his love of cooking with maritime work. He quickly became active in the union and won support from co-workers who elected him to be a shop steward, then Bargaining Committee member in 1997. Two years later he was elected as a Towboat Patrolman for the Puget Sound.

In 2005, Coté, was elected President of the IBU where he served for 12 years. His leadership qualities, according to Terri Mast, included good listening skills and an ability to encourage talent in others – while allowing them room to operate with their own style – offering backup and support when needed.

"He was a man of his word and was trusted by both the membership and employers," said Mast. "He was a good negotiator and bargained some of our best contracts."

Respect from both sides was confirmed by Lee Eglund, head of Labor Relation for Crowley Maritime on the West Coast, who previously worked on tugs and towboats as an IBU member.

"Alan was firm but fair," said Eglund, who added that Coté would sometimes torture him with long lectures about meat cuts and other odd topics if it seemed the company wasn't responding to worker concerns during contract negotiations.

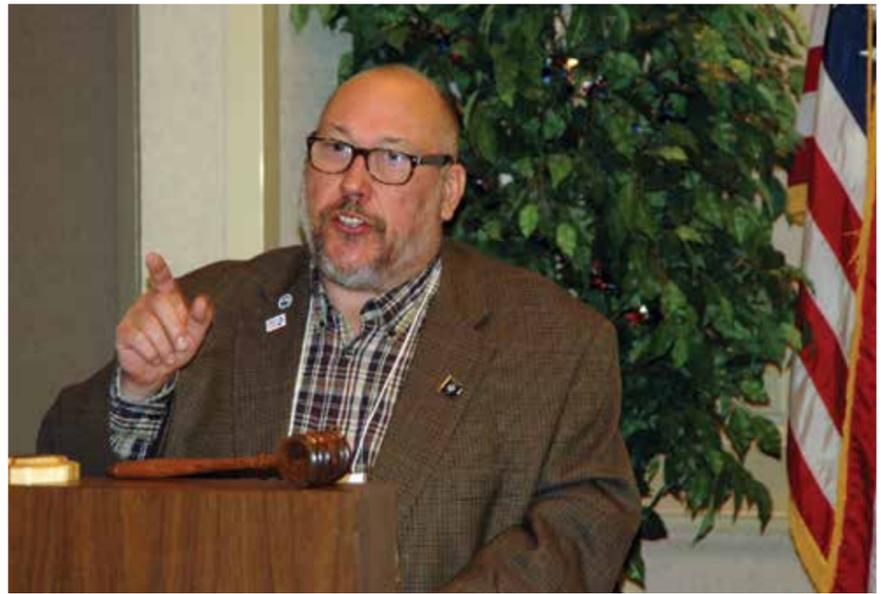
A spirited and uplifting musical interlude was provided by members of the Seattle Labor Chorus, including IBU member Sue Moser.

Fellow IBU leader Jeff Engels, now West Coast Coordinator for the International Transport Workers Federation, recalled how he and Coté learned painful but important lessons from a long and bitter strike that the IBU waged against Crowley in 1987 – highlighting the need to organize growing numbers of non-union workers in the tug and tow industry.

"I ran for IBU President in 1999 and lost, then Alan won a few years later in 2005," said Engels. "I didn't mind Alan jumping ahead because we're supposed to promote and encourage new leaders with talent – not hold them back."

ILWU International President Willie Adams spoke briefly, but powerfully, at the memorial.

"I'm not here tonight as your President, but as a friend and union brother," he said. "I first met Alan in 2005, and we saw each other regularly at meetings of the International Execu-



tive Board and other union events. Like many of you, I was glad to see him at the IBU's 100th Anniversary celebration last November, here in Seattle, which was the last time that some of us saw him."

"He died too soon, but made the most of his time here with us," said Adams, who praised his leadership skills. "Thank you for sharing Alan with us – he made the labor movement, and our union, much better,"

Coté made connections when he travelled and worked with other unions, often turning these encounters into political alliances and working groups. That's what happened when he visited Australia and helped establish a sister-port relationship between Seattle and Sydney. Later he helped establish a Towboat and Tugboat Conference that brought together unions from different countries with common problems and employers.

A recorded video message from Paul Garrett, Assistant Secretary at the Maritime Union of Australia in Sydney, was played at the memorial. Garrett conveyed condolences on behalf of MUA members along with his personal gratitude for the opportunity to work with Coté, whom he described as a "great mate."

Rob Patterson, Honorary Deputy Branch Secretary from the MUA in Sydney, appeared at the memorial in-person, saying, "when the news of Alan's death arrived, it was a very somber day. He always told us that he didn't consider his work for the IBU to be a job, but an honor, to serve the membership."

At home in the Puget Sound, Coté built similar coalitions at the local level, serving as President and Secretary-Treasurer of the King County Maritime Trades. In doing this work, he was honest about the challenge – while committed to the goal of building greater unity, no matter how frustrating the process could become.

Don Marcus, President of the Masters, Mates and Pilots Union, attended the memorial where he praised Coté's effort to build unity under difficult circumstances. He and Coté were instru-

mental in forming the Maritime Labor Alliance that provides a way for the ILWU and IBU to coordinate with other unions.

"Maritime Labor has lost a good friend and man of vision, intelligence and insight," said Marcus who noted that Alan was frank and refreshingly down-to-earth.

"He was at home in a tugboat galley or the halls of Congress, where he always wore a plaid flannel shirt and didn't hesitate to speak his mind to members of Congress."

Coté's willingness to speak honestly about problems was also evident at meetings of the ILWU International Executive Board, where he served from 2006-2017. His reports and comments were refreshingly frank and he willingly shared difficult decisions facing the IBU for which there were no easy answers.

ILWU Canada's Local 400 Secretary-Treasurer Jason Woods said his union and the IBU have shared some similar history, employers and struggles over the years. He noted that Local 400 is mentioned in the IBU Constitution because of their similarities and solidarity, and felt fortunate to have shared many meaningful conversations and meetings with Coté.

The loss of Cote's wife, Linda, who died suddenly and unexpectedly in 2018, was a devastating blow that left him heartbroken, and his adjustment to a new life after serving in the union so long, seemed difficult.

A favorite project of Coté's was the Tongue Point Maritime Academy in Astoria Oregon, where young people – often from challenging backgrounds – receive expert, practical training to secure good jobs in the maritime industry. Seamanship Instructor Mike Sasso explained how Alan sometimes talked about teaching a cooking class one day at the Academy. One project that is being realized is the Academy's construction of a 1/35th scale model tug and barge – large enough to teach students the dynamics of tug and tow vessel operations. Sasso said the new vessel will be named the "Alan Coté."

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First contract for Scoular grain workers

Local 8 signed a first contract with the Scoular Company on May 2 that covers workers in Burbank, Washington. The facility is located on the bank of the Snake River where it joins the Columbia in the “Tri-Cities” region that includes Richland, Pasco and Kennewick.

The settlement represents Local 8’s return to the Tri-Cities, where the ILWU previously had contracts with Continental Grain and Cargill before they closed 15 years ago.

Scoular is a 125-year old privately-held company with over \$4 billion in annual sales that buys, sells, stores and processes grain and related products. They also manage transportation and logistics worldwide. The company operates a number of elevators in Idaho and Oregon, that consolidate products at the Burbank facility for barge transport to export terminals in Portland, Kalama/Longview and Vancouver, WA.

A 10-months negotiating effort resulted in wage increases of \$10 an hour plus annual raises during the 3-year contract. Retroactive raises went



ILWU returns to the Tri-Cities: Workers at the Scoular Company secured a first contract on good terms after 10 months of negotiating. Shown at the company’s Burbank, WA facility are (L-R) Local 8 Secretary-Treasurer Mike Stanton with Scoular workers Juan Favela and Bruce Perry.

back to July 21, 2018. The new agreement contains “just cause” protections, a dynamic grievance machinery, clarity on jurisdiction, seniority provisions, union security, pensions and health care coverage.

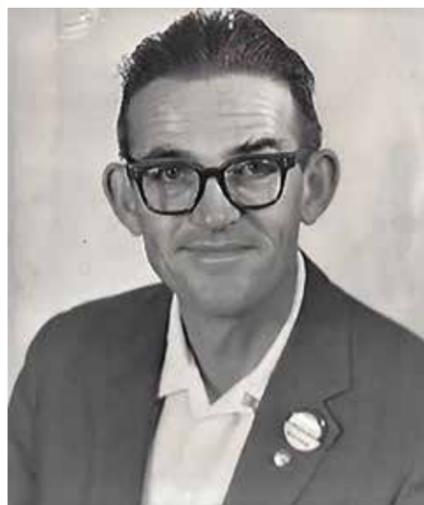
Chief negotiator Leal Sundet, said “this is Scoular’s only union contract

but the negotiating process was positive and fair. Each side compromised to reach a final result that was good for both parties. It seems that American-owned companies like Scoular and Cargill are showing more respect for workers and the collective bargaining process, unlike foreign-owned com-

panies we’re negotiating with at major export terminals in the Northwest: Pacifcor Corporation that operates Columbia and Kalama Export, United Grain Corporation and the Louis Dreyfus Corporation.”

IN MEMORIAM

William “Bill” Watkins: Former Local 10 President



Bill Watkins, a respected leader at Local 10 for five decades, passed on April 21 at the age of 92.

He was born in Naperville, Illinois on October 5, 1927 to a poor family that struggled to survive during the Great Depression. Like many in that generation, he left home and travelled west to search for a better life.

After arriving on the coast, Bill became a merchant seaman and travelled around the world. Between voy-

ages, he sometimes went home to Illinois with exotic gifts and stories to share with his family.

During the Korean War, Bill served as a Sergeant, but quickly returned to the merchant marine after finishing his hitch with the service. Between voyages at sea, he attended a party in San Francisco where he met the love of his life and soul-mate – Bernice McKnight. She was divorced and had four children: Vernice, Willie, Charles and Ronald Murphy, whom Bill loved like his own. They soon married and had a daughter, Marlena, followed by Claude, Harold and Robert Watkins. With eight children and a family of 10 to support, Bill was glad to become a longshoreman in 1959, beginning at Local 10 as a “B man.” Their inter-racial marriage was controversial in some circles during the 1950’s – including California where racist marriage laws had only recently be overturned by the state Supreme Court – but the couple was welcomed and respected by fellow ILWU members.

Watkins spent the next decades working on the waterfront and gaining

respect from co-workers who elected him to a series of offices, beginning with Business Agent, Caucus Delegate, Vice President, Secretary-Treasurer and eventually President of Local 10. He also served on the Coast Safety Committee and 2002 Longshore Contract Bargaining Committee.

The family was fond of marching together on picket lines and were active in local politics, helping Willie Brown, George Moscone, Phil Burton and other leaders who were loyal to working families and respectful of unions.

He was an avid reader and was often seen with a book in his hand. He was also a dedicated collector of stamps, coins and “hot wheel” cars – but his pride and joy was a collection of 100,000 jazz and blues records, one of the largest in the country, and he knew many details about each album and artist.

When Watkins retired, he received a special commendation from Congress member Nancy Pelosi. He lived his remaining years in San Francisco,

where he was preceded in death by his beloved wife Bernice, mother Rose and father Claude, brothers Jim & Claude, sister Betty, and loving children Louise, Willie, Charles and Claude. A joyful celebration of life was held to honor Bill Watkins on May 3 at Local 10, where pensioners and active members saluted Watkins for his kindness and dedication to justice.

“Brother Watkins was the first officer I met when I began my longshoring career in 1986,” said John Castanho, Local 10 members and Coast Benefits Specialist. “After my dad had passed away, he helped to process my Child of Deceased application as a Class B member for local 10. He was always helpful and a great resource for historical knowledge of the Union. He had a keen memory and a knack for resolving labor-relations complaints. Brother Watkins was a dedicated member of not only the ILWU, but also of the labor movement. His dedication and years of service to the union were unparalleled and will be missed.

Alan Michael Coté: former President of the Inlandboatmen’s Union

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IBU poet Jay Ubelhart from the Puget Sound Region help bring the ceremony to a close by reading a beautiful poem that he composed in Alan’s memory. Final honors of the evening were provided by IBU Regional Director Peter Hart, who invited everyone

present to toast Coté’s passing by honoring his spirit of solidarity and devotion to the trade union movement, as 100 voices came together in unison, with the words: “Long live Alan Coté.”

The following morning, a smaller group of several dozen IBU members, friends and Coté’s family, gathered on a

Washington State ferry that departed for Bainbridge Island. After crossing Elliott Bay, the vessel slowed and engines were idled, as the group on the rear deck placed flowers, wreaths and Coté’s ashes into the placid blue water of the Puget Sound that he loved so much,

“Goodbye Alan,” said his brother

Steve, releasing the heavy steel ecological container of ashes that quickly plunged beneath the waves as a Crowley tugboat “danced” in circles and sounded its horn to honor the departed mariner and union brother, Alan Michael Coté.

IN MEMORIAM

Lewis Wright: Local 63 Pensioner, political activist and credit union advocate



ILWU Local 63 Pensioner Lewis Wright passed away on March 26th, 2019. He was a member of ILWU Credit Union for 39 years and has served on the ILWU Credit Union Board of Directors for 32 consecutive years.

Wright's commitment to the ILWU extended well into retirement. He was an active member of the ILWU Pacific Coast Pensioners Club where he served several terms on the PCPA's Executive Board.

Wright was an avid photographer who covered a wide range of union and community events. He frequently contributed photographs, letters and articles to the ILWU *Dispatcher*.

At the time of his death, Lewis was doing what he loved most – travelling – when he suffered a sudden heart attack in New Orleans, Louisiana. A memorial service was held at the ILWU Memorial hall in Wilmington, Ca. as well as his hometown in Baja California, Mexico.

Greg Mitre, President of the ILWU Pacific Coast Pensioners & Southern California Pensioners said that Lewis played an important role in the Pensioners and Credit Union.

“Lewis was an instrumental part of the success that pensioners have had all these years. He was our convention photographer, the liaison to our brothers & sisters in Latin American, and he was our representative to the ILWU Education Committee for many years.”

Upon retirement, Lewis moved to Mexico where he shared his love for the union with many compadres in Baja California, Mexico. Lewis always made the trip north for Pensioner conventions and attended many ILWU Longshore Caucus meetings & International Conventions.

Lewis was passionate about the importance of workers saving their

money in the ILWU Credit Union where funds were protected and available to help others in the community – while avoiding high fees and low morals associated with mainstream banks. He was fond of saying, “if you go into a bank, expect to get robbed.”

The ILWU Credit Union honored Wright with a memorial statement on their webpage.

“Lewis' dedication and commitment to the Credit Union and our members has been a vital part of our growth and success. We are thankful for the opportunity we had to know and work with Lewis. He was a respected leader, and his knowledge of the ILWU and its history was remarkable. We were honored to have his leadership and service help guide us for so many years. He will be dearly missed and fondly remembered.”

Pensioner President Mitre said that Wright's departure will have a lasting impact on the organization. “Lewis will be missed by everyone



Activist family: Lewis and his family closely followed political events in the U.S., Mexico and the world. After retiring, he moved to Baja California where he lived with his wife Angelita (R), her daughter, Angeles (L), and 5-year old granddaughter, Diagna, who displayed her clean finger at the bottom. All three adults voted for Mexico's new progressive President, Andrés Manuel López Obrador – known as “AMLO.” The red ink on their thumbs, called “dedos,” is used to prevent duplicate voting.

TRANSITIONS

NEW PENSIONERS:

Local 10: David L. Rice; Erich Von Neff; Diana M. Hubbard; Lazaroy Brown; **Local 13:** Arthur T. O'Grady; Mellroy Jones; John C. McKillip; Albert A. Napaletton; Benito Sedillo; Ronald P. Willis Sr.; Darrell T. Goodnough; Peter B. Nicholson; **Local 19:** Arne G. Flink; Richard E. Carroll; **Local 23:** Paul D. Johnson; **Local 40:** John Clemson III; **Local 52:** David T. Macisaac; **Local 92:** Jon M. Budiselic; **Local 94:** Rick N. Diffee; Mike E. Freese; **Local 98:** Jim D. Kellogg;

DECEASED PENSIONERS:

Local 4: Eugene E. Romig; **Local 10:** William P. Watkins; Joseph Blea; James M. Hanohano Sr.; Spencer Hampton; James Phillips; Augusto A. Jardin; Pedro P. Oliveros; Paul Valigni; Walter L. Adams; **Local 12:** Ronald A. Russell (Wanita); **Local 13:** Steve J. Prohoroff (Tanya); John D. Canaday;

Vince P. Fiamengo (Frances); George W. Stish; Jorge A. Chavez; Alton E. Davis; **Local 19:** Anton V. Oblack; Kelly G. Hanke; **Local 21:** Kelly O. Grumbois; Donald L. Rutherford; **Local 23:** Salvador L. Delgadillo; Walter J. Rendell III; Frank R. Clauson; **Local 29:** Frank R. Vinole; **Local 32:** Alvin P. Gessner; **Local 50:** Jeffrey R. Adams; **Local 52:** William B. Wallace; **Local 54:** Isaias B. Magana; **Local 63:** Alfonso Nuno; James A. Frazier; Helen K. Jones; **Local 75:** Carolyn J. Kelly; **Local 91:** Ivan H. Villa; **Local 98:** Mervin Johnston;

DECEASED SURVIVORS:

Local 4: Florence K. Rowland; **Local 8:** Barbara A. Jackley; Karen C. Huntley; **Local 13:** Ramona Munoz; Socorro Alarcon; **Local 23:** Vernel A. Helfrich; **Local 24:** Mildred Robinson; Betty J. Zakel; **Local 34:** Mary D. Saenz; Helen M. Plant; Shirley C. Hill; **Local 63:** Barbara Stephans;

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