



THE DISPATCHER

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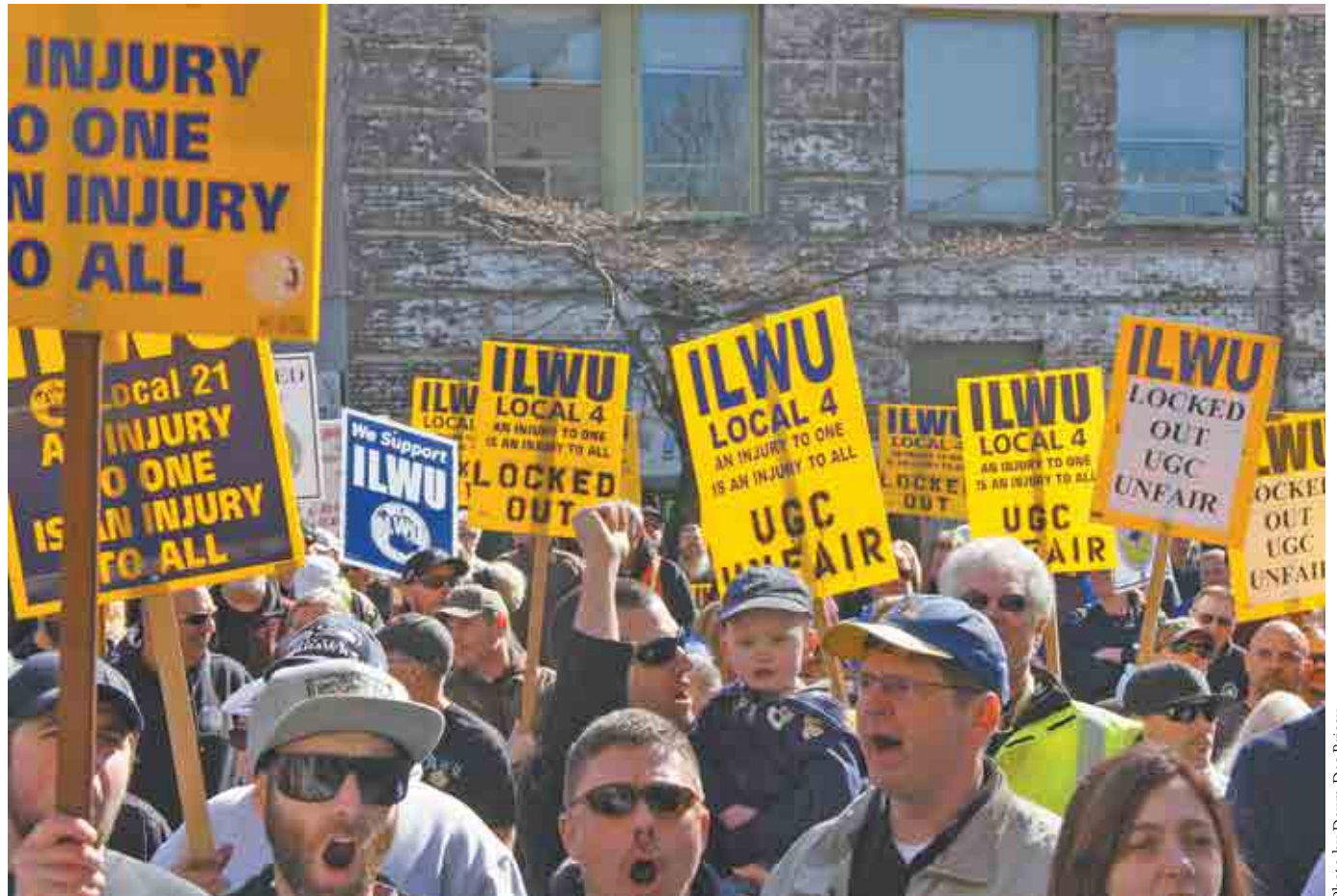


Photo by Dawn Des Brisay

Hundreds of members, families and friends rallied against the Mitsui lockout in Vancouver, Washington on March 8.

ILWU rallies grain workers locked-out by Mitsui in Vancouver

Hundreds of ILWU members and supporters marched and rallied in Vancouver, Washington, on March 8 to protest the lockout of ILWU Local 4 workers at the port's grain export terminal operated by Mitsui-United Grain. The Japanese-owned company initiated the illegal lockout on February 27.

"It was great to see so many members supporting us from all over the region and also from Los Angeles, the Bay Area and even Alaska," said Local 4 President Cager Clabaugh.

The Friday morning rally created some commotion in Vancouver's quiet downtown, as members rallied at Esther Short Park then marched several blocks to the headquarters of Mitsui-United Grain in a spirited display of union solidarity.

Union leaders were on hand to lend their support, including ILWU International President Bob McEll-

rath, Vice President (Mainland) Ray Familathe, and Coast Committeeman Leal Sundet. Washington State AFL-CIO President Jeff Johnson was also in attendance. Additional speakers included Inland Boatmen's Union President Alan Cote and Secretary-Treasurer Terri Mast, Local 13 representative Luke Hollingsworth, a regional Teamsters representative, and local Episcopal minister Jeremy Lucas.

As rally speakers were winding up, McEllrath held up a copy of an interim collective bargaining agreement that another big grain exporter, U.S.-based TEMCO, had recently approved that was ratified by ILWU members. The new interim agreement with TEMCO was overwhelmingly approved in a ratification vote several days earlier by the combined eligible membership from Locals 4, 8, 19, 21 and 23.

At McEllrath's invitation, rally participants marched several blocks toward the Mitsui-United Grain offices. While supporters cheered,

McEllrath, Sundet and Clabaugh attempted to deliver a copy of the interim agreement with TEMCO to Mitsui-United Grain, but company officials saw the crowd coming and locked the doors to their high-rise building. After a brief standoff and some chanting, arrangements were made to deliver the interim TEMCO agreement to officials inside. The grain association's spokesman told reporters that he expected to have the document e-mailed instead of personally delivered by hundreds of supporters.

Background

ILWU members have been loading grain onto ships at Northwest ports since the 1930's. In the decades since, agreements with the Pacific Northwest Grain Handlers Association were reached without major conflicts. That changed in 2011, when a new, overseas-based grain export company, EGT, built a \$200 million facility in Longview, Washington, and refused to negotiate in good

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ILWU joins MUA's Western Australia Branch convention to celebrate solidarity across borders

A delegation of ILWU officers and members attended the convention for the Western Branch of the Maritime Union of Australia the week of February 26th.

The ILWU delegation included International President Robert McEllrath, Vice President (Mainland) Ray Familathe, Vice President (Hawaii) Wesley Furtado, Secretary Treasurer Willie Adams, Local 23 President Scott Mason, and Local 23 members Liz Jimenez, Ryan Whitman, Local 4 member Brad Clark and Local 40 member and International Executive Board member George O'Neil.

At the convention, ILWU Local 23 and the MUA-Western Australia branch signed a solidarity agreement that strengthened the ties between the two organizations and demonstrated the growing international

solidarity efforts between maritime workers and their commitment to broaden campaign efforts across international borders.

President McEllrath presented a short video to convention delegates that featured dramatic highlights from the EGT struggle in Longview, WA. He noted that the dispute with three northwest grain companies is continuing and will require strong solidarity and support. "These big grain companies are powerful international players, and our strategy has to be global as well," said McEllrath.

Scott Mason, president of ILWU Local 23, explained that the pact signed between the WA branch and his local came after visits of solidarity between the two unions. "We talked about the similarities, about the waterfront," he said. "We are off to a really good start. This won't just be a piece of paper. This is going to be a



Photo by Jonathan Tasini

Working class gifts: ILWU International President Bob McEllrath presents MUA-WA Branch Secretary Chris Cain with a plaque crafted with a brass docker's hook. The hook was handmade by Local 23 member Mike Neff. It was mounted on a plaque that was handmade by Local 98 member Earl Sherman. President McEllrath also presented Cain with a bronze ILWU hook sculpture that was made by Local 19 pensioner Ron Gustin.

work in progress and we've already started laying out our next steps, short term goals, medium goals and long-term goals."

Willie Adams, ILWU International Secretary-Treasurer and a member of Local 23, added: "It's for the rank and file, by the rank and file. My local has that same passion so it was a natural fit for us to come together. Our friends are here."

The solidarity agreement reads in part:

"The alliance between our two organisations at this time represents the necessary commitment to international solidarity required for labour to be successful in this time of corporate globalisation. Both branches are militant and progressive and share an approach to rank and file campaigning that unites us."

"As the world becomes smaller with fewer and fewer industrial conglomerates controlling more and more of the world's capital and resources, we must be innovative in our strategies to protect and enhance the wages, hours and working conditions of our members."

The WA Branch also signed a solidarity agreement with the Wellington Branch of the Maritimes Union of New Zealand.

ILWU International Vice President Ray Familathe spoke on a panel about the important role solidarity plays in winning labor struggles in our globalized world. He talked about the important relationship between the

ILWU and United Students Against Sweatshops (USAS), who played an important supporting role in the struggle to win a fair contract for 500 Rite Aid distribution workers represented by Local 26. When USAS called on the ILWU to support their efforts to win back wages for Honduran textile workers who produced Nike apparel for American universities, the ILWU quickly stepped up to show their support. "We made it clear to the company that the ILWU was standing behind these workers," said Familathe.

The Australian Workplace Relations Minister, Bill Shorten spoke at the conference. Despite blowback from conservative forces in the government and press, he said that there was no place he would rather be. A photo of Shorten appeared on the cover of Australia's national newspaper, *The Australian*, with the ILWU International officers in the background. The headline of the article was "Shorten sides with militants."

Convention participants also joined in a large jobs rally organized by a number of Australian unions including the MUA, the Construction, Forestry, Mining, and Energy Union, the Australian Manufacturing Workers Union, and the Communications, Electrical and Plumbing Union. The focus of the rally was to support legislation that would promote the use of Australia companies and labor in major infrastructure projects, and promoting job training programs for Australia's youth.



Photo by Jonathan Tasini

Solidarity agreement: Chris Cain, Branch Secretary, MUA-Western Australia (center left) and ILWU Local 23 President Scott Mason hold the Solidarity Agreement they signed. Also pictured (from left to right) ILWU Int'l Secretary Treasurer Willie Adams, Vice President (Mainland) Ray Familathe and standing to the right of Scott Mason are Local 23 Business Agent Ryan Whitman, and Adrian Evans, Deputy Secretary of the WA-MUA.



Photo by Jonathan Tasini

Perth Rally: ILWU International Vice President (Mainland) Ray Familathe (right) and MUA National Secretary Paddy Crumlin marched with hundreds of union members and community supporters in Perth, Australia for good jobs.

DISPATCHER

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ILWU Local 19 to appeal court ruling on SoDo sports stadium

ILWU Local 19 held a news conference on March 5th to announce an appeal of a Feb. 22 court decision that dismissed the Local's challenge to new sports stadium being proposed for Seattle's South of Downtown neighborhood (SoDo). Local 19 members sued because the SoDo stadium developers failed to properly consider alternative sites for the stadium – as required by state environmental laws – before signing a deal with the investors that locked-down the SoDo location.

Local 19 is filing an appeal because the court failed to recognize that a Memorandum of Understanding, between investor Chris Hansen and the City of Seattle and King County, violates state environmental law.

"We will continue to oppose this project and the development of a sports-entertainment complex in Sodo that would drive maritime jobs and business away from Seattle," said Local 19 President Cameron Williams.

Opposition to the stadium site is coming from Local 19 members, multiple maritime, freight, and manufacturing stakeholders, and the Port Commission – all of whom are worried about the fate of 35,000 jobs and \$3 billion in annual revenue generated by the Port.

Destroying waterfront jobs?:

Seattle developers and investors want to put a massive sports stadium into the city's "South of Downtown" district. ILWU members and Port officials aren't opposed to a stadium, but say the SODO location could kill valuable waterfront jobs.



Panama Canal Towboat Masters vote to affiliate with ILWU Panama Division



The 140-member Panama Canal Towboat Masters Union (UCOC) signed an agreement on January 31st to join the Panama Division of the ILWU.

The Panama Division also includes the 250-member Panama Canal Pilots Union who voted to affil-

ate with the ILWU on September 7, 2011. ILWU International Vice President (Mainland) Ray Familathe flew to Panama to welcome the UCOC members into the ILWU family. The UCOC represents towboat masters and mates, deck captains and officers of dredging equipment – including drilling and blasting barges and floating cranes – who work in the Panama Canal.

ATTENTION: LOCAL 10 MEMBERS

Trustees of the Smolin-Melin Scholarship Fund are prepared to accept applications for scholarships for the academic year 2013-2014. Now is the time to indicate your interest. **June 1, 2013 is the application deadline.**

Victor Smolin and Carlton Melin were long time members of Local 10. They left a sum of money to establish the scholarship fund. They specified that scholarships were to be available to children of Class A Local 10 members to further their "collegiate" education. Trustees of the Fund interpret "members" to mean active members in good standing at the time of disbursement of scholarship funds, deceased members and retired members. The Trustees interpret "collegiate" to apply only to full-time study (at least 12 units per semester or quarter) at either a four-year college or an academic junior college.

The Trustees have agreed that (1) no applicant will be awarded more than four scholarships, (2) a fifth scholarship would be considered after careful review of the applicant's record and if circumstances warrant and (3) in no event would an applicant be considered for a sixth scholarship.

Based always on available assets, the Fund historically has awarded scholarships in a range from \$1000 to \$2500 for full-time students at four-year colleges or universities, and from \$750 to \$1750 for full-time students at two-year colleges.

Trustees are Beth Ross, counsel for ILWU Local 10, David Erkkila, a retired member of Local 10 and a friend of Victor Smolin, and Eugene Vrana, retired Director of Educational Services and Librarian for ILWU.

If you have a son or daughter who is applying to enter college next fall, or is already a college student who is planning to continue, and the above requirements are met, you might want to apply for one of these scholarships.

To request an application, simply call Nicole Bridges at (415) 771-6400. She will then send you the application form with the necessary explanatory materials.

Southern California Pensioners
Present
First Blood
Plaque Dedication, March, & Memorial
May 15, 2013

Honoring Brothers Parker and Knudsen and all of those who were killed on the waterfront.
Let's honor the individuals and families who have sacrificed for all of us.

Event 1
Plaque Dedication
Place: Wilmington Waterfront Park, Main Plaza
(C Street and Neptune)
Time: 9:00 A.M.

The site is near where Parker and Knudsen were killed.
The original plaque will be rededicated. Mayor Antonio Villaraigosa will attend.

Event 2
March and Memorial
Time: March starts at 10:30 am
Place: 22nd and Harbor Blvd.
(Plenty of Parking)

Lunch will be passed out as you reach the Memorial site on 6th and Harbor Blvd.
Memorial Services will be held from 12:10 PM. to 12:50 PM.
Note to all family members & friends:
If you have lost a loved one, please bring a placard, poster, or picture honoring your loved one to carry in the parade.
Let's show our respect for our fallen brothers and sisters.
Let's show our love and respect for our union, the I.L.W.U.

"An Injury To One is an Injury to All."

ILWU workers strike against Waste Management's unlawful behavior in Alameda County

Two hundred Local 6 members went on strike at three of Waste Management facilities during the early morning hours of March 15, shutting-down the company's East Bay operations for six hours. Members organized multiple picket lines beginning at 2am in three locations: the company's headquarters in Oakland, a recycling facility in San Leandro, and the massive regional landfill in Livermore/Altamont. The picket lines were honored by nearly all Teamster drivers and many mechanics from the Machinists Union who also work at Waste Management.

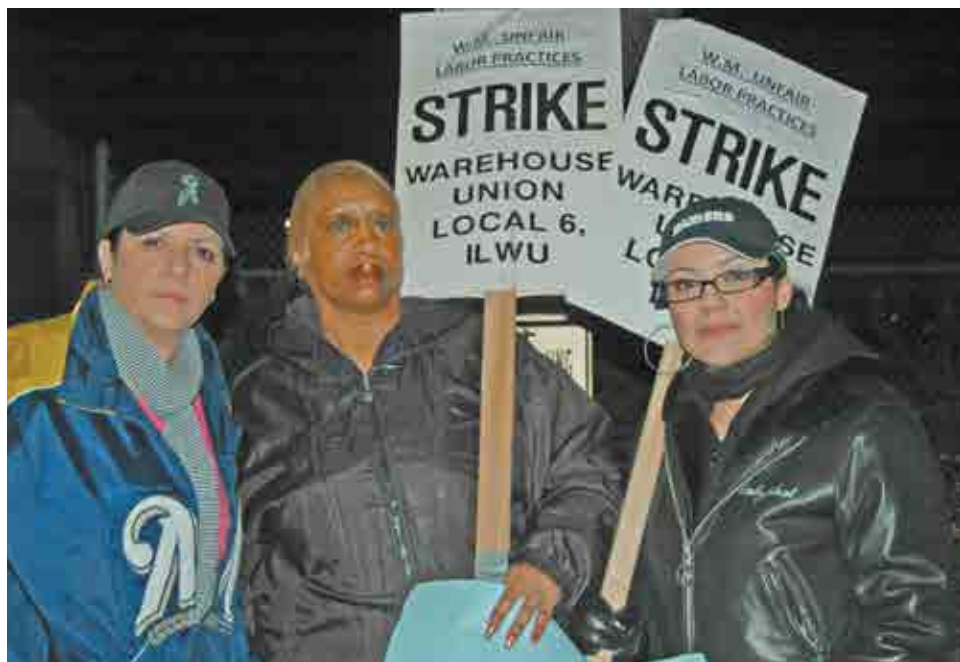
The company's blatant violation of federal labor laws sparked the action, including Waste Management's retaliation against many ILWU members who are immigrants. Waste Management has been trampling on the rights of ILWU-represented workers who are organizing to solve problems and resolve open union contracts that have languished for years. Local 6 and the ILWU International have joined forces to help workers organize for more respect, win improvements and protect their rights.

Diverse workforce

The ILWU workforce at Waste Management has been represented for several decades and is divided into three units, each with separate contracts. About 65 workers operate the company's landfill operations, and several dozen provide clerical and customer service assistance.

Many are low-paid

The largest group of ILWU members are the company's lowest-paid who operate Waste Management's East Bay recycling operation. The predominantly-immigrant employees are paid roughly half what recycling workers earn in San Francisco and San Jose for doing the same work, while residents in those cities pay roughly the same rates for their garbage and recycling services as do East Bay residents.



Holding the line: (LtoR) Ana O'Brien, Regina Beale and Rosa Vazquez together have over 63 years of experience working for Waste Management. They struck along with their co-workers to demand that Waste Management respect the law and honor the rights of workers.

Community campaign

Efforts to improve the low-pay and dangerous working conditions for recycling workers are being supported by a coalition of community groups known as the Campaign for Sustainable Recycling, which includes the East Bay Alliance for a Sustainable Economy (EBASE), religious leaders, environmental organizations and recycling experts who are committed to winning better recycling services for the public along with better working conditions for employees. EBASE members were on the picket lines early Friday morning to support the striking workers.

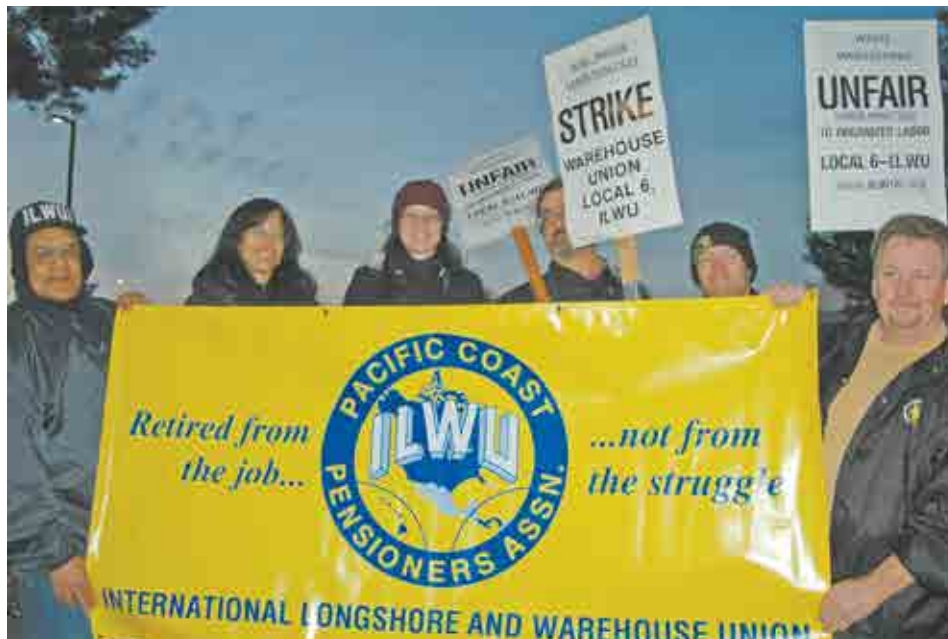
Building support

Several days before the strike, community leaders convened a meeting at the Bay Area Christian Connection church in Oakland, where workers explained Waste Management's retaliation against immigrant employees. And a month before the strike in early February, 200 workers convened a historic "Recycling Workers Convention" with employees from four major recycling operators in the East Bay. Much of that meeting was conducted in Spanish, and was chaired by workers who are taking a leadership role in their campaign to improve industry conditions in Alameda County. Supporters at the Convention included a host of elected officials, church leaders, environmental groups, industry experts and community organizations. The convention concluded with workers ratifying a plan to improve industry conditions. Political leaders signed a statement calling for better jobs and improved recycling services in the East Bay.

Legal action

In the days leading up to the strike, workers filed formal charges against Waste Management with the National Labor Relations Board that included:

- Threatening and intimidating employees;
- Implementing workplace policies without bargaining with the Union;
- Mistreating immigrant workers.



Sunrise on the picket line: (LtoR) Bay Area Pensioner Lawrence Thibeaux, community supporters Nikki Fortunato-Bass and Kate O'Hara from the East Bay Alliance for a Sustainable Economy (EBASE), Local 6 Secretary Treasurer Fred Pecker, Local 6 member Carey Dall, and Local 34 Vice President Dave Hill. They supported hundreds of workers who shut down the company for 6 hours on March 15.

Using E-Verify against immigrant workers

One nasty charge involved the company's improper and illegal use of the federal "E-Verify" system to retaliate against immigrant recycling workers who were organizing to protect their rights on the job. The company began by bypassing a legal obligation to first negotiate with the union before using the E-Verify system. Waste Management also improperly used the E-Verify system against long-term employees instead of new-hires or applicants. And Waste Management also used E-Verify in a retaliatory manner by deploying it immediately after workers planned to take collective action – a serious violation of federal labor law. The company spokesman claimed that their timing was merely a coincidence, or as he told the San Francisco Chronicle, "an unfortunate chain of events that overlain one another."

In addition abusing the E-Verify system, Waste Management also engaged in other violations of the National Labor Relations Act, including unlawful surveillance and interrogation of employees.

"America won't work if big companies like Waste Management can break the law with impunity and violate workers' rights," said Fred Pecker, Secretary-Treasurer of ILWU Local 6. "All workers deserve respect on the job and the right to be free from illegal threats."

Positive media coverage

The strike generated intense media coverage that was sympathetic towards workers. Five television stations carried the story, beginning with early morning reports that ran throughout the day, including live coverage from reporters on the picket lines and in helicopters overhead. Some of the interviews were conducted by workers themselves, including Manuel Christy, a 23-year Waste Management recycling worker who told Channel 5 News that the strike was about "respect and fairness." More than 60 TV and radio reports aired on Friday that reached over 1.5 million residents. The San

Francisco Chronicle published an article the following day that provided details about the company's illegal retaliation against immigrant workers.

History of abuse

Waste Management has a history of mistreating Bay Area workers. In 2007, the company was engaged in contract negotiations with Teamsters and Machinists when they issued a demand for cutbacks. When workers refused, the company "locked-out" the drivers and mechanics. The 200 ILWU workers respected the picket lines during the 28-day lockout, going without pay and putting a heavy burden on their families who made a dramatic show of solidarity. During the lockout, the company mobilized their professional team of in-house strike breakers from around the country, known as "the green team," but many East Bay customers had little or no garbage service for the month, triggering heavy fines and sanctions against the company. When the lockout ended, Waste Management retaliated by suing the ILWU and by outsourcing 38 customer service positions in November of 2009.

Deep pockets

Waste Management is the nation's largest waste and recycling operator. The company is highly profitable. In 2012, Waste Management reported profits of \$817 million and paid stockholders another \$658 million in dividends. While the company demands concessions from workers, Waste Management's CEO has been collecting \$7.4 million in compensation.



Sustainable Recycling Campaign

Afiliados de ILWU hacen paro contra Waste Management por su conducta ilegal

Dos cientos afiliados del Local 6 hicieron huelga en tres instalaciones de Waste Management en las primeras horas del 15 de marzo, paralizando las operaciones de la compañía en el East Bay por seis hora.

Los afiliados organizaron varias líneas de piquete empezando a las 2 a.m. en los tres sitios: las oficinas principales de la compañía en Oakland, una planta de reciclaje en San Leandro y el vertedero regional enorme en Livermore/Altamont. Las líneas de piquete fueron respetadas casi por todos los choferes afiliados al Sindicato de Teamsters y muchos mecánicos afiliados al Sindicato de Maquinistas que también trabajan en Waste Management.

Las descaradas violaciones de las leyes laborales federales por parte de la compañía provocaron el paro, incluso las represalias tomadas por Waste Management contra los afiliados de ILWU que son inmigrantes. A Waste Management le dio por pisotear los derechos de los trabajadores representados por ILWU que se están organizando para resolver problemas y terminar la negociación de contratos laborales que estaban pendientes por años. El Local 6 y el Sindicato Internacional de ILWU unieron fuerzas para apoyar a los trabajadores en su lucha por conseguir mayor respeto, mejoras en sus condiciones y la protección de sus derechos.

Una fuerza laboral diversa

La fuerza laboral de Waste Management ha sido representada por ILWU por varias décadas y se divide en tres unidades, cada una con su propio contrato colectivo. Unos 65 trabajadores se encargan de las operaciones del vertedero sanitario, y varias decenas hacen trabajo de oficina y prestan servicio al cliente.

Muchos ganan poco

El grupo más grande de afiliados de ILWU son los empleados que ganan los salarios más bajos y se encargan de la operación de reciclaje de Waste Management en el este de la Bahía. Los empleados, que en su mayoría son inmigrantes, reciben aproximadamente la mitad de lo que ganan los tra-



Trabajadores de Waste Management en el East Bay protestaron los maltratos, cerrando la compañía por seis horas el 15 de marzo.



Miembros del Local 6, 10, 34 y 75 de ILWU llegaron a la línea de piquete para apoyarlos – además de los miembros de la Alianza por una Economía Sostenible del East Bay (EBASE).

bajadores del reciclaje en San Francisco y San José por hacer el mismo trabajo, mientras que los residentes de esas ciudades pagan casi las mismas tarifas de recolección y reciclaje de basura que los que viven en el este de la Bahía.

Campaña con la ayuda de la comunidad

Esfuerzos por mejorar el pago y las condiciones de trabajo peligrosas de los trabajadores del reciclaje se están haciendo con el apoyo de una coalición de grupos comunitarios conocida como Campaña por el Reciclaje Sostenible, la cual incluye la Alianza del East Bay por una Economía Sostenible (EBASE), líderes religiosos, organizaciones ambientales y expertos en reciclaje que tienen como objetivo lograr mejores servicios de reciclaje para el público, al igual que mejores condiciones de trabajo para los empleados. Los miembros de EBASE participaron en la línea de piquete temprano por la mañana del viernes en apoyo a los huelguistas.

Se buscó apoyo

Varios días antes de la huelga, líderes de la comunidad convocaron una reunión en la iglesia de Bay Area Christian Connection en Oakland, en la que los trabajadores explicaron las represalias tomadas por Waste Management contra los trabajadores inmigrantes. Un mes antes de la huelga a principios de febrero, 200 trabajadores convocaron una histórica “Convención de Trabajadores del Reciclaje” en la que participaron empleados de cuatro plantas principales de reciclaje en el este de la Bahía. La mayor parte de la reunión se llevó en español y fue dirigida por trabajadores que asumieron el liderazgo de su campaña para

mejorar las condiciones en este tipo de empresas en el condado de Alameda. Entre los que llegaron a apoyarlos en la Convención estuvieron funcionarios públicos, líderes eclesiásticos, grupos ambientales, expertos en el ramo y organizaciones de la comunidad. En la clausura de la Convención, los trabajadores ratificaron un plan para mejorar las condiciones en las empresas del ramo. Los líderes políticos firmaron una declaración exigiendo mejores empleos y mejores servicios de reciclaje para el este de la Bahía.

Acciones legales

En los días previos a la huelga, los trabajadores presentaron denuncias formales contra Waste Management ante la Junta Nacional de Relaciones Laborales, entre otras debido a:

- Amenazas e intimidación de los empleados;
- La imposición de normas en el centro de trabajo sin negociarlas con el Sindicato;
- Maltrato de trabajadores inmigrantes.

Uso de E-Verify contra trabajadores inmigrantes

Una de las denuncias más fuertes se refirió al uso inapropiado e ilegal del sistema de “E-Verify” por parte de la compañía como represalia contra los trabajadores inmigrantes del reciclaje que se estaban organizando para proteger sus derechos laborales. La compañía empezó por no cumplir su obligación legal de negociar primero con el Sindicato antes de usar el sistema E-Verify. Waste Management también usó inapropiadamente ese mismo sistema contra empleados de bastante antigüedad en lugar de usarlo

para investigar a los recién contratados o solicitantes de empleo. Además de eso, Waste Management también usó el sistema E-Verify como represalia inmediatamente después de que los trabajadores se pusieron de acuerdo para tomar acciones colectivas, lo cual es una grave violación de la ley laboral federal. El vocero de la compañía declaró que su uso inoportuno del sistema simplemente había sido una casualidad, o como le dijo al San Francisco Chronicle, “una desafortunada cadena de acontecimientos que se dieron al mismo tiempo.”

Además del uso indebido del sistema E-Verify, Waste Management también cometió otras violaciones de la Ley Nacional de Relaciones Laborales, específicamente la vigilancia e interrogaciones ilegales de los empleados.

“Este país no va a caminar bien si las grandes compañías como Waste Management pueden quebrantar las leyes con impunidad y violar los derechos de los trabajadores,” dijo Fred Pecker, Secretario Tesorero del Local 6 de ILWU. “Todos los trabajadores merecen ser respetados en el trabajo y poder vivir libre de amenazas ilegales.”

Reportajes positivos por los medios

La huelga generó una cobertura intensa por los medios de comunicación, la cual fue favorable para los trabajadores. Cinco estaciones de televisión reportaron los acontecimientos, empezando con reportajes temprano por la mañana que continuaron a lo largo del día, incluso cobertura en vivo desde la línea de piquete y los helicópteros en el aire. Algunas de las entrevistas fueron realizadas por los mismos trabajadores, incluso Manuel Christy, un empleado de Waste Management con 23 años de experiencia en esa compañía quien le dijo al noticiero del Canal 5 que la huelga se hacía para tener “respeto y justicia”. Más de 60 reportajes de TV y radio llegaron a 1.5 millones de residentes. El San Francisco Chronicle publicó un artículo el día siguiente dando detalles de las represalias ilegales de la compañía contra los trabajadores inmigrantes.

Antecedentes de maltrato

Waste Management tiene antecedentes de maltrato hacia trabajadores de la Bahía. En 2007, la compañía exigió concesiones mientras negociaba con los afiliados de los Teamsters y Maquinistas. Cuando los trabajadores rechazaron las propuestas de la com-

Continúa en la página 7



Un huelguista, Manuel Christy, empleado en Waste Management for 23 años, le dijo al Canal 5 que la compañía debería cumplir con la ley y respetar a todos los trabajadores.

Clerical workers ratify agreement won with 8-day strike

Office clerical workers at the Ports of Los Angeles and Long Beach ratified a new contract in late February that covers 450 members of Local 63's Office Clerical Unit (OCU). The workers won their contract after striking for 8 days from November 27 to December 4, 2012 because employers refused to curtail the outsourcing of good jobs.

Solidarity was central

The strike victory was possible because of a powerful show of solidarity from 10,000 ILWU members at Locals 13, 26, 56, 63 and 94 – along with support from other union members and non-union workers, including port truckers, who honored the picket lines.

International union support

Local 63-OCU asked for help from the ILWU International Union more than a year ago. International President Bob McEllrath assigned Vice President Ray Familathe to assist the Local with negotiations that continued during the strike. "It was important for employers to understand that the ILWU International was supporting these members," said McEllrath.

Outsourcing threat

The predominantly female Local 63-OCU workforce spends most of their time on computers doing logistics planning work that is closely monitored by management and easily outsourced to non-ILWU locations in other states and countries. "They can outsource jobs with the push of a button to Texas or Taiwan," explained ILWU International Vice President Ray Familathe.

No strike-breaking injunction

When the strike started, employers refused to bargain seriously because they were lobbying the Obama White House and hoping to break the strike with a Taft-Hartley injunction. In the end, employers didn't get their injunction and had to negotiate a settlement with the union that included new outsourcing restrictions.

Jobs vanish to Costa Rica

Outsourcing controls were a critical part of the new agreement. During the previous contract, one company transferred work from the Harbor-area to Costa Rica, transforming a formerly

minor operation with a few office workers into a bustling new facility with cubicles for 100 employees – many doing work that had previously been performed by ILWU employees in the Harbor area. The workers in Costa Rica were ordered not to talk with their better-paid counterparts in Los Angeles – and threatened with termination if they made contact with ILWU members.

Employer double-cross

While the outsourcing issue had festered since the contract expired in June of 2010, the problem went back further, to the depths of the 2008-2009 recession. That's when companies pleaded for "flexibility," claiming they needed relief to remain solvent. Local 63-OCU agreed to ease staffing requirements then to help the companies during the hard times, but the companies refused to return the favor when the economy recovered – and there was no "snap-back" provision in the contract to restore the status quo. Employers took full advantage of the relaxed staffing requirements during those three years to outsource 51 full-time positions – more than 10% of the workforce. With employers refusing to limit outsourcing, and another 70 jobs likely to disappear in the coming years without controls, OCU members decided they had no choice but to strike.

Politicians choose sides

The strike revealed which politicians were willing to stand with workers – and which ones were more comfortable with employers and big business lobbyists. U.S. Senators Dianne Feinstein and Barbara Boxer issued a disappointing joint statement with a sub-headline that screamed: "Closures of Ports During Holiday Season Could Hurt the Economy of the Los Angeles Region and Nation."

In fact, there was little or no impact on the holiday season because most of the seasonal goods had been delivered long ago. And the economic impact of the strike was widely exaggerated. But claims that the strike was "harming the economy of the Los Angeles Region and Nation" were used to prod pro-corporate White House officials closer to imposing a Taft-Hartley injunction.

Billion dollar baloney

Business lobbyists, along with many reporters and politicians, repeated the false claim that the strike was costing the local economy "\$1 billion a day." The figure came from a reporter who misunderstood the comments of econo-



Solidarity victory: The strike succeeded because of a powerful show of solidarity from 10,000 ILWU members at Locals 13, 26, 56, 63 and 94 – along with support from other union members and non-union workers, including port truckers, who honored the picket lines.

mist Jock O'Connell, who was stunned to see his own misleading figure go viral. O'Connell quickly issued a clarification and tried to correct the error, but it was too late to control the hype that was fed by big business lobbyists and politicians who used the figure as a dramatic talking point – and reporters who unknowingly included the phony figure in many of their stories.

De-bunking a myth

Los Angeles Times columnist Michael Hiltzik devoted a column to de-bunking the bogus billion-dollar figure, along with other employer myths that he saw circulating in the media, including some in his own newspaper. Hiltzik explained that the value of goods moving through the ports may amount to roughly \$1 billion per day – but the value of those goods didn't become worthless because of the strike, which merely delayed deliveries for a week or so. The cost of those delays could eventually be estimated, but it was very small compared to the "billion dollar-a-day claim," and had no more than a tiny impact on the national economy.

Some stood with workers

Several members of Congress weren't fooled by the employer hype and took a courageous stand by affirming the efforts of clerical workers to save jobs from being outsourced. Congress members Janice Hahn, Judy Chu, Linda Sanchez, and Grace Napolitano called on both sides to reach a settlement – while expressing concern over the outsourcing of good jobs. Similar sympathetic statements came from Congress member-elect Alan Lowenthal, State Assembly member Bonnie Lowenthal, and others. Janice Hahn also made a special effort to visit with workers on the picket line, as did City Council member Joe Buscaino who expressed concern about the outsourcing problem on radio interviews.

Message control

After several days into the strike, the union began sending a clear, consistent message that explained the conflict in terms the public could understand and support: "clerical workers are standing up to save good jobs that support working families in our community. We want the good jobs at the port to stay here and we want the outsourcing to stop." A team of Local 63OCU members were

quickly trained to deliver the union's message to millions of TV viewers, radio listeners and newspaper readers. Member Trinie Thompson conducted interviews with the NBC Nightly News, the Los Angeles Times and FOX national news. Members Sal Lopez and Maggie Ladesma did television news interviews in Spanish that reached millions. Member Pin Tse reached out to the Chinese language media.

Reaching a settlement

As the strike neared the one-week mark on December 3, both sides edged closer to an agreement when the companies finally agreed to put controls on their outsourcing. The final deal took another 12 hours to finalize, but was reached shortly before 11pm on December 4 with a joint media event hosted by Los Angeles Mayor Antonio Villaraigosa who cut-short a South American trade mission to assist the negotiations.

ILWU International Vice President Ray Familathe said "this fight came down to saving good jobs for the entire community, but it was difficult because we were dealing with powerful multi-national shipping companies, 21st-century technology, and an outsourcing problem that's been out-of-control in America for decades."

"This victory was possible because of support from the entire ILWU family and the strong backing from the Harbor community," said ILWU International President Robert McEllrath, who praised the unity and solidarity of union members, their families and community supporters.

Bay Area Yusen Terminal workers ok new OCU contract

The members of Local 34's Office Clerical Unit at Yusen Terminals Inc. in the Bay Area ratified a new contract on March 7, 2013. The contract was accepted by a 90% margin and provides increases in wages, pension, and new attrition language. Members of the Local 34 OCU at YTI are Ziggy Baranowski, Alvia Bowie, Patrick Callahan, Michael Depp, Rolane Domingo, Francesca Haliburton, Jimmy Hsu, Uel Lusica, Mark Neale, and Marissa Rodas. Serving on the Union negotiation team were Local 34 President Sean Farley, Secretary-Treasurer Allen Fung, and OCU members Alvia Bowie, Patrick Callahan, and Mark Neale.



Walking with workers: Congresswoman Janice Hahn came out to the picket line to talk with workers. LA City Councilmember Joe Buscaino also visited the picket line.

ILWU grain workers locked-out by Mitsui in Vancouver

continued from page 1

faith with the ILWU. The company then used Operating Engineers from Gladstone, Oregon, to operate the new terminal – triggering months of protest by ILWU members that eventually resulted in a first agreement with EGT. Shortly afterward, the four company multi-employer group represented by the Pacific Northwest Grain Handlers Association began demanding concessions to their own successful 80-year-old grain agreement. Pacific Northwest Grain Handlers Association members include:

- Japan-based Mitsui (United Grain in Vancouver)
- Japan-based Marubeni (Columbia Grain in Portland)
- Netherlands-based Louis Dreyfus Commodities (elevators in Seattle and Portland)
- U.S.-based Cargill and CHS (TEMCO elevators in Tacoma, Kalama and Portland)

Playing hardball

The four companies that constitute the Pacific Northwest Grain Handlers Association multi-employer group negotiated to impasse with Locals 4, 8, 19, 21 and 23 – that also bargained as a group. The companies insisted on hard-line, non-starter proposals and refused to budge before the grain contract expired in September, 2012. By November, they demanded that the Union accept a deeply-concessionary contract. That proposal was rejected by 94% of members who voted in late December. At that point, three companies (not including TEMCO), emboldened by the Taft-Hartley “slave act”, imposed their “final offer”, a conces-

sionary agreement. At this point, the union decided that it was wiser to remain working – even under terms of the imposed contract – than it was to strike. This permitted the union more time to work on other methods of struggle, including rallying domestic and international solidarity along with other legal options.

Meanwhile, TEMCO, a joint venture of an American farmer cooperative and the American corporation Cargill, refused to participate with the three other grain companies that imposed the concessionary agreement. Instead, TEMCO agreed to work under the expired grain agreement while continuing to negotiate an interim agreement. The union and TEMCO were able to reach terms on a five-year interim agreement that was ratified by members and signed on March 9. The TEMCO/ILWU agreement is subject to modification in order to reflect an eventual agreement between the ILWU and the entire Pacific Northwest Grain Handlers Association. The interim agreement does not break up the multi-employer group, and the interim agreement is subject to whatever agreement is finally reached with the whole group.

Illegal lockout

While all of the foreign based and controlled export elevators have utilized the services of Gettier, a Delaware-based strike breaking specialist that offers “replacement worker services” and labor strife consulting, Mitsui-United Grain adopted the most hostile approach of the three recalcitrant companies. Gettier was the firm that Rio Tinto hired during their failed 2010 lockout attempt against 600 Local 30 families Boron, California. Mitsui paid Gettier to use the same tactics in Vancouver that backfired in Boron: hiring expensive replacement workers who were put on stand-by, and stationing security guards around the plant who were dressed in storm-trooper costumes and given video cameras – hoping to provoke ILWU members into doing things that could be used by the company in court.

Just like Rio Tinto, Mitsui imposed an illegal lockout against ILWU workers. Mitsui locked the gates on ILWU members early on the morning of February 27. The company claimed their action was justified because an individual union member allegedly tried to damage equipment at their Vancouver grain terminal two months earlier – a claim that has yet to be backed-up with evidence. The individual they accused



Photo by Dawn Des Brisay

Illegal lockout: Mitsui-United Grain's lockout is being challenged by the ILWU for violating federal labor laws.

was dismissed prior to their lockout, so there was no justification for locking out the entire ILWU workforce – aside from anti-union retaliation, which is illegal under federal law. Local 4 filed “unfair labor practice” charges against Mitsui-United Grain for retaliating against union members on March 4, 2013.

Towboat companies, Foss and Shaver, have bare-boated three ship-assist tugs to the Grain Exporters who have manned those tugs with non-union workers. The Coast Guard has issued a protective zone of 250 yards around the Columbia River Terminals of Mitsui and Marabeni.

The river pilots, citing legal requirements, are moving vessels with scab towboats through Local 4 picket lines.

International Transport Federation (ITF) crewed vessels are being threatened and fined by the elevators when they refuse, pursuant to ITF contracts, to do longshore work such as opening hatches.

Since the lockout, Local 4 members have been staffing the picket line around the clock. The 44 positions at Mitsui-United Grain were often rotated among the 200 members of the local, so almost everyone has worked inside at some point, according to Local 4 President Clabaugh. He credits Vice President Jared Smith along with members Jared Moultrie, Tommy Boyer and others, for helping to coordinate the lockout support effort. Member Monty Sinclair has been coordinating picketing on the water, using boats to extend the lines into the water where they can be seen by maritime unions.

“The membership support for this effort has been impressive,” said Clabaugh. “We’ve got faith in our International union leadership and are committed to going as long as it takes.”

As The Dispatcher is going to press, Mitsui-United Grain, Marubeni-Columbia Grain and Louis Dreyfus have agreed to resume negotiations with the ILWU.



Photo by Dawn Des Brisay

ILWU President Bob McEllrath (a Local 4 member for 44 years) marched in Vancouver with Vice-President (Mainland) Ray Familathe (L) and Coast Committeeman Leal Sundet (R).

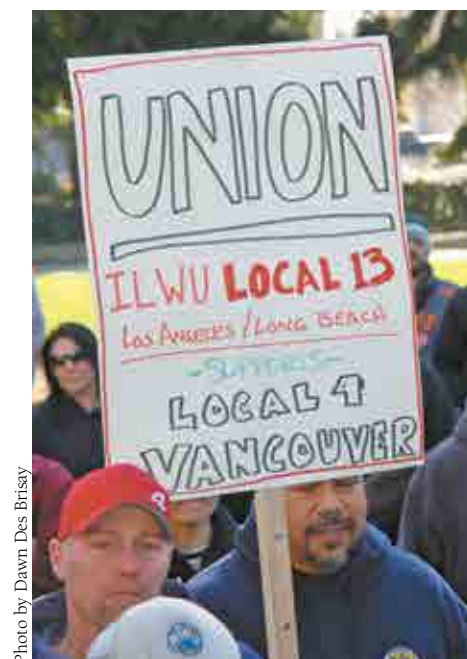


Photo by Dawn Des Brisay

So CAI solidarity: Local 13 was represented at the Vancouver rally on March 8.

Afiliados de ILWU hacen paro contra Waste Management por su conducta ilegal (continuación)

pañía, esta hizo un cierre patronal contra los choferes y mecánicos. Los 200 empleados afiliados a ILWU respetaron la línea de piquete durante ese cierre que duró 28 días, privándose de recibir sus salarios y soportando una carga pesada para sus familias, con tal de solidarizarse firmemente con sus compañeros. Durante el cierre, la compañía

activó su equipo de rompneuergas de todo el país, conocido como el “equipo verde” pero muchos de los clientes del East Bay se quedaron prácticamente sin servicio de recolección de basura durante el mes, lo cual provocó la imposición de grandes multas y sanciones contra la compañía. Cuando se levantó el cierre, Waste Manage-

ment tomó represalias, demandando a ILWU por la huelga de solidaridad y subcontratando 38 puestos de oficina en noviembre de 2009.

Poderoso caballero es Don Dinero

Waste Management es la empresa más grande de recolección y reciclaje de basura en el país. Es una compa-

ñía sumamente lucrativa. En el 2012, Waste Management declaró ganancias de \$817 millones y repartió utilidades a sus accionistas que sumaron otros \$658 millones. Al mismo tiempo que la compañía exige concesiones a sus empleados, el Director General de la empresa recibe una remuneración de \$7.4 millones.



Sworn-in: Rose Faola was welcomed by President Fred Gilliam as a new member of the Walking Boss & Foremen's Local 91 on January 17, 2013. Faola started longshore work in 1999 and is the first person in her family to be a longshore worker. She was born in American Samoa and was raised in Hawaii. "From what I have researched, I am the first Samoan to be in Local 91. I consider that to be an honor and I am excited for the challenges and opportunities ahead," Faola said.

TRANSITIONS

NEW PENSIONERS:

Local 10: Jerry Watson; **Local 13:** Nathaniel L. Brown; Henry T. Duarte; Henry A. Pollard; Tong P. Cho; Jerry Di Leva; **Local 19:** William H. Johnson; Wayne G. Abbey; **Local 21:** Charles J. Ford; **Local 23:** Carlton N. Williams III; **Local 26:** Rolando M. Landrito; **Local 27:** Craig E. Osterberg; **Local 29:** Kenneth Gracia; **Local 40:** Philip R. Badalamenti; **Local 46:** Jerry L. Wells; **Local 50:** Steven J. Corder; **Local 63:** Scott D. Mckee; Sam Longin, Jr.; Richard Amesqua; **Local 75:** Ronald J. Defanti; **Local 98:** Christopher L. Lamm;

DECEASED PENSIONERS:

Local 4: Melvin L. Engels (Alice); **Local 6:** Michael Peña; **Local 8:** Frank Cicerich (Kathryn); George Haugen; **Local 10:** Leo L. Robinson; John Marques (Maria); Jerry A. Flitter; **Local 13:** William Pepper; Louis Aguirre Jr (Patricia); Danny Mahon; Gilbert Samudio; Laurie M. Gagnier; James R. Cadwell, Jr.; **Local 19:** Donald E. Thornton; Robert M. Smith; Julius L. Woeck Jr; Mark D. Favro; **Local 21:** Robert L. Gardner; **Local 27:** Robert B. Wilcox; **Local 27:** Thomas E. Parr; **Local 29:** Leon

Zuniga; **Local 34:** Addison Hicks; Salvatore Colla; **Local 54:** Ira Ellsworth Jr; **Local 63:** Rudy E. Aguirre; **Local 75:** Shirley A. Broadhead; **Local 91:** Fred J. Bryant; **Local 92:** Glen D. Sorrels; **Local 94:** Donald J. Tousseau; Tony L. Hernandez; **Local 98:** Edward M. Gerrish;

DECEASED SURVIVORS:

Local 8: Rica M. Mose; **Local 10:** Anne Day; Angela Gallo; Alice Landry Jr.; **Local 12:** Thelma L. Stokes; **Local 13:** Beatrice Rodriguez; Luanna D. Hofmann; **Local 19:** Catherine

Beadle; **Local 21:** Alice A. Marthaller; **Local 23:** Geraldine L. Eriksen; Elizabeth Hall; **Local 34:** Kathryn Cooper; Mabel Carroll; Edith O. Barrios; **Local 46:** Teresa Gann; Julia Guerrero; **Local 50:** Patricia Kluge; **Local 52:** Mary Ann Lillquist; **Local 63:** Margaret Russell; **Local 98:** Anna J. Robinson; Marcia Kossman-Boukal;

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

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

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

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

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

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

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

VIDEOS

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