



THE DISPATCHER

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VOL 76, NO 10 • NOVEMBER 2018

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New Team: International President Willie Adams (seated on left) assumed his new role beside outgoing President Bob McEllrath after a new group of officers were sworn-in on October 30th. Standing (L-R) are Vice President (Hawaii) Wesley Furtado, Secretary-Treasurer Ed Ferris, Vice President (Mainland) Bobby Olvera, Jr., and Coast Committeemen Cam Williams and Frank Ponce De Leon.

ILWU members elect new leaders: Adams, Olvera, Furtado and Ferris

The ILWU's first contested election in 18 years has yielded a new leadership team led by International President Willie Adams, Vice President (Mainland) Bobby Olvera, Jr., and Secretary-Treasurer Ed Ferris. Incumbent Wesley Furtado was re-elected to a sixth term as International Vice President (Hawaii).

"I'm grateful for this opportunity to help lead the ILWU with a dynamic new team," said Adams, who became the Union's 7th International President and first African-American to occupy the union's top post. The transition came after International Executive Board members voted to approve reports from the ILWU's Balloting and Election Procedures Committees by a decisive 16-5 margin.

Relatively close vote

Complete and detailed voting results appear on pages 4 and 5 of

this issue. The tally shows a relatively close vote for International President, with Adams winning by 393 votes over former International Vice President (Mainland) Ray Familathe. The contested election was the closest since 1991 when Local 13's Dave Arian defeated Local 24's Randy Vekich by 248 votes in an election that also involved challenges which had to be resolved before a winner was declared.

Election objections

The ILWU Constitution includes rules for how union elections must be conducted, along with due process rights for members and candidates who wish to file objections if they believe those election rules were violated.

Challenges to voter eligibility are first considered by members of the International Balloting Committee (IBC). Challenges to the conduct of the election are considered by the International Election Procedures Committee (IEPC). Both bodies were

constituted and approved by delegates at the ILWU International Convention that met on June 4-8, 2018, in Portland. Members of the Balloting Committee were Tina Luzken (Chair) of Local 142, Allen Fung of Local 34 and Fred Gilliam of Local 91. The IEPC members approved by the 2018 Convention Delegates were James Daw (Chair) of Local 8, Julie Brady of Local 13 and Harold Ugles of Local 19.

September ballot count

The IBC met in San Francisco on September 6 to examine and count the ballots. They issued their report on September 10 and provided it to all affiliates.

Objections filed

The IEPC met October 1 - 4 in San Francisco to consider challenges and responses filed by thirteen ILWU members. The Committee analyzed these challenges and concluded that they involved seven different issues. They addressed each of the issues

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LETTERS TO THE DISPATCHER

Dear Editor,

Your coverage of the mural that was recently dedicated at Hilo Harbor's Cruise Ship Terminal to memorialize the 1938 Hilo Massacre (September *Dispatcher*, page 5) was important and welcome. I'd like to add some information that may be of interest to readers and help clarify the role played by members of the Inlandboatmen's Union.

The Hilo Massacre marked the culmination of Hawaii's first Inter-Island Shipping Strike, which benefited from Harry Kamoku and many other waterfront labor leaders who successfully united workers from different ethnic groups. This was a major accomplishment that continued when ILWU leaders helped pineapple and sugar workers to organize and improve the lives of so many island workers. The 1938 strike also brought together different factions of the labor movement that previously fought with each other instead of uniting to fight for justice.

The Inlandboatmen's Union (IBU), was then affiliated with the newly-organized Congress of Industrial Organizations (CIO), as was the ILWU. Older craft unions, including the Metal Trades Council, were affiliated with the American Federation of Labor (AFL). Getting these two groups to work together back then was no easy task, and it remains difficult today.

The main reason for the non-violent sit-down protest organized by Harry Kamoku was the sailing of an Inter-Island Steamship Navigation Company vessel to Hilo in defiance of a strike organized by the ILWU, IBU and Metal Trades Council workers in Honolulu. The Hilo Longshore Association and almost every other union in Hilo, including the Hilo Laundry Workers Union, participated in this pre-Gandhi, non-violent answer to the power of the "Big Five" compa-

nies who then controlled Hawaii. Police and private Pinkerton guards attacked protestors including women and children who were stabbed, shot and beaten – after being first assaulted with fire hoses and tear gas. It was later determined that the violence was initiated by the sheriff's department and their supporters. Early news reports wrongly claimed that a violent labor riot had to be forcefully controlled. News about the violent attacks against peaceful protestors spread fast in Hilo because so many families had people involved on both sides, and because so many photographs showed clearly what had happened and who was responsible.

The Hilo Massacre contains valuable lessons for anyone interested in learning about the power of non-violent community labor action. An excellent book on this subject was written in 1988, called "The Hilo Massacre – Hawaii's Bloody Monday," by William J. Puette, a former union organizer and picket captain who has been teaching labor studies classes for 30 years and now directs the Center for Labor Education & Research at the University of Hawai'i West O'ahu in Kapolei. The book is out of print, but copies are usually available at ILWU offices or online.

I hope this information will encourage others to learn more about our history and apply lessons from the Hilo Massacre to help us build power for working people today.

Donovan D. Duncan, Regional Director
Inlandboatmen's Union, Hawaii Region

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



Their first ILWU contract: Supervisors at Matson's Facilities & Maintenance Shop in Honolulu, Hawaii, ratified their new agreement unanimously in late September and signed it on October 9. The Negotiating Committee included (L-R) Eugene Cole, Darrell Ferreira, Sean Heely (who also serves as Local 100's Unit Chair and Vice President) and Dwight Moniz. Assistance was provided by ILWU International Vice President (Hawaii) Wesley Furtado and International Field Representative Dustin Dawson.



Rail worker solidarity: ILWU members joined the first-ever "Oakland All Rail Crafts Coalition" meeting held on Saturday, October 13. The goal was to share experiences and build unity among different union members who are connected to the railroad industry. The effort was initiated by leaders of the Brotherhood of Maintenance of Way Employees Division, who invited ILWU members to join with rail craft unions, including Signal, Conductors, Switchmen, and Car-shop workers. Local 10 President Melvyn Mackay participated along with Local 75 members Pat Kim, Albie McCarthy, and Bob Pisciotta. Similar meetings have been held in 31 other cities this year. The project is part of an organizing effort managed by former Local 6 member Carrie Dall, who now serves as Internal Organizing Coordinator for the BMWED union.



Community support continues at SFVS: Workers at San Francisco Veterinary Specialists held their second community support rally on September 27. They received strong support from community groups, customers, political leaders and other union members. The facility is the largest specialty care animal hospital in the Bay Area – but one that struggles to attract and retain staff due to low wages, meager benefits and insufficient training. Last April, workers voted overwhelmingly to join the ILWU, but now face deliberate stalling and frustration tactics used by their employer to avoid signing a fair contract. SFVS workers are building unity and solidarity on the inside, with outside support from customers and community leaders. VCA was recently sold to the Mars company for \$9 billion. The giant corporation best known for M&M candies has massive holdings in the pet care industry, including PetsMart, Iams and Pedigree pet food, plus nearly one thousand animal care facilities operated by VCA, Banfield, Blue Pearl and Pet Partners.

Victorious!: Workers at Columbia River Veterinary Specialists (CRVS) won their union election on October 17 by 55-to-1. The victory came despite an anti-union campaign by their employer, PetVet. Like other vet workers, CRVS employees face low pay and meager benefits that make it hard to provide top-quality services for their patients and customers. "Fighting for what we believe in is something we do every day by advocating for the patients, clients and ourselves. We need to make their and our voices heard. I am excited that we will finally have our voice at the bargaining table for our hospital and our industry," said Heather Hagedorn, Lead Specialty Technician at CRVS. Local 5 members in Portland have been helping workers at the CRVS located just across the Columbia River in Vancouver, WA. Workers are in the process of choosing a Negotiating Committee and Community Action Team. Next steps include outreach to community allies, building unity on the job and preparing for contract negotiations.



DISPATCHER

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ILWU TITLED OFFICERS
William E. Adams, President
Bobby Olvera, Jr., Vice President, Mainland
Wesley Furtado, Vice President, Hawaii
Edwin Ferris, Secretary-Treasurer

The *Dispatcher* (ISSN 0012-3765) is published monthly except for a combined July/Aug issue, for \$5.00 a year and \$10.00 a year for non-members by the ILWU, 1188 Franklin St., San Francisco, CA 94109. Periodical postage paid at San Francisco, CA. The *Dispatcher* welcomes letters, photos and other submissions to the above address © ILWU, 2012. Postmaster: Send address changes to The *Dispatcher*, 1188 Franklin St., San Francisco, CA 94109-6800.



Miembros de ILWU elijen nuevos dirigentes: Adams, Olvera, Furtado y Ferris

Las primeras elecciones impugnadas de ILWU en 18 años han resultado en un nuevo equipo de dirigentes encabezado por el Presidente Internacional Willie Adams, Vice Presidente (Continental) Bobby Olvera, Jr., y Secretario Tesorero Ed Ferris. Wesley Furtado, dirigente en funciones, se volvió a elegir a un sexto mandato como Vice Presidente Internacional (Hawaii).

“Estoy agradecido por esta oportunidad de ayudar a encauzar al ILWU con un nuevo equipo dinámico,” dijo Adams, quien se convirtió en el 7to. Presidente Internacional del Sindicato y el primer afroamericano en ocupar el puesto principal de la organización. La transición ocurrió después de que los miembros de la Junta Ejecutiva Internacional aprobaron los informes de los Comités de Votación y de Procedimientos Electorales del ILWU por un margen decisivo de 16 a 5.

Una votación relativamente reñida

Los resultados completos y detallados de las votaciones se encuentran en las páginas 4 y 5 de este número. El recuento muestra una elección relativamente reñida para la presidencia del Sindicato Internacional, ya que Adams le ganó por 393 votos a Ray Familathe, el Vice Presidente Internacional (Continental). La elección fue la más disputada desde 1991 cuando Dave Arian, del Local 13 derrotó a Randy Vekich, del Local 24 por 248 votos en una elección en la que también se tuvieron que resolver impugnaciones antes de poder declarar un ganador.

Objeciones electorales

La Constitución del ILWU incluye reglas sobre la forma en que se conducen las elecciones sindicales, además de los derechos procesales de los miembros y candidatos que desean presentar objeciones si ellos consideran que se han violado dichas reglas electorales.

Las impugnaciones referentes al derecho al voto son consideradas primero por los miembros del Comité de Votación del Sindicato Internacional (IBC). Las impugnaciones referentes al proceso electoral son consideradas por el Comité de Procedimientos Electorales del Sindicato Internacional (IEPC). Los delegados del ILWU son los que constituyeron y aprobaron ambos organismos en su Convención realizada del 4 al 8 de junio de 2018 en Portland. Los miembros del Comité de Votación fueron Tina Luzken (Presidenta) del Local 142, Allen Fung del Local 36 y Fred Gilliam, del Local 91. Los miembros del IEPC que fueron aprobados por los delegados a la Convención de 2018 fueron James Daw (Presidente) del Local 8, Julie Brady del Local 13 y Harold Ugles del Local 19.

Recuento de los votos en septiembre

El IBC se reunió en San Francisco el 6 de septiembre para revisar y contar las boletas. Ellos emitieron su informe el 10 de septiembre y lo distribuyeron a todas las organizaciones afiliadas.

Se presentaron objeciones

El IEPC se reunió del 1 al 4 de octubre en San Francisco para analizar las impugnaciones y respuestas presentados por trece miembros del ILWU. El Comité estudió estas impugnaciones y llegó a la conclusión de que estas plantearon siete cuestiones distintas. Abordaron cada una de ellas en el informe de 12 páginas que fue distribuido el 15 de octubre de 2018 a todas las organizaciones afiliadas del ILWU. Lo siguiente es un resumen de dichas conclusiones:

Resumen de las objeciones

El primer asunto fue la cuestión de si el IEPC había sido constituido y aprobado correctamente por la Convención Internacional. Después de revisar las actas de la Convención, los miembros del Comité negaron la impugnación debido a que se determinó que el asunto no había sido planteado oportunamente, puesto que sólo se puede plantear esta objeción ante la Convención Internacional misma.

El segundo asunto fue la cuestión de si el ILWU había respondido apropiadamente a los problemas planteados en una carta enviada el 11 de agosto de 2018 por el compañero Alvaro Moreno del Sindicato de Pilotos del Canal de Panamá. En su carta dijo que las boletas aún no habían llegado a Panamá y solicitó que el Sindicato tomara medidas para distribuir las boletas directamente a los miembros en lugar de ser enviadas por correo. El IEPC negó la impugnación del compañero Moreno debido a que no existe ninguna disposición en la Constitución del ILWU para que se entreguen personalmente dichas boletas. Además el IEPC determinó que las boletas habían llegado a Panamá antes del 9 de agosto. También se determinó que hubo interferencia por representantes de SINTRAPORSPA en cuanto a la recolección, manejo y devolución de las boletas.

El tercer asunto fue la cuestión de si un grupo de boletas que llegó desde Panamá en una caja de cartón deberían haber sido procesadas para ser contadas antes de resolverse la impugnación de dichas boletas. El IEPC rechazó esta impugnación después de determinar que se habían seguido los procedimientos correctos referentes al procesamiento de las boletas, y que el grupo de boletas impugnadas había sido recolectado indebidamente por un representante de SINTRAPORSPA en la oficina de correos de Panamá. Después habían sido manipuladas las boletas y devueltas por correo en una caja de envíos, lo cual fue una violación de las Reglas Electorales del ILWU.



Nuevo equipo: Willie Adams, Presidente Internacional (sentado al lado izquierdo) tomó posesión de su nuevo puesto junto al ex Presidente Bob McEllrath después de que un nuevo grupo de dirigentes ocuparon sus cargos el 30 de octubre. De pie de izquierda a derecha están Vice Presidente (Hawaii) Wesley Furtado, Secretario Tesorero Ed Ferris, Vice Presidente (Continental) Bobby Olvera, Jr., y miembros del Comité Litoral Cam Williams y Frank Ponce de León.

El cuarto asunto fue la cuestión de si el franqueo postal previamente pagado fue insuficiente o inadecuado para la devolución de las boletas desde Panamá a Estados Unidos. El Comité analizó la evidencia, incluso se tuvo comunicación con el Servicio Postal de E.U. y funcionarios postales de Panamá, quienes confirmaron que los sobres contenían el franqueo postal prepagado adecuado para ser devueltos a Estados Unidos. Con base en esto y otra evidencia adicional, el IEPC negó esta impugnación.

El quinto asunto fue la cuestión de si a los miembros en Panamá se les privó de su derecho de voto al ser impugnadas sus boletas. Esta impugnación fue rechazada, y además se dio una amonestación por el hecho de que las boletas habían sido recolectadas, manipuladas y devueltas inapropiadamente por un representante de SINTRAPORSPA, ya que se había cometido una violación de la Constitución del ILWU.

El sexto asunto fue la cuestión de si la Campaña de William Adams había violado el Artículo 22 de la Constitución del ILWU, el cual prohíbe que se utilicen los nombres o logotipos de los locales o del Sindicato Internacional para actividades políticas u otros tipos de actividades no autorizadas, y si dicha campaña había utilizado el logotipo de ILWU y había hecho campaña inapropiadamente en los transbordadores. Se presentó una impugnación adicional referente a la forma en que se obtuvieron los números telefónicos de los miembros para que la Campaña de Adams les hiciera llamadas automatizadas. La evidencia presentada mostró que los logotipos del ILWU habían sido utilizados por otros candidatos e incluso en publicaciones en las redes sociales. Se determinó que se había hecho campaña en los transbordadores antes de emitirse el memorándum fechado el 5 de julio de 2018 en el que se aclaró que esa práctica era indebida. El Comité llegó

a la conclusión de que ningún local ni dirigente de ningún local apoyó ni respaldó directa o indirectamente a ningún candidato en las publicaciones en las redes sociales en las que aparecieron los logotipos. El Comité también determinó que no se presentó evidencia para comprobar que alguna de las violaciones había afectado el resultado de la elección. En cuanto a las llamadas automatizadas y la obtención de los números telefónicos, el Comité decidió que esa impugnación no se había presentado oportunamente. En general, las impugnaciones antes mencionadas fueron negadas por el Comité.

El séptimo asunto tuvo que ver con una petición por parte de los miembros del Sindicato de Pilotos del Canal de Panamá que mantienen domicilios tanto en E.U. como Panamá y querían que las boletas fueran enviadas a su domicilio estadounidense en lugar del panameño. El Comité halló que esta impugnación tenía méritos, señalando que no se había cumplido la petición, pero que la violación no afectó el resultado de la elección puesto que sólo diez miembros fueron afectados por el error.

La Junta Ejecutiva tuvo la última palabra

El 29 de octubre, la Junta Ejecutiva del Sindicato Internacional de ILWU se reunió en San Francisco y revisó los informes del Comité de Votación y el de Procedimientos Electorales, escuchó los argumentos presentados por todas las partes, luego decidieron aceptar los informes y certificar los resultados de la elección con una votación de 15 a 6.

“Estamos conscientes de que esta elección estuvo reñida y empezaremos a resanar las divisiones respetando todos los puntos de vista y animando a todos a que tratemos de unirnos y seguir adelante,” dijo el presidente Adams.

Region, Local		INTERNATIONAL OFFICERS							
		<u>PRESIDENT</u>		<u>MAINLAND V. PRESIDENT</u>		<u>HAWAII V. PRESIDENT</u>		<u>SECRETARY-TREASURER</u>	
		<u>Familathe</u>	<u>Adams</u>	<u>Podue</u>	<u>Olvera</u>	<u>Martin</u>	<u>Furtado</u>	<u>Ciaramitaro</u>	<u>Ferris</u>
Southern California									
13-San Pedro		1701	288	938	1030	628	1056	1630	299
20-Wilmington		5	6	6	5	3	7	6	5
26-Los Angeles		56	10	30	38	44	20	61	7
29-San Diego		35	9	12	31	9	32	20	22
46-Port Hueneme		50	3	29	24	25	26	45	9
56-San Pedro		5	7	0	12	2	10	7	5
63-San Pedro		605	110	655	67	224	366	649	57
65-San Pedro		17	1	8	10	10	7	16	1
68-San Pedro		5	0	5	0	0	4	5	0
94-San Pedro		172	59	140	92	34	163	167	60
subtotals		2651	493	1823	1309	979	1691	2606	465
Office Clerical Unit									
63 OCU-Long Beach		246	44	188	100	152	100	203	77
So. Calif Desert Area									
30-Boron		35	27	11	48	28	29	32	26
Northern California									
6-Oakland		30	36	15	48	24	41	6	58
10-San Francisco		99	264	59	286	84	245	20	366
14-Eureka		6	2	5	2	2	4	0	8
18-West Sacramento		0	7	0	6	0	7	1	6
34-San Francisco		35	57	47	47	31	59	3	78
54-Stockton		11	21	5	28	9	19	21	28
75-Oakland		13	7	7	11	8	11	3	17
91-San Francisco		11	33	11	32	9	33	5	38
Am. Radio Assoc.		3	7	6	4	5	5	2	8
subtotals		208	434	155	464	172	424	61	607
Oregon & Columbia River									
4-Vancouver		6	85	38	49	23	66	17	70
5-Portland		14	143	28	125	42	102	17	129
8-Portland		54	149	45	144	65	119	31	153
12-North Bend		3	12	5	9	5	8	0	13
21-Longview		12	63	8	62	23	47	11	61
28-Portland		2	18	10	9	7	13	7	13
40-Portland		12	28	22	18	9	29	16	23
50-Astoria		2	5	2	5	4	2	0	7
53-Newport		0	4	2	2	1	2	0	4
92-Portland		10	24	8	26	2	32	8	26
subtotals		115	531	168	449	181	420	107	499
Puget Sound									
7-Bellingham		3	6	6	1	3	5	4	4
9-Seattle		2	12	2	10	3	10	1	12
19-Seattle		58	197	96	137	80	152	75	158
22-Tacoma		1	58	14	40	22	28	5	51
23-Tacoma		15	324	88	216	84	198	49	252
24-Aberdeen		2	5	4	3	1	4	1	5
25-Anacortes		2	4	2	4	3	2	2	3
27-Port Angeles		0	4	0	3	0	3	0	3
32-Everett		1	25	15	8	7	15	5	18
47-Olympia		3	12	12	2	10	4	5	10
51-Port Gamble		0	3	0	2	0	2	0	2
52-Seattle		15	60	49	22	27	37	33	37
98-Seattle		6	56	16	41	12	43	18	39
subtotals		108	766	304	489	252	503	198	594
Alaska									
200-Juneau		23	13	25	9	14	9	9	18
Alaska Longshore Division		10	74	26	55	17	67	23	60
subtotals		33	87	51	64	31	76	32	78
Canada									
333-Vancouver		3	43	9	36	19	22	7	37
400-Vancouver		1	21	7	13	11	9	3	17
500-Vancouver		35	223	61	181	85	164	40	207
502-Surrey		17	325	19	323	58	262	22	319
505-Prince Rupert		3	40	4	37	3	30	3	35
508-Chemainus		4	15	3	15	4	12	7	11
514-Burnaby		42	98	31	105	35	98	30	107
517-Vancouver		4	58	5	57	11	50	4	58
519-Stewart		0	8	0	8	0	7	0	8
520-Vancouver		0	1	1	0	1	0	0	1
522-Vancouver		0	1	0	1	0	1	0	1
523-Prince Rupert		0	3	1	1	2	1	0	2
subtotals		109	836	141	777	229	656	116	803
IBU-Marine Division									
IBU		107	258	133	202	188	143	120	219
Hawaii									
100-Honolulu		4	37	3	39	3	41	3	39
142-Honolulu		413	905	437	836	564	788	403	871
160-Honolulu		1	5	2	4	0	8	0	6
subtotals		418	947	442	879	567	837	406	916
Panama Division									
Panama Canal Pilots		0	0	0	0	0	0	0	0
SINTRAPORSPA		0	0	0	0	0	0	0	0
subtotals		0	0	0	0	0	0	0	0
GRAND TOTALS:		4030	4423	3416	4781	2779	4879	3881	4284

COAST COMMITTEE

INTERNATIONAL EXECUTIVE BOARD

NORTHWEST		CALIFORNIA								
<u>Williams</u>	<u>Write-in</u>	<u>PonceDeLeon</u>	<u>Write-in</u>	<u>Soniga</u>	<u>Gratz</u>	<u>Schlarb</u>	<u>Aguirre</u>	<u>Benavente</u>	<u>Gasperov</u>	<u>Write-In</u>
1509	0	1758	0	418	444	593	1259	1498	1252	0
0	0	0	0	1	4	5	8	8	6	0
0	0	0	0	12	54	21	33	24	20	0
35	0	35	0	40	9	13	17	23	25	0
43	0	51	0	26	16	17	21	35	26	0
0	0	0	0	1	12	1	11	10	1	0
503	0	608	0	79	173	447	198	325	658	0
0	0	0	0	5	3	10	14	10	6	0
0	0	0	0	0	4	1	1	3	3	0
0	0	0	0	56	57	41	132	175	161	0
2090	0	2452	0	638	776	1149	1694	2111	2158	0
<u>Williams</u>	<u>Write-in</u>	<u>PonceDeLeon</u>	<u>Write-in</u>	<u>Fageaux</u>	<u>Write-in</u>					
				252	0					
<u>Williams</u>	<u>Write-in</u>	<u>PonceDeLeon</u>	<u>Write-in</u>	<u>Esquivel</u>	<u>Write-in</u>					
				51	0					
<u>Williams</u>	<u>Write-in</u>	<u>PonceDeLeon</u>	<u>Write-in</u>	<u>Gonzales</u>	<u>Castaing</u>	<u>Mackay</u>	<u>Write-In</u>			
0	0	0	0	41	60	40	0			
394	0	394	0	272	192	274	0			
8	0	8	0	7	6	7	0			
7	0	7	0	3	4	4	0			
98	0	98	0	83	60	74	0			
34	0	34	0	24	18	26	0			
0	0	0	0	17	14	16	0			
0	0	0	0	33	22	28	0			
0	0	0	0	7	9	8	0			
541	0	541	0	487	385	477	0			
<u>Williams</u>	<u>Write-in</u>	<u>PonceDeLeon</u>	<u>Write-in</u>	<u>Takas</u>	<u>Sundet</u>	<u>Wetzell</u>	<u>Olson</u>	<u>Write-In</u>		
91	0	91	0	59	37	62	89	0		
0	0	0	0	166	59	70	76	0		
207	0	207	0	82	116	188	161	0		
15	0	15	0	1	13	7	8	0		
74	0	74	0	30	31	52	67	0		
0	0	0	0	13	7	15	15	0		
40	0	40	0	25	12	26	33	0		
7	0	7	0	3	6	4	3	0		
4	0	4	0	1	3	4	4	0		
0	0	0	0	24	6	28	30	0		
438	0	438	0	404	290	456	486	0		
<u>Williams</u>	<u>Write-in</u>	<u>PonceDeLeon</u>	<u>Write-in</u>	<u>McKisson</u>	<u>McGrath</u>	<u>Koho</u>	<u>Vekich</u>	<u>Rose</u>	<u>Pavelic</u>	<u>Write-In</u>
6	0	6	0	7	3	0	6	5	0	0
0	0	0	0	7	9	1	5	2	14	0
234	0	207	0	244	97	14	166	43	82	0
0	0	0	0	24	49	55	6	8	14	0
270	0	243	0	132	278	156	145	91	42	0
5	0	4	0	4	4	0	6	2	1	0
5	0	5	0	5	3	0	0	4	4	0
4	0	4	0	0	4	1	3	4	0	0
16	0	16	0	18	12	5	16	15	5	0
12	0	13	0	8	4	2	11	10	5	0
3	0	2	2	1	2	0	2	2	0	0
64	0	56	0	65	28	8	66	18	30	0
0	0	0	0	35	47	14	42	17	8	0
619	0	556	0	550	540	256	474	221	205	0
				<u>Wendt</u>	<u>Write-in</u>					
				32	0					
				75	0					
				107	0					
				<u>Ashton</u>	<u>Write-in</u>					
				46	0					
				22	0					
				255	0					
				333	0					
				48	0					
				18	0					
				112	0					
				63	0					
				8	0					
				1	0					
				1	0					
				4	0					
				911	0					
				<u>Secchitano</u>	<u>O'Leary</u>	<u>Write-In</u>				
				222	171	0				
				<u>GEN TRADES</u>	<u>TOURISM</u>	<u>TOURISM 2</u>	<u>LONGSHORE</u>	<u>PINEAPPLE</u>	<u>Write-In</u>	
				<u>Hambata</u>	<u>Morris</u>	<u>Baltazar</u>	<u>Dawson</u>	<u>Ramirez</u>		
				17	17	17	42	17	0	
				962	936	956	1005	952	0	
				5	5	4	7	5	0	
				984	958	977	1054	974	0	
				<u>Feuillet</u>	<u>Write-in</u>					
				0	0					
3688	0	3987	0							

ILWU members elect new leaders: Adams, Olvera, Furtado and Ferris

continued from page 1

in a 12-page report that was provided to all ILWU affiliates on October 15, 2018. The following is a summary of those IEPC findings:

Summary of objections

The first issue involved whether the IEPC had been properly constituted and approved by the International Convention. After reviewing the Convention transcript, Committee members denied this challenge because it was determined that the issue was not timely raised, as the International Convention was the only proper time and venue to raise this issue.

The second issue was whether the ILWU had responded properly to concerns raised in an August 11, 2018 letter by brother Alvaro Moreno of the Panama Canal Pilots Union. His letter stated that ballots had not yet arrived in Panama, and requested that the union provide for in-person distribution of mail ballots. The IEPC denied brother Moreno's challenge because there is no provision in the ILWU Constitution for in-person distribution of ballots, which the IEPC determined, had arrived in Panama prior to August 9. It was further determined that there was interference by representatives of SINTRAPORSPA in the collection, handling and return of ballots.

The third issue was whether a group of ballots which arrived from Panama in a cardboard shipping box should have been processed for counting before their challenged status was resolved. The IEPC rejected this challenge after determining that the procedures for processing had been followed, and that the group of challenged ballots had been improperly collected by a SINTRAPORSPA representative at the Panama post office, then handled and mailed back together in a shipping box, in violation of ILWU Election Rules

The fourth issue was whether insufficient or improper pre-paid postage was provided on return envelopes for ballots mailed from Panama to the United States. The Committee considered evidence, including communication with U.S. Postal Service and Panamanian postal officials who confirmed that the prepaid postage envelopes provided were properly endorsed for pre-paid delivery from Panama to the United States. Based on this and other evidence, the IEPC denied this challenge.

The fifth issue involved a claim that members in Panama had been denied their right to vote as a result of their ballots being challenged. This challenged was denied, along with an admonition that the ballots were properly challenged because they had been improperly collected, handled and returned by a SINTRAPORSPA representative in violation of the ILWU Constitution.

The sixth issue involved whether the William Adams Campaign had violated Article 22 of the ILWU Constitution which prohibits the ILWU International or Local names or logos from being used for political or other activities without authorization, and whether the Adams campaign improperly used the ILWU logo and improperly campaigned on ferry boats. An additional challenge was made concerning how member phone numbers were obtained for robo-calls placed by the Adams Campaign. Evidence presented showed ILWU logos had been used by other candidates and on social media posts. It was determined that campaigning on ferry boats occurred prior to the issuance of July 5, 2018 memo which clarified that the practice was improper. The Committee found no implied endorsement or support by a local or officer of a local for any candidate that had the ILWU logo displayed on social media posts. The Committee also found no evidence was provided to show that either violation had affected the election outcome. Concerning the robo-calls and how phone numbers were obtained, the Committee found this challenge had not been filed in a timely manner. As such, the above-referenced challenges were denied by the Committee.

The seventh issue involved a request by members of the Panama Canal Pilots Union, some of whom maintain home addresses in both the U.S. and Panama, to have their ballots mailed to the U.S. home address instead of Panama. The Committee found merit to this challenge, noting that the request was not followed. While the Committee upheld this challenge, it also noted that the violation did not affect the election outcome as only ten members were impacted by the error.

Executive Board has final say

On October 29, the ILWU International Executive Board met in San Francisco where they reviewed both the Balloting and Election Procedures Committee reports, heard debate from all sides, then voted by 15-to-6 to accept both reports and certify the election results.

"We realize that this was a close election and will begin the healing process by respecting all points of view and encouraging everyone to come together and move forward," said President Adams.

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1. Publication Title The Dispatcher		2. Publication Number 0 0 1 2 - 3 7 6 5		3. Filing Date 10/15/18	
4. Issue Frequency Monthly except combined July/Aug issue		5. Number of Issues Published Annually 11		6. Annual Subscription Price (if any) \$5 members \$10 non-members	
7. Complete Mailing Address of Known Office of Publication (Not printer) (Street, city, county, state, and ZIP+4®) International Longshore and Warehouse Union (ILWU) 1188 Franklin St, 4th Floor, San Francisco, CA 94109				Contact Person Roy San Filippo Telephone (include area code) 415-775-0533	
8. Complete Mailing Address of Headquarters or General Business Office of Publisher (Not printer) International Longshore and Warehouse Union (ILWU) 1188 Franklin St, 4th Floor, San Francisco, CA 94109					
9. Full Names and Complete Mailing Addresses of Publisher, Editor, and Managing Editor (Do not leave blank)					
Publisher (Name and complete mailing address)		International Longshore and Warehouse Union (ILWU) 1188 Franklin St, 4th Floor, San Francisco, CA 94109			
Editor (Name and complete mailing address)		Roy San Filippo International Longshore and Warehouse Union (ILWU) 1188 Franklin St, 4th Floor, San Francisco, CA 94109			
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The Dispatcher is published monthly except for a combined July/Aug issue. for \$5 a year and \$10 a year for non-members		Average No. Copies Each Issue During Preceding 12 Months	No. Copies of Single Issue Published Nearest to Filing Date
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PS Form 3526, July 2014 (Page 3 of 4)

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November 2018

NOTICE TO ALL ILWU-REPRESENTED WORKERS, ILWU MEMBERS, FINANCIAL CORE NON-MEMBERS AND NEW HIRES

This notice applies to all ILWU-represented workers, ILWU members, nonmembers and new hires working in an ILWU bargaining unit, including members and individuals who happen at any time to become financial core non-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 within the Longshore Division, also to the ILWU Coast Longshore Division Pro Rata fees or payments of any kind under the Longshore Division collective bargaining agreements. 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 because they have issued their own separate notice under their own separate policies and procedures. (Accordingly, this notice shall be superseded by any 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 non-member at any time. Such "financial core non-members" are deemed to be in compliance with any union security clause in a collective bargaining agreement, 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 non-members deprive themselves of the valuable rights of union membership in the ILWU and their ILWU local or division. A financial core non-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 non-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 non-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 other activities and expenses reasonably related to the effectuation of the union's representational duties (hereinafter collectively called "chargeable activities"). However, union expenditures for non-representational activities such as political activities, government lobbying as to non-representational matters (hereinafter collectively 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 non-members who file timely objections pursuant to this Notice.

For calendar year 2017 (which is the most recent audited year), the financial review has confirmed that no more than 10% of all ILWU International's expenditures were for nonchargeable activities.

With respect to ILWU locals and divisions that are outside the ILWU Coast Longshore Division, while they may have different percentages of nonchargeable expenditures, financial reviews and practical experience confirm that their nonchargeable percentage is significantly lower than that for the ILWU International. Nevertheless, those ILWU locals and divisions outside the ILWU Coast Longshore Division who are covered by this notice will reduce or rebate in advance its local dues and fees as to financial core non-union objectors in the amount of 10% based on the nonchargeable percentage stated above for the ILWU International, including the International per capita attributed to them, for the applicable collection period herein or until such time as such local issues a separate notice. In cases of objections, such locals and divisions covered by this notice will be required to provide legally sufficient financial proof to confirm that their nonchargeable percentage is no greater than that stated for the International.

With respect to individuals working within the ILWU Coast Longshore Division, please note that for calendar year 2017 (which is the most recent audited year), financial review has confirmed that no more than 4.86% of all ILWU Coast Longshore Division expenditures were for nonchargeable activities. Please further note that while each ILWU local within the ILWU Coast Longshore Division may have different percentages of nonchargeable expenditures, financial reviews and practical experience confirm that the nonchargeable percentage of expenditures for such ILWU locals is significantly lower than that for the ILWU Coast Longshore Division. Nevertheless, those ILWU locals within the Longshore Division who are covered by this notice will reduce or rebate in advance its local dues and fees as to financial core non-union objectors in the amount of 4.86% based on the nonchargeable percentage stated above for the ILWU Coast Longshore Division and will also reduce or rebate in advance for such objectors 10% of the International per capita attributed to them, based on the International's 10% nonchargeable expense figure, for the applicable collection period herein or until such time as such local issues a separate notice. In cases of objections, such Longshore Division locals covered by this notice will be required to provide legally sufficient financial proof to confirm that their nonchargeable percentage is no greater than that stated for the ILWU Coast Longshore Division.

The ILWU International Executive Board and the ILWU Coast Longshore Division have adopted the following Procedures on Financial Core Non-Members Objecting to Nonchargeable Expenditures (hereinafter called the "Procedures"). Under the Procedures, a financial core non-member of any affiliated ILWU local and division has the right within a specified 30 day period of time to object to paying for the nonchargeable activities and expenses' portion of his or her local dues or fees paid to his/her ILWU local, the per capita fee, which the local pays 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 non-member employed outside the ILWU Coast Longshore Division properly makes such objection, he or she shall receive either the appropriate monthly reduction or an advance rebate of a portion of local dues or local fees, and per capita fees equal to the ILWU International's nonchargeable percentage of 10% stated above. In the event a financial core non-member working within the ILWU Coast Longshore Division properly makes such objection, he or she shall receive either the appropriate monthly reduction or an advance rebate of a portion of local dues or local fees and of the Coast pro rata fees equal to the ILWU Coast Longshore Division's nonchargeable percentage of 4.86% stated above. In addition, such individual will also receive a reduction or an advance rebate of 11% of his/her per capita that is paid to the ILWU International.

Under the Procedures, an objection by a financial core non-member must be made in writing and post-marked within 30 days from the date of this notice or, alternatively, the date of becoming a new hire or becoming a financial core non-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, 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 non-members will be deemed timely if postmarked on or before November 1, 2017. Individuals who after the date of this notice become new hires or financial core non-members may file an objection within 30 days of the date they become a new hire or financial core non-member or the date they receive this notice, whichever is later.

Unless changed by a later notice, those financial core non-members and new hires who file timely objections will not be charged from the date they file a timely objection through November 1, 2019 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 within the Longshore Division) and of their ILWU local. 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 challenge will be kept in an interest bearing escrow account pending resolution of such challenge. Objectors who file a timely challenge to the amounts or calculations of fees will receive the amount that may be determined by the Arbitrator to be owed them, if any, 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 is quite a bargain 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. 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 non-members will agree that becoming and remaining a union member makes the most financial 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 Longshore Division or affiliated locals and divisions of the ILWU.

(rev. Nov 2018)

TRANSITIONS

NEW PENSIONERS:

Local 87: Jeffrey T. Roots; Troy E. Owen; Roger D. Phillips;
Local 10: Ronald L. Carnegie; Ronnie Bell; Daniel T. Woerz; Marta Sinclair;
Local 13: Michael Carreon; Albert F. Aguilar; John M. Sokolich; James R. Cooper; D'vaughn Scruggs; Felix R. Cardenas; Michael J. Azpeitia; Donald S. Webster; Theresa R. Franco; Jerry A. Scott; Dennis N. Holderman;
Local 19: Randolph K. Camacho; Thomas D. Klett; **Local 21:** Michael G. Mackey; **Local 34:** Maureen A. Garza;
Local 46: Daniel J. Hultgen;
Local 52: Robert D. Loso;
Local 63: Gilbert N. Amador; Gary M. Owens; **Local 94:** Christopher A. Gonzalez; Ramon De La Cruz;

DECEASED PENSIONERS:

Local 8: Harold Potts; Ivan R. Kuhnhausen (Karen); Myron A. McDonald; **Local 10:** Gerald M. Kole; Jose A. Quiros; Henry W. Beasley

(Brenda); **Local 13:** Wayne M. Branning; William L. Pinkerton; Frank A. Lauro; Arnold Rivera; Richard J. Linares; Joe A. Lopez; Anthony Svilicich (Phyllis); **Local 19:** Marvin Griffin (Evelyn); **Local 63:** Donald D. Lightfoot Jr; Scott D. McKee; Kenny L. Cash; Ruth A. Byrne; **Local 92:** Harry F. Yost; **Local 94:** Darrell J. Page; **Local 98:** Richard Antle;

DECEASED SURVIVORS:

Local 4: Carol L. Adams; **Local 8:** Betty J. Dodge; Lila Brass; **Local 10:** Anna M. Tillman; Marie Lawrence; Myrtle Coyle; **Local 12:** Doris L. Spurgin; **Local 13:** Hope Mendoza; Evelia Lara; **Local 19:** Viola Boknecht; Barbara Bolts; Howard L. King; **Local 24:** Ann M. Lacey; **Local 27:** Judy Beavers; **Local 34:** Demis E. King; **Local 92:** Patricia D. Ramey; **Local 98:** Frances E. Hopper;

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 Rancho Palos Verdes, CA 90275
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ADRP—Oregon
 Brian Harvey
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 Portland, OR 97221
 (503) 231-4882

ADRP—Northern California
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 (415) 776-8363

ADRP—Washington
 Donnie Schwendeman
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 (253) 922-8913

ILWU WAREHOUSE DIVISION

DARE—Northern California
 Teamsters Assistance Program
 300 Pendleton Way
 Oakland, CA 94621
 (510) 562-3600

ILWU CANADA

EAP—British Columbia
 John Felicella
 3665 Kingsway, Ste 300
 Vancouver, BC V5R 5WR
 (604) 254-7911

ILWU BOOKS & VIDEOS

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

BOOKS

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

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

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

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

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

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

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

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