PROSPERITY
SAN FRANCISCO
AS THE WAREHOUSE
STRIKE PROSPERS
ILWU Jurisdiction Rights Sought for Army-Navy Jobs
SAN FRANCISCO—The caucuses Committee on Jurisdiction and Contract Enforcement recom- mended that immediate steps be taken by each of our locals to take over work within ILWU jurisdic- tion now being done by non-union personnel at Army and Navy waterfront installa- tions. The committee made a survey of the present contractual situa- tion with respect to work properly within the jurisdiction of the ILWU now performed by others than ILWU members. The survey disclosed a startling number of violations of the contracts by the Army and Navy, as well as by the employers belonging to other union organizations. A detailed report will be submitted to the International of- ficers of the union, including the thousands who re- ceived the questionnaires. The committee recommended that immediate steps be taken by each of our locals to take over work within ILWU jurisdic- tion now being done by non-union personnel at Army and Navy waterfront installa- tions.

SPECIAL LONGSHORE CONTRACT ISSUE

Sharing Employment at Decrease Take Home Level

Factor In Proposal for 30 Hour, $52.50 Per Week

By ILWU Research Department

San Francisco—The union committee on jurisdiction and contract enforcement is working on a proposal to decrease take home pay by a third. The union believes that their workers should share in the economic benefits of the war effort. The proposal is currently being reviewed by both the union and the employers, and is expected to be finalized in the near future.

For the Community

Key strategy of the ILWU August Longshore Caucus, is to carry the pressing problem of full employment to the community for understanding and backing, and that phrase of itself implies the importance of spreading employment, which involves at a conservative estimate, the thousands who re- ceived the questionnaires. The committee recommended that immediate steps be taken by each of our locals to take over work within ILWU jurisdic- tion now being done by non-union personnel at Army and Navy waterfront installa- tions.

VIGOROUS PROGRAM

The committee recommends the following specific program to achieve the above-stated ob- jective:

1. To enlist such support as can be secured from the Waterfront Employers Association in making joint representations in Army and Navy to remove immediate and on-the-spot military and war bureau personnel from their respective establishments and replace such personnel with ILWU mem- bers, as far as is possible, through the medium of contracting such work to members of the organization, the benefits of which will be distributed as provided by the contract, and to press for recognition of jurisdiction over all work not covered by ILWU labor agreements.

2. That the union similarly enlist such support as can be secured from the employers' association to take over work now being done by non-union civilian personnel at waterfront military installations both by organi- zation of present workers at such installations a nd replacement by present members of our union.

3. That full support be given to ILWU Local L. E. C. ship Scalers in their present jurisdic- tional dispute with the Metal Trades Council A. F. L.

4. That each ILWU local concerned be requested to set up im- mediately a local committee on jurisdiction and contract enforcement, such committees to do the following:

A. Make a detailed survey of all work not covered by ILWU contracts that should be so covered, including the exact number of employees and the nature of operations of work being done by non-union personnel at waterfront installations where they are employed.

B. To forward such information to the International affairs office and the director of organization.

C. That the rank and file membership, particularly the stewards and local officers, who exist in every possible way in local ILWU offices, be informed of the work to which they are entitled.

D. Such local committees shall

(Continued on Page 3)
How the War Labor Board Decision Changes Old Longshore Contract

PRESENT AGREEMENT

Section 3 (a) 
1.00 straight time basic rate; $1.05 overtime.

(b) Skill differentials, same rate straight or overtime.

Winch drivers: Portland ... .10
Los Angeles ......... .10
Double winch drivers: Seattle ... .10

Hatch tenders: Portland ... .10
Los Angeles ......... .10
Gang bosses: San Francisco .... .15
Portland ......... .15

Lift jobber operator: Portland ... Seattle .... .10

No pyramiding of skill differentials on penalty cargo rates.

Same rate, straight or overtime hours, paid on most penalty cargoes.

When handling the following in lots of 20 tons or more a penalty for both straight and overtime work in addition to the basic rate shall be 10c per hour.

Cement:
(a) All discharging from ships;
(b) Loading only when in bags with no inner containers, unless the cargo falls within the provision relating to damaged cargo.

Line, in barrels and loose much sacks:

Create their products unless banked or created. Refrigerated cargo: Handling and storing refrigerate space meats, feeds, and other similar cargoes to be transported at temperatures of freezing or below in the boxes.

Penalties to certain gang members:
To winch drivers, hatch tenders, side runner men, donkey drivers, steering machine drivers and boom men only.

Handling lumber and logs out of water, straight or overtime: .20

Lumber products loaded out of water, including that part of erie only which has been damaged: .10

Damaged cargo: ... .55
Explosives: ....... .55

Section 4

The hiring and dispatching of all longshore men shall be done through one central hiring hall in each of the ports of Seattle, Portland, San Francisco and Los Angeles, with such branches as the Labor Relations Committee, provided in Section 9, shall decide.

Section 5

Personnel for each hiring hall to be determined and appointed by LRC for each port, except that the dispatcher shall be selected by the union.

Section 6

Section 11 (a)

Subject to the control and direction of the Coast Labor Relations Committee, the Labor Relations Committee for each port shall determine the organization of gangs and methods of dispatching.

Section 7 (a)

Substitution of Statewide Election Day for General Election Day.

Section 8

The parties shall endeavor to agree upon a coast arbiter; ...

AS AMENDED BY DIRECTIVE ORDER, AUGUST 18, 1945

Section 1 (a)

1.13 straight time basic rate, $1.712 overtime.

Time and one-half on skill differentials during overtime hours.

Winch drivers, all ports, straight time $10
Overtime $15

All other differentials also become 10c straight time and 15c overtime.

(Thus, winch drivers on general cargo, who used to get $1.30 straight time and $1.75 overtime, now will get $1.40 straight time and $1.975 overtime.)

(b) Skill differentials to be added to penalty cargo rates.

Time and one-half on penalty cargoes during overtime hours.

When handling the following in lots of 20 tons or more a penalty rate be.
Straight time $10
Overtime $15

Cement:
Deteriorated time and sulphur in sacks.
Uncrushed chemically treated lumber.
Refrigerated cargo: Handling and storing refrigerator space meats, feeds, and other similar cargoes to be transported at temperatures of freezing or below in the boxes.

Handling lumber and logs out of water, straight or overtime:

Lumber products loaded out of water:
Straight time $10
Overtime $15

Explosives:
Straight time $1.15
Overtime $1.725 (That, explosive rate is $230 hour straight time and $2.45 overtime.)

An East Bay hiring hall to be opened at the earliest possible date, the parties promptly to work out the details.

Section 5

Personnel for each hiring hall, with exception of dispatchers, shall be determined and appointed by each port LRC. Dispatchers shall be selected by the union through election; all independent candidates shall qualify according to port LRC standards. If the LRC fails to agree on standards or whether a candidate is qualified, the dispute to be determined by the Imperial Chairman or Port Arbitrator.

Dispatchers shall hold office for one year and may succeed himself as often as he can, without limitation by International or Local constitution or rule.

Both employer and union may have a representative at each hiring hall at all times.

Section 7 (a)

Substitution of Nationwide Election Day for General Election Day.

Section 8

Coast Arbiter to be replaced by an Imperial Chairman who shall preside over the Coast Labor Relations Committee and act as a deciding voice in the event of a tie. At the joint request of the parties in any specific case, the Imperial Chairman shall appoint a Port Arbiter to act as a dispute unresolved by the Port Labor Relations Committee if, in the judgment of the Imperial Chairman, the issue involved in such dispute is of a coastwide significance.

Section 11 (a)

Add that standard gang shall uniformly consist of ship gangs only, that the constitution of ship gangs shall follow present port practice, and that all gangs larger than a standard gang and all longshoremen not members of regular gangs shall be dispatched only as ordered by the employer. Add also a proper provision for the special conditions prevailing in Portland.

Section 11 (c)

Add that a discharged man shall not be reemployed by the dispatching employer unless he takes an exam taken by the LRC.

Section 11 (e)

Add the following disciplinary penalties: For pilferage, first offense: minimum penalty, six months' suspension; maximum penalty, dismissal. For pilferage, second offense: mandatory con
demnation from registration list. Drunkenness and pilferage in prohibited areas: first offenses, suspension for 15 days; second offenses, suspension for 30 days; succeeding offenses, automatic dismissal. For pilferage, 30 days' suspension, maximum penalty, disqualification.

Add also that when a gang member fails to re
dort and does not give sufficient notice to the union, the gang member shall be dismissed from the gang without reimbursement.

(Continued on Page 7)

The Airline Mechanics Association, the largest and most prominent of the non-union longshore unions, has merged with United Auto Workers.

Jobs Full employment can be achieved. Here is a distribution of war jobs by occupation groups from 1945 to 1950.

Joints of 25 tons or more per shift, straight or overtime hours.

Jobs

Cement, time and one-half for 15 days; second offense, suspension for 30 days.

Jobs

Explosives:
Straight time $1.15
Overtime $1.725

Jobs

Refrigerated cargo: Handling and stowing refrigerate space meats, feeds, and other similar cargoes to be transported at temperatures of freezing or below in the boxes.

Handling lumber and logs out of water,

Lumber products loaded out of water:
Straight time $10
Overtime $15

Explosives:
Straight time $1.15
Overtime $1.725

Jobs

(Continued on Page 7)

Chronicle Plans Rally
On Passenger Outlook
SAN FRANCISCO--The San Francisco Chronicle is sponsoring a mass rally on postwar perspective in the Bay area, Sunday at 5 p.m., in the Civic Auditorium. Doors will be open to all.

The newspaper's meeting will feature the reports of five major conferences of the Chronicle forum on labor-management, urban-rural, government-business relations, preserving the democratic way of life and the role of private enterprise.

ILWU Gives Priority
To Vet Jobs
SAN FRANCISCO--The War Labor Board yesterday announced that the ILWU gives priority to jobs for veterans, reaffirming the returning veterans' policy made the following report to the ILWU caucuses, as amended by Directive Order, August 18, 1945.

The Negotiating Committee believes that the longshore unions are reasonable, realistic and possible of attainment. At the same time the committee realizes that it will take the highest degree of unity and rank-and-file activity and participation to achieve the public.

We urge cooperation of all locals which leaves to the ILWU the entire length of time spent in such work.

VETS COME FIRST

We recommend that all other veteran shall have preference over all others wishing to enter the longshore industry, and that they shall be given the full length of time spent in such work.

WE URGE LOCALS GIVE FREEDOM TO THE CIO

The ILWU stands firmly on the principle that all persons who left or who are leaving the armed forces or merchant marine, and who apply for reinstatement within six months after discharge, shall have the first right to the positions they held at the time of entry into the armed forces or merchant marine, and the entire length of time spent in such work.

UNITY, RANK & FILE ACTIVITY

Needed to Win Demands

Here is the outline of the plan of action to achieve the ILWU program:

1. That members of the ILWU and permit men who left the industry to serve in the armed forces or merchant marine, and who apply for reinstatement within six months after discharge, shall have the first right to the positions they held at the time of entry into the armed forces or merchant marine, and the entire length of time spent in such work.

2. We recommend that all other veterans shall have preference over all others wishing to enter the longshore industry, and that they shall be given the full length of time spent in such work.

3. We urge that all locals give the fullest support to the CIO Veterans' Bureau in San Francisco and Los Angeles, and further, urge the Northwest locals to institute such bureau.

4. We address all members immediately to notify the USES and National War Labor Board of those returning veterans who will get $1.25 straight time and $1.871/2 overtime.

5. We urge cooperation with veteran organizations as to man-power problems.

6. We urge cooperation with veteran organizations as to man-power problems.

CONVERrIONS PLANNED

1. Full employment, government conferences, conferences of the national reconstruction program to spread the word and win public support of our war work. We must unite with all the organized peo-

5. Requests to such public meetings and public meetings and special meetings to speak at meetings or forums arranged for this purpose.

REACHING THE PUBLIC

1. Intensifying in every re-

2. We recommend that an 

3. We urge all locals to in- 

4. Intensifying in every re-

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Unity, Rank & File Activity

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6. We urge cooperation with veteran organizations as to man-power problems.
To all Longshoremen:

If you have a record of your work during the past year; and you know what cargo you worked on, at what rate for how long —

**Compute Your Retroactive Pay**

(on the following pages)

Under the National War Labor Board directive order the Waterfront Employers Association must compute the retroactive pay due each longshoreman and pay each longshoreman the amount due him. The Union wants to be sure that each longshoreman receives all the money he is entitled to for the period since October 1, 1944, when the new wage rates became effective.

Many members of the Union, and particularly gang bosses, keep their own records of work.

If you have kept such a record, use that record to fill in the computation sheet of this questionnaire and enter the total amount due you on the retroactive pay summary sheet.

If you have difficulty computing the actual money due you post the hours and take the sheet to the union office for assistance in computation.

**Do Not Fill Out This Form From Memory!**

The Union wants only a sample of information from men who actually kept records. This is not an official form. It is only to help verify the actual back pay checks prepared by the employers under the Directive Order.
## RETROACTIVE PAY SUMMARY

**Name** (Please Print)  
**Reg. No.**  
**Port.**

### Status During Year:
- Gang Member
- Winch Driver
- Gang Boss
- Lift Jitney Driver
- Other

*(Check one unless you worked in more than one category during the year in which case indicate approximate hours in each category.)*

I have totalled my own personal work record for the 52-week period from October 1, 1944 to September 30, 1945, inclusive, and find that according to these records I have the following amounts due in retroactive pay:

<table>
<thead>
<tr>
<th>Category</th>
<th>Hours</th>
<th>Total Amounts Due</th>
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<tbody>
<tr>
<td>A. General Cargo</td>
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<td>Straight time</td>
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<td>B. Explosives</td>
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<td>C. 10c Penalties</td>
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<td>D. Damaged Cargo</td>
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<td>Straight time</td>
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<td>Overtime or night</td>
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<td>E-F-G-H-I-J-2</td>
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<tr>
<td>Enter here total straight time hours; total overtime hours; and total amounts based on the rate shown on columns E-J.</td>
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<tr>
<td>K-L</td>
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<tr>
<td>Enter total hours you have worked categories K and L and total amounts you estimate are due.</td>
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<tr>
<td>M. Winch Drivers, San Francisco Only</td>
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<tr>
<td>Enter total hours, driving winch and total amount due on basis of computations on Pages 5 and 6.</td>
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</table>

### GRAND TOTAL DUE

**Signature**

*(Secretaries: Please keep this record in your files pending instructions from the Research Department)*
SAVE THIS WORK SHEET UNTIL YOU COLLECT
(POST THE HOURS YOU WORKED EACH WEEK IN EACH CATEGORY)

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<tr>
<th>Type-Cargo</th>
<th>A</th>
<th>B</th>
<th>C</th>
<th>D</th>
<th>E</th>
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<tr>
<td>Grid Rates</td>
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October 1—7               |          |      |          |      |          |      |          |      |          |      |          |      |          |      |
August 8—14               |          |      |          |      |          |      |          |      |          |      |          |      |          |      |
15—21                    |          |      |          |      |          |      |          |      |          |      |          |      |          |      |
22—28                    |          |      |          |      |          |      |          |      |          |      |          |      |          |      |
29—November 4             |          |      |          |      |          |      |          |      |          |      |          |      |          |      |
November 5—11             |          |      |          |      |          |      |          |      |          |      |          |      |          |      |
12—18                    |          |      |          |      |          |      |          |      |          |      |          |      |          |      |
19—25                    |          |      |          |      |          |      |          |      |          |      |          |      |          |      |
26—December 2             |          |      |          |      |          |      |          |      |          |      |          |      |          |      |
December 3—9              |          |      |          |      |          |      |          |      |          |      |          |      |          |      |
10—16                    |          |      |          |      |          |      |          |      |          |      |          |      |          |      |
17—23                    |          |      |          |      |          |      |          |      |          |      |          |      |          |      |
24—30                    |          |      |          |      |          |      |          |      |          |      |          |      |          |      |
31—January 6             |          |      |          |      |          |      |          |      |          |      |          |      |          |      |
January 7—13             |          |      |          |      |          |      |          |      |          |      |          |      |          |      |
14—20                    |          |      |          |      |          |      |          |      |          |      |          |      |          |      |
21—27                    |          |      |          |      |          |      |          |      |          |      |          |      |          |      |
28—February 3            |          |      |          |      |          |      |          |      |          |      |          |      |          |      |
February 4—10             |          |      |          |      |          |      |          |      |          |      |          |      |          |      |
11—17                    |          |      |          |      |          |      |          |      |          |      |          |      |          |      |
18—24                    |          |      |          |      |          |      |          |      |          |      |          |      |          |      |
25—March 3               |          |      |          |      |          |      |          |      |          |      |          |      |          |      |
March 4—10               |          |      |          |      |          |      |          |      |          |      |          |      |          |      |
11—17                    |          |      |          |      |          |      |          |      |          |      |          |      |          |      |
18—24                    |          |      |          |      |          |      |          |      |          |      |          |      |          |      |
25—31                    |          |      |          |      |          |      |          |      |          |      |          |      |          |      |

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<th>Type-Cargo</th>
<th>General Cargo</th>
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<th>10c Penalties</th>
<th>Damaged Cargo</th>
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<th>Other 20c Penalties</th>
<th>30c Penalties</th>
<th>40c Penalties</th>
<th>Penalty on Banne</th>
<th>Fine</th>
<th>10c Skill Differential on General Cargo Work</th>
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1. **TOTAL HOURS EACH CATEGORY**
   (Total hours each column)

2. **AMOUNT DUE PER HR, EACH COLUMN**
   Sc 7½c 6½c 1.80 35c 1.35 3c 12½c 6c 7½c 8c 17½c 8c 22½c 8c 30c 8c 1.02½c 8c 1.22½c 8c 12½c 10c 15c

3. **MONEY DUE PER COLUMN**
   (Multiply item 1 by item 2)

Name .................................................................  Port .................................................................  Local .................................................................  Enter Totals on Page 4.

**ENTER TOTALS ON PAGE 4**

Watch driver, San Francisco Only. In addition to any other increases, an actual working, 20% penalty is added.

S W Wharf.
Here is Text of the Final NLRB Longshore Award Main Recommendations of the Panel Are Upheld

SAN FRANCISCO—The National Labor Relations Board, in an order issued August 18, which arbitrates a $1 million dollar back to 18,000 longshoremen is reimposed in full in this final award.

On June 21, The Dispatcher published part of the report of the Board, to the NLRB's longshore panel recommendations of the等内容 were upheld in the final award.

The panel's recommendations of the report were made in June 1944 under the arbitration provision, leaving the National Longshoremen's and Warehousemen's Union, CIO, by virtue of a request of the powers vested in it by Execu-

tive Order 9004, as amended by Executive Order 9014, April 2, 1942, and as subsequently modified by Executive Order 65 of June 20, 1943, the National War Labor Relations Board is directed as follows:

1. The Union's demands with respect to "ear loading" and "whether the straight time rate is granted.

2. The Union's demand for the restoration of the eight-hour day.

3. The straight time hourly wage rate shall be increased by five cents an hour the over-

4. The Union's demand for a uniform 10 cent differential for all drivers is granted. (Unanimous.)

5. The Union's demand for a straight time penalty rate for ex-

6. The penalty for present violations in the handling of crated creosote and creosoted wood products and respecting hoes in casks and bar-

7. The Union's demand for the 20 cent penalty rate present-

8. The Union's demand for the 20 cent penalty rate present-

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18. The Union's demand for the 20 cent penalty rate present-

19. The Union's demand for the 20 cent penalty rate present-

20. The Union's request for two consecutive days off each month.

21. The Board directs that a representative of the Union be provided for employees covered by the present contract.

22. The Union's demand for a straight time penalty rate for ex-

23. The penalty for present violations in the handling of crated creosote and creosoted wood products and respecting hoes in casks and bar-

24. The changes in the basic straight time and overtime rates shall be effective as of the date of the present contract.

25. The Austin Must be done by the Employer and the Caste Labor Relations Committee shall establish basic coast standards dispatching and working rules as far as practicable.

PACT EXPIRES Oct. 1

A year ago in July the coast-wide negotiations committee began bargaining for the ILWU contract which extended from September 20, 1940, to October 1, 1942. This year in July the union again served notice on the em-

ployers to negotiate a new peace-time 1946 agreement. "We have been in the peace-time 'labor trouble area' ever since the end of the war," said W. D. Crockett, chairman of the Board. "We have had sufficient notice to the Union to give us a chance to re-negotiate our contract with the employers who have been doing business with us since the end of the war."

Under the terms of the ILWU contract, a new agreement is not due until October 1, 1946, unless the union and employers agree to break the contract and enter into new negotiations.

As the contract expiration date of October 1, 1942, draws near, the union is expected to call another coast-wide meeting of its members at San Francisco. The meeting will be attended by the union's delegates from all coastal ports, and is expected to be the last of its kind in San Francisco in years to come.

In the meantime, the union's executive board has given notice that it will meet in San Francisco next month to discuss the possibility of calling a general meeting of its members at that time. Such a meeting would be attended by members of all local unions throughout the country, and is expected to be the last of its kind in San Francisco in years to come.

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Sharing Employment Through Family Factor is Proposed for 30 Hour, $52.00 Week

(Continued from Page 7)

The union's proposal would limit working hours, other than that in emergencies, to what are normally daytime hours. It would also provide greater productivity per man hour by eliminating the hazards attendant upon work during the night hours. That the proposals would do that is suggested by the extreme hazards industry.

The union’s proposal would reduce the number of hours in the working week to 42, of which 30 would be during the daytime hours. A longshoreman would be permitted, however, to work in excess of the 30 daytime hours for the purpose of completing the work of the shift.

The union’s proposal further calls for the elimination of the night shift, other than that in emergency, and the use of a rotating shift system.

The union’s proposal would limit the number of hours worked to 30 per week, with a reduction of six hours in the working day. It would also provide for a 10-hour day and a 20-hour week, with a spread of only 7.6 per cent in an average hourly cost.

The union’s proposal would provide for the establishment of a 10-hour shift and a 20-hour week.

The union’s proposal would limit the number of hours worked to 30 per week, with a reduction of six hours in the working day. It would also provide for a 10-hour day and a 20-hour week.

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