Peace on Sugar Front
The nine hundred workers employed at the Oahu Sugar Company, Ltd., located at Waipahu, held a race to celebrate the victory in the sugar strike and almost six thousand men, women and children attended. Virtually the whole community participated, including plantation manager Frank Burns who told the gathering that the strikers conducted the strike in a "mature and workmanlike manner." Burns is shown of the microphone of left. Seated to his left at right first panel is Jack W. Hall, ILWU regional director for Hawaii, who was the featured speaker. He credited the victory to "unity, solidarity, determination and will to win." After the ceremony Kaukau was served. It consisted of a combination of Hawaiian and Japanese foods.

ILWU Executive Board
Resolutions Hit AFL-CIO Fumbling, Seek Labor Unity Around Basic Aims

SAN FRANCISCO — A charge that leaders and spokesmen for the AFL-CIO have fumbled and retreated before the enemies of labor was made in a resolution adopted by the executive board of the International Longshoremen's & Warehousemen's Union, which adjourned a 2-day quarterly meeting here today.

The board, presided over by ILWU President Harry Bridges, declared itself in agreement with United Mine Workers President John L. Lewis who said:

"In pursuit of the illusion of respectability, the leadership of the AFL-CIO is selling labor down the river and assisting the rich to further oppress the poor, because the unions are the only productive device the poor have at their disposal."

BASIC PROGRAM

The resolution said ILWU is prepared to join with other unions in programs built around four basic aims of labor, these being:

- Organizing the unorganized while continuing to fight for shorter hours, higher wages, better conditions on the job, and greater union security.
- Unqualified pursuit of national policies which will advance world peace and world trade and establish general world-wide disarmament.
- Building labor's political independence and returning to rank and file control of union policymaking and to union autonomy.
- Vigorous leadership in the expansion of American democracy by fighting every infringement of civil rights and civil liberties.

TO STRENGTHEN UNITY

These collective bargaining achievements are a guarantee of future security for the members of ILWU and the union itself," said the resolution. "They are not, however, any reason for the union to start coasting, or resting on its laurels. Instead, the union is now in a position to use its strength and its resources in the direction of building new alliances and associations which will strengthen labor unity everywhere."

A resolution on "Freedom to Travel," demanded President Eisenhower's demand that Congress grant the Secretary of State broad authority over foreign travel by Americans, which has been heretofore a self-granted authority which the Supreme Court struck down.

"What do they have to fear if every one travels, or if a handful of newcomers go into China to report on developments there?" the resolution asks.

(Continued on Page 6)

Retroactive Until September, 1957!
C & H Warehousemen Gain 15c And Another 9c Next September

CROCKETT, Calif. — ILWU warehousemen of the C & H sugar refinery on July 15 ratified a new contract which gives them 15 cents an hour retroactive to last September 1 and another 9 cents an hour effective September 1 this year to run to September 30, 1959.

The increases will bring warehousemen operators to $2.26 2/5 cents an hour and clerks' wages 11 cents an hour, both retroactive to June 16.

The new rates will appear on paychecks in the week commencing July 14.

The differential in the clerks' rate was negotiated in order to maintain current parity with longshoremen.

New straight time rates are now $2.63 an hour for longshoremen and $2.70 an hour for clerks.

VACATION IMPROVED

Vacations were improved and the work shift reduced from nine to eight hours.

The contracts cover approximately 18,000 waterfront workers in California, Washington and Oregon.

Following the initialling of the agreements in principle, the negotiators continued to meet to work out final contract language and ground rules for locals to amend hiring and dispatching rules as necessary to accommodate the new work shifts.

(The agreements and the text of all documents pertinent to them are printed in a special supplement in this issue of The Dispatcher, see inside section.)

SUBJECT TO REFERENDUM

The agreements are subject to referendum ballot approval.

The new contract will provide for a normal 8-hour work shift effective no later than August 15, or sooner if dispatching rules as necessary to accommodate the new work shifts.

C & H Warehousemen Gain 15c And Another 9c Next September

The present contract will expire January 31, next year, with the parties committed to negotiate a firm 2-year agreement at that time.

ILWU Secretary Treasurer Louis Goldblatt, who with Local 6 President Charles (Mike) Diuarte helped to negotiate the new agreement, addressed the ratification meeting. He termed the agreement a "significant victory."

The issue of the palletizer operators, therefore, a new vintage was resolved by agreement to man 1 or 2 palletizing machines with one operator and 3 or 4 with two operators and 5 or more with three operators. A pay rate of $29.31 a day was set for such operators.

At the ratification meeting the C & H workers voted unanimously thanks to the sugar workers in Hawaii, whose recent victory played a vital role in their own negotiations.
Not So Pathetically Funny

Passport

Name: John Doe
City: New York
State: NY
Trips:

If he proves that he
thinks like Dulles
Talks like Dulles
Acts like Dulles

J. Foster Dulles

By Harry Bridges

THE ILWU waterfront division is now considering a series of contract changes which have been unanimously recommended by the longshoremen's and clerks' negotiating committee. Included are changes in the work shift, a wage increase and other matters which are presented elsewhere in this issue of The Dispatcher.

In these days of economic recession and inflated prices, negotiating a reduction in the work shift presents some real problems. Not the least of these is the fact that for most American workers has been built upon overtime hours and overtime days worked each week to supplement basic earnings. Workers have come to depend upon these hours for their take-home pay. Where there is no overtime, second jobs are held and the earnings of wives and children are needed to make ends meet.

The negotiating committee, acting on instructions to move toward a reduced work shift, recognized that the main problem they had to cope with was to prevent any serious inroads in take-home pay. In addition, they had to work out a shift improvement in an industry which employs and pays for longshore work by the hour, while required to operate round-the-clock to remain competitive with other forms of transportation.

Overtime work in the longshoreing industry is different from other industries. Longshore and cargo checking work is worked and paid for on an hourly basis; overtime rates are paid according to the clock hour or the day worked. There are no shift differentials in longshore as there are in many others. Instead, the overtime rate is paid for all weekend and night work; for all work beyond 6 hours in any day, or 30 hours in any week.

The relatively high annual earnings which the longshoremen have come to enjoy are primarily due to the large number of hours worked at the overtime rate. In any year, they worked try like this one, it is not uncommon for the average longshoreman to have 60 per cent of his earnings come out of overtime work, or work paid for at skill or penalty rates. The face of this, it is not surprising that many workers decided that the best way to add to or even to maintain take-home pay was to work more overtime and fewer straight time hours each day or week, or just more hours, period.

That this approach is obviously contrary to sound union practice should be recognized by the most ardant supporters of more take-home pay.

**A** NOther approach, easier and simpler, is to advocate reducing the work day from 9 hours to 8 hours, and increase hourly pay so as to get 9 hours pay for 8 hours work. This is really so different from the first approach; it just aims at adding the overtime pay of the ninth hour to the straight time rate for eight hours.

For all intents and purposes neither approach is aimed at reducing hours of work. Rather they are aimed at working more hours and being paid for them. The former approach means working more nights, more holidays and more weekends. This means working more and more dangerous and unsafe hours, increased fatigue and exhaustion, and longshoreman spending more hours away from his home and family.

The union negotiating committee's task was quite different. We were determined to see how we could best reduce the admittedly short and unstable work hour in an industry where the union was strong enough to put across a program in the interests of its members. And we were aware from the outset—and as the caucus delegates were made clearly aware—what a program reducing the work shift during the work shift 8 hours would affect the daily take-home pay. Without applying part of the overtime rate to straight time hours, you can't earn as much working 8 hours as you can working 9.

Our aim was not to increase take-home—we were out to cut the length of the work shift and help longshoremen present take-home. After all, if the former was our objective we'd have been in there fighting for longer and harder and far more overtime hours. We weren't. We were trying, instead, to get more of the work done during day time hours, at a adequate rate of pay and by the registrations force of union longshoreman spending more overtime hours each week to supplement basic earnings. Workers who worked 9 hours at the overtime rate for 8 hours each week.

Independent and unaffiliated as we are, we couldn't expect to maintain the solidarity, understanding and support of the labor movement if we were embarking on schemes of trying to work more overtime hours while millions of workers throughout the land are scrambling to find a full week's work at straight time rates.

As far as the industry's need for round-the-clock operations are concerned, this would not be disregarded. We have worked out a shift schedule which would meet this need for men around the clock at a reasonable overtime rate and no change in the length of the shift and maintaining present take-home pay, as far as possible.

How did we do all this? We proposed reducing the hours in each shift and adding more shifts at straight time and overtime hours. In this way we aimed to maintain present take-home while having the rest of the crew work longer hours. At the same time we had in mind that moving toward a shorter work shift was important right now in order to begin to get some of the benefits of the new machinery, the faster turn-around and the more efficient operations, into the
Irvin Goodman, Defender of Oppressed, Dies In Portland

PORTLAND, Ore. — Last rites for Irvin Goodman, labor lawyer, were held here July 2, with men and women who had saved him from exile, death and prison, bowing labor leaders, members of the bar, judges and public officials for standing room beside the simple casket draped in a Star of David.

Irvin Goodman

WASHINGTON, D.C. — E. L. (Bob) Bartlett, well-known to most Alaskans and their Congressional supporters when on the morning after, he said: "Now that it's over, it's hard to believe a smashing victory by a tally of 49 to 43...

Editor: Well over 5 million workers (4 million — Ed) are unemployed in America. Millions more are working reduced hours, many of whom are homes are being reposessed, 87 percent above last year. These unemployment...
IBT, ILA, NMU Call Transportation Conference

WASHINGTON, D.C. — President James R. Hoffa of the International Brotherhood of Teamsters, President Joseph Curran of the National Maritime Union, and Captain William V. Bradley of the International Longshoremen's Association met here July 3 and issued a call to all unions in the transportation industry to join in a Permanent Conference on Transportation Unity.

The text of the conference call was as follows:

"In order to resolve to the fullest possible extent jurisdictional differences, provide mutual assistance, and improve conditions in the transportation industry, it is agreed by and between the signatories hereto to the following:

1. That each international and national union shall designate three members as its representatives to a continuous and permanent Conference on Transportation Unity for the purpose of discussing and settling jurisdictional disputes, matters of mutual concern, and promoting stability in the transportation industry.

2. It is the intent and purpose of the signatories hereto that this conference shall be open to all unions in the transportation industry."
July 3 Memorandum

For Settlement of ILWU Contract Renewals

July 3, 1958

1. Work Shift

Effective as provided in paragraph 11 hereof, the maximum work shift of 9 hours as provided in Section 2 (d) of the Coast longshore agreement shall be reduced to a maximum work shift of 8 hours in accordance with the PMA proposal attached hereto entitled "Longshore Work Shifts," dated June 30, 1958. A similar reduction in the maximum work shift under the Master Clerks' agreement (Section 6) shall be made as proposed in paragraphs one and two of PMA Draft #1, 6/20/58, entitled "Proposal to Clerks for 8-Hour Shift." Similar reductions shall be provided in the Carpenters and Dockworkers agreements, and in local agreements where a nine-hour maximum is now provided.

These changes in shift shall be predicated on the understandings set forth in ILWU draft dated June 26, 1958, entitled "Union Proposal for Practical Application of the 8-Hour Work Shift," with the further understanding that item number 5 of said proposal is intended to mean that the reduction of the work shift will not result in the registration of additional men, but shall not be construed to mean that the provisions of the Master Agreement relating to providing for an adequate registered work force are abrogated or amended.

In connection with the final clause on page 2 of this ILWU draft of June 26, 1958, the proposed limitation of a specified number of months should be deleted.

The reduction of hours and the proposed shift schedules shall be made effective as provided in paragraph numbered 11 hereof. Thereafter, for a period of 90 days, there shall be a "trial period" during which the operation shall be measured against the "Union Proposal for Practical Application of the 8-Hour Shift" referred to above. At the end of such 90 days trial period, the parties shall endeavor to reach a mutual agreement as to "Findings of Fact" based upon the experience of said trial period, including the effect of any unilateral rules or action in violation of the Master Agreement and this settlement agreement. If no such mutual agreement as to "Findings of Fact" is reached within 15 days after the conclusion of the 90 day trial period, the area of disagreement shall be presented to the
Coast Arbitrator, who shall hear the parties and make his "Findings of Fact" on the results of the trial period with relation to the "Union Proposal for Practical Application of the 8-Hour Shift," and the operation of the Master Contracts. These "Findings of Fact" shall not result in any changes or amendment in the Master Contract, unless by mutual agreement, but shall be available to either party in connection with future contract review periods or contract renewals or extensions.

PRACTICAL APPLICATION OF THE 8-HOUR WORK SHIFT

THE UNION'S demand for reduction of the present 9-hour maximum shift to 8 hours; the remainder of the present contract staying primarily as is, was predicated on the following:

1. That there shall be no extension of the present ship turnaround times.
2. No additional pay or expense to employers for "dead time" directly attributable to the 8-hour shift.
3. No additional operating expense specifically due to increased supervision.
4. The employers shall be guaranteed at least the present spread of working hours in the 24-hour period except for change of shift schedules, starting times, meal hours, and layoff application for finishing job or ship.
5. No additions to the present coastwise registered work foremen.

The union, in proposing reduction from 9 hours to 8 hours, has also proposed an alternative of three shifts with starting times, finishing times, and meal hours arranged to fit such changes in maximum shifts. The union in good faith believes that a fair and practical application of both two-shift and three-shift schedules, will, neither extend ship turnaround time, nor reduce the number of operating hours in the 24-hour period, despite the reduction from 9 to 8 hours.

The union agrees to try to meet the fears and claims of the employers—without argument as to justification of such claims or fears—by accepting now the responsibility that the changes in length of work shift will not negate, invalidate or violate the conditions #1 through #5 above.

The ILWU Coast Negotiating Committee, acting on behalf of Clerks and Longshoremen and indirectly responsible for such supervisory employees as Walking Bosses, is willing at this time to assume in good faith full responsibility to insure that the principles and the specific conditions of this document are carried out; and further, that such complaints as may arise to the contrary be immediately resolved through the grievance machinery and shall take precedence over all other disputes which might arise and properly come before the local or Coast Labor Relations Committees.

2. Replacement of Gangs

SECTION 16 (e) of the Master Agreement shall be amended to provide that when a gang is discharged for cause, a replacement gang shall be dispatched promptly, and that the hatch involved shall not be required to stand idle, either by refusal to dispatch replacements, or refusal to shift other gangs to such hatch if replacements are not available, or by rediscussion of the discharged gang.

3. Clerks Classification

The memorandum entitled PMA Draft #6 entitled "Clerks" dated June 24, 1958, is approved. (See "Clerks," Page C.)

4. Coastwide Registration and Transfers

THE AGREEMENTS shall be amended to provide for Coastwide Registration and Transfers in accordance with the principles set forth in ILWU Draft #2 dated May 27, 1958, relating to "Coastwise Registration. — Visiting Privileges, Transfers and Leaves of Absence" as modified and expanded by ILWU Draft #2 dated June 13, 1958, relating to "Transfer of Registered Longshoremen to Registered Clerks and Vice Versa." (See Page D.)

5. Informal Discussions

Informal discussions on mechanization shall be resumed. Provision shall be made by contract for such discussions, and any contract changes as a result thereof shall be made by mutual agreement only.

6. Consolidation of Agreements

Further consideration shall be given to consolidation of existing Dock and Carloading agreements into the Master Contract. If mutual agreement can be reached, such consolidation shall be accomplished; if not, the separate agreements shall be continued as amended in this negotiation.

7. Sub Average Ports

No travel shall be permitted from ports in the State of Washington, north of the Columbia River, except by registered longshoremen, and then only when at least eight registered men are available in the gang to be traveled.

Vacation qualifying time for sub average ports shall be reduced to 700 hours for one week of vacation and 1200 hours for two weeks of vacation.

The following formula shall apply for determining whether a port is "sub average":

- "If 75% of the registered men in any port were not paid for 1,344 hours in a payroll year, then vacations will be calculated on the basis of 1 week for 700 hours, 2 weeks for 1,200 hours and an additional week for men who qualify as "10 year men."
- "The above applies to all ports excepting Seattle, Portland, San Francisco and San Pedro. The present vacation contract language applies to these excepted ports as amended by the new language in Point 8."

8. Vacations

THE PRESENT qualifying hours shall remain the same, except as provided in item 7 hereof. The service requirement for the third week of vacation shall be reduced from 12 years to 10 years. An additional week of vacation shall be provided for men with 25 years or more of qualified service. The above changes in the vacation program will take effect for the payroll year of 1958 for vacations payable in 1959. Vacation checks will be available for distribution on the first week of May, but no change shall be made in the present methods of scheduling vacations.

9. Wages

EFFECTIVE 8 a.m. June 16, 1958, basic straight time hourly wages shall be increased 10c per hour for men on a 6 hour straight time basis and 11c per hour for men on an 8 hour straight time basis.

10. Term of Agreement

A one year contract expiring June 15, 1959. Expiration date to be subject to Union proposal for uniform date, if desired.


Necessary changes shall be made to bring about the changes contemplated by this settlement memorandum, but no other changes are to be made, except by mutual agreement. (Exception—Taco and Anacortes ports rules are open for negotiations at the area level, but without deviation from basic settlement.) Such necessary changes may be referred back to the ports for detailed determination, but no deviation from this memorandum shall be permitted without mutual agreement of the Coast Negotiating Committees. Such necessary changes shall be worked out promptly. It is contemplated that a period of at least 30 days will be required for this purpose and for the Union to take a referendum and for the parties to make necessary preparations for the shift changes. Following this preliminary period, and not later than August 15, 1958, the work shift changes shall be made effective.

12. Agreements other than Coastwide Contracts

All local agreements with ILWU affiliates shall be modified in accordance with the changes herein provided, and shall be extended without other change, except by mutual agreement.

ILWU by H. R. B. PMA J. P. St. S.

Longshore Work Shifts

1. Day Shifts—Whether on a Two or a Three Shift Operation

Normal day shift shall start at 8 a.m. with the meal hour to be one hour between 11 a.m. and 1 p.m. Normal quitting time 5 p.m.
If the men work through both meal hours they shall receive the penalty rate for the second meal hour. This penalty rate shall continue until there is an opportunity to eat or until the men are released. Men are not required to work over six hours without an opportunity to eat.

Initial starts on the day shift can occur at any time after 8 o’clock but no later than 1 p.m. for payroll purposes. If men are not sent to eat on late morning starts then penalty shall be paid during the second meal hour and thereafter until released or sent to eat.

Late start men or gangs and men or gangs working under extension conditions can work back to back with the next shift and shall not over-lap the next shift at the same berth for payroll purposes but may over-lap the next shift at a different berth for payroll purposes. Day gangs that are sent to eat must receive work or pay until at least 2 p.m. Current local working rules may extend this time.

Gang priority is retained as provided in the present contract and working rules.

2. Night Shift for a Normal Two Shift Operation.

Employers shall establish a normal starting time of either 6 p.m. or 7 p.m. (if determined by mutual agreement by port) with the alternative in either case of a 5:30 p.m. or 6 p.m. start when working a third shift.

The following illustrations deal with a 6 p.m. normal starting time and can be adjusted accordingly to fit any other normal starting time.

Gangs or men that commence work at 6 p.m. shall have a meal hour at either 10 p.m. or 11 p.m. The normal quitting time for this shift is 9 a.m. This quitting time can also be the starting time for a third shift. When men are sent to eat at 10 p.m. or 11 p.m. and return to work, they shall receive work or pay until 3 a.m.

Men working this normal shift may be worked through both meal hours paying penalty time for the second meal hour at which time they must be released.

Initial starts can be at any time later than 6 p.m. but no later than 10 p.m. for payroll purposes.

If work starts at 7 p.m. then the meal hour shall be at 11 p.m. or 12 midnight. If the men are sent to eat and return they must be worked or paid until 4 a.m. The men may be worked through the second meal hour until 1 a.m. with penalty paid for that meal hour but then they must be released.

If work starts at 8 p.m. the meal hour shall be at 11 p.m. or 12 midnight. If the men are sent to eat and return they must be worked or paid until 4 a.m. The men may be worked through the meal hour until 1 a.m. or 2 a.m. with penalty after 12 midnight and then they must be released.

The men working from an 8 p.m. start may be worked until 5 a.m. with a 9 p.m. start they may be worked through the midnight meal hour until 1 a.m. or 2 a.m. by the payment of penalty after midnight, and then they must be released.

If work commences at 9 p.m. the meal hour shall be at 12 midnight. If the men are sent to eat and return they must receive work or pay until 5 a.m. However, they may be worked until 6 a.m. With a 9 p.m. start they may be worked through the midnight meal hour until 1 a.m. or 2 a.m. by the payment of penalty after midnight, and then they must be released.

If work commences at 10 p.m. the meal hour shall be at midnight. If the men are sent to eat and return they may be worked through the midnight meal hour until 1 a.m. or 2 a.m. by the payment of penalty after midnight, and then they must be released.

Gangs working on late night starts who are sent to eat and return may be over-lapped with the third shift gangs but only for the purpose of completing the after midnight minimum guarantee.

Present gang priorities and exceptions thereto shall apply excepting that on a final night shift, gangs who receive five or six consecutive hours of work or pay between 6 p.m. and 1 a.m. may be released and gang priority suspended to permit remaining gangs to work in their gears.

3. Third Shift.

The third shift shall start at either 2:30 a.m. or 3 a.m. The men on this shift shall receive the equivalent of nine hours straight time pay for the five hours which they are worked on this shift.

On a final third shift gang priority is suspended at the end of the five hours. Gangs may then be released and the remaining gang or gangs may be worked in all hatches in order to finish. This extension of the five hour shift is limited to the sixth hour which shall be paid in full at an appropriate penalty rate.

The on the third shift cargo penalties shall be paid at one and one-half times the straight time penalty for the actual hours such penalty cargo are being worked.

4. Miscellaneous.

1. For the purposes of completing the extensions for shifting or sailing on a final day shift present port supper meal hours will remain as established.

2. The employer has complete flexibility in the utilization of the multiple shift schedules and employees will report at the shift starting times designated by the employer in accord with the contract.

Proposal To Clerks For 8-Hour Shift

PMA agrees to reduction from the present 9-hour shift to an 8-hour shift, in the Master Clerks Agreement, providing the Employers shall not be required to pay for any “dead time,” except as now resulting from the existing 4-hour “minimum call.” Specific exceptions pertaining to layway beyond the 8 hours for Receiving, Delivery Clerks and Supervision as provided in the Master Agreement and Port Supplements are recognized and stated.

The shifts for Clerks shall be basically the same as agreed to for the Longshoremen, except as variations of starting time are now contained in the agreement, and the Master Clerks Agreement shall be revised to this extent, and any local Working Rules presently in conflict shall be revised to conform.

Clerks

The following basic principles and clarifications are understood and agreed to by the parties:

1. The Employers have the sole right to determine whether or not work covered by the Clerks’ Agreement, Port Supplements and Working Rules should be performed. The mere fact that the Clerks’ Agreement, Port Supplement and Working Rules contain wage classifications, job titles or definitions shall not be construed to require the employment of men in such categories.

2. However, when any such work is to be done, employees, covered by the Clerks’ Agreement, Port Supplements and Working Rules, shall be employed.

3. Employers will not exercise their option as to whether or not work is to be performed as provided in (1) above as a subterfuge to have workers other than employees referred to in (2) above perform such work. ILWU will not use the understanding that such work to be done as described in (2) above as a subterfuge to require the employer to place unnecessary men on the jobs.

4. Definitions of jobs within the four basic classifications are not to be construed to set up specialization or to restrict utilization of men, or to curtail flexibility under this memorandum or the Master Clerks Agreement.

5. The following language shall be added to Section 2 of the Master Agreement:

“The job classifications covered by this agreement are defined as follows:

‘CLERK. An employee responsible for performing any or all of the following clerical functions related to receiving, delivering, checking, tallying, sorting and spotting cargo, including the recording of necessary notations and the keeping of such records as may be required by the individual employer.’

‘SPECIFIC FUNCTIONS. It is understood that the following specific functions are included within the foregoing basic definition of Clerk.

‘The detailed language describing “specific functions” which follows is not intended to be a complete listing of the clerical functions referred to in the basic definition contained in the preceding paragraph, nor is such language to be construed as meaning that all or any of such specific functions shall be performed unless required by the employer; nor shall references to tallying or checking cargo be construed to require that cargo in shipper’s package or unit loads, vans, cargo boxes, on pallets, or in other containers be broken down or unloaded for tallying or checking unless required by the individual employer; nor shall references to pallets, containers or other
c. To make possible the transfer, without some of the present difficulties, of longshoremen who desire to become clerks and of clerks who desire to become longshoremen.

2. Existing procedures making transfers a matter of mutual concern to the two joint labor relations committees involved shall not be changed except as herein provided. A proposed transfer must be approved by both the joint longshore and the joint clerks labor relations committees.

3. Each joint labor relations committee shall determine, as at present, what shall be the requirements and qualifications of applicants for employment within their jurisdiction. In determining whether an applicant for transfer is or is not qualified, the Committee shall give consideration to the special qualifications of men who have worked in the longshore industry. It is recognized that a longshoreman, by reason of his knowledge and experience in the industry, is better qualified to be a clerk than an outsider; and that a clerk, for the same reason, is better qualified than an outsider to be a longshoreman.

4. No transfer shall take place to the clerks in any port unless it is determined by the joint clerks labor relations committee that that port is needed in addition to the existing combined pool of men on the "A" and "B" lists. The same applies in the case of transfer to longshore. This is not to be construed as preventing continuation of the present practice of exchange of registered men between ports, whether it be an exchange of a clerk for a longshoreman or of a clerk for a clerk. However, when an exchange takes place, the applicant longest on the list shall, if qualified, be the one accepted.

5. The clerks' "B" list in each port shall be frozen at the level presently authorized by the joint clerks labor relations committee.

6. Clerks on the clerks' "B" list may be advanced to the status of fully registered clerks even if qualified longshoremen are awaiting transfer. The same applies in the case of longshore lists.

7. When the clerks joint labor relations committee determines that additional personnel is needed, fully registered longshoremen seeking transfer, and found to be qualified, shall be transferred directly to the "A" list, except that transfers need not be accorded within the first five years of full registration. The same applies in the case of clerks seeking transfer to longshore.

8. A man accepted for transfer shall carry with him all his pension, welfare and vacation rights. His place on the "A" list shall be determined by the number of years he has been in the industry.

9. There shall be no transfer of "B" men.

Visiting Privileges

1. No visiting privileges need be accorded limited registered men.

2. Visiting privileges shall be freely accorded fully registered men, subject to the manpower needs of their home port and the port to be visited.

3. Permission to visit shall be granted by the home local unless proscribed by the local joint labor relations committee.

4. Length of visits shall be in accordance with the visited port's rules.

5. A visitor may be dispatched pending the first meeting of the labor relations committee following his arrival.

Transfer of Registered Longshoremen To Registered Clerks and Vice Versa

1. Among the purposes of setting up a combined coastwise pool of registered longshoremen and clerks are:

   a. To minimize the dangers of Taft-Hartley suits.
   b. To facilitate the coastwise adjustment of manpower, especially as displacement occurs because of advancing technology.

Leaves of Absence

1. All leaves of absence for registered men shall be a matter of joint concern excepting for a joint employee or an employee of the union.

2. Specific terms of leaves of absence shall be in accordance with port rules.

Transfers

1. No transfer shall be accorded a limited registered man, excepting that this shall not prevent men with limited registration from applying for a position on another port's limited registration list.

2. All transfers are a matter of joint concern in the home port labor relations committee and subject to acceptance or rejection (giving reasons therefor) by the joint labor relations committee of the second port.

3. No transfer shall be granted within the first year of full registration.

4. Transfers need not be accorded between longshoremen and parks lists and vice versa within the first five years of full registration.
Pensions Start For Local 9 In Seattle

SEATTLE — Pensions for the warehousemen — this is the latest achievement chucked up by ILWU Local 9 here.

First pension checks were presented to 24 retiring members on July 1.

The retired warehousemen will receive up to $205 monthly pensions. All were given lifetime membership with the local, comprehensive health coverage for themselves and their wives, alone with $500 life insurance.

Details of the new Local 9 Pension Plan are local President Frank Crosby, Secretary Hugh Bradshaw, and Dave Miller. The pension plan is funded by a $1.50 per hour deduction from each of the local's 1,800 members.

Fred Braddock reported the pensioners' local, comprehensive health coverage day, September 7 at Napredak Park, Santa Clara County. The affair this year is the second annual picnic of the local's Executive Board.

Local 9's Pensioners' kitchen crew prepared the Local 19 Pensioners' Club Room, a "big success." J. J. Whitney and his Local 19 Pensioners' kitchen crew prepared the "wonderful dinner," which was served by members of the Seattle Ladies Auxiliary.

Speakers included Local 19 Pensioners' President Fred McDonald, Crosby, and Bradshaw.

Bay Area Pension Picnic Sept. 7

SAN FRANCISCO — The San Francisco bay area Committee to Promote the General Welfare of ILWU Pensioners held its annual picnic on Saturday, September 7 at Napredak Park, Santa Clara County. The affair this year is the second annual picnic of the local's Executive Board.

This amount had been advanced to the association during 1957, and last month the local's Executive Board directed the association to retain the advance.

During consideration of the financial report for 1957, which was later approved, it was announced that present short-term obligations were being paid off regularly and that the present short-term obligations will be paid off in 18 years at the present rate of payment.

Congress Heads Toward Adjournment With

WASHINGTON — As Congress is heading toward adjournment early in August to wind up a busy session that so far has produced some important items as reciprocal trade, housing, union regulation, social security, and recreation, there is the feeling in Washington that unless some action is taken this session, major areas will be left out.

Still to be acted on in the remaining hectic days are several of the most important items as reciprocal trade, housing, union regulation, social security, and recreation. Their fate, if decisions are made this week, could materially improve the overall record of the 85th session.

The first six months saw Congress busying itself mainly with reactions to Sputnik and the recession. On both issues the record was one largely of talk with little being done to beef up the creative forces of the country or overcome the downward trend of the economy.

In the field of beneficial social, labor, and recreation activities the session shows only the barest of gains. This could be changed for the better by favorable legislation on social security, the longshore safety bill, and reciprocal trade.

But on the whole, Congress has demonstrated a great capacity to sidetrack or delay legislation that would meet the needs or promote the welfare of the people.

The one main bill to provide direct assistance to the victims of the recession that was more than half of the unemployment that is able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be ability

Joe Blurr Acting Reg. Dir. In Hawaii

HONOLULU — International Representative Joe (Blurr) Kealalio this week was named acting regional director for ILWU in Hawaii as Jack Hall departed for the mainland on vacation.

Kealalio was elected standing first vice president of ILWU in 1951, when top officers of the union faced a crisis on framing charges. The charges were thrown out by the US Supreme Court and it never became necessary for the standby officers to serve.

New Pensioners ILWU Local 19's warehousemen celebrated their new pension plan June 27 with a party in the Seattle longshore Local 19 Pensioners' headquarters, in the top picture, left foreground. In Clarence Wall,可靠性from Fischer Flouring Mills after 36 years of service; center, Charles Broadhead, employer trustee for the plan and Fischer Mill's "industrial relations" man; right, Richard Wegiman, Local 9 Labor Relations Committees member at Fischer. In the lower picture, James G. McIntyre, right, eldest member of the Local's length of service group, with 41 years at Fischer, was the first of the 34 new pensioners to get his check July 1. The check was presented by Local 9 Secretary Hugh Bradshaw, left.

PORTLAND, Ore. — The State Stevedoring Co., Jack Dant, president, has applied to the US Maritime Commission for a construction subsidy, so as to add three Mariner-type freighters to its trans-Pacific fleet.

Some improvement in social security, presents a ten percent boost in benefits, looks like a good bet for last minute action, especially if grass roots pressure increases.

The fate of educational aid for education, about which so much was said in the early days of Sputnik, is still undecided. Democrats failed in an attempt to revive the President's own plan for aid to school construction and now are concentrating on the Hill-Elliot bill to provide federal scholarships and other aids for training more scientists and mathematicians.

Expansion of minimum wage law coverage is still languishing in committee and will probably die as a result of procrastination with union regulatory legislation by both Congressional and AFL-CIO leaders.

A bill to give the Department of Labor authority to establish an enforceable longshore safety program is one of the few positive labor legislation that has prospects of passage. It's now before the Senate for final action and should be voted out by the House Labor Committee within days.

Senate-passed bills to regulate pension-welfare funds and the internal life of unions are still the subject of intensive maneuvering in the House. Demo- crats, aided by AFL-CIO, have used these measures before adjournment.

The one main battle on foreign economic policy has centered on reciprocal trade. A five-year extension bill that not more than half of the unemployment that is able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be able to be ability
Dancing Dolls From Japan

These entertained ILWU sugar strikers in Honolulu. The entertainers gave both American and Japanese performances. Standing at right rear is Local 142 Vice-president Constantine Samson. The entertainers were provided (for free) by The Gimbasha, popular Honolulu night spot.

**ILWU Board Hits AFL-CIO Fumbling**

(Continued from Page 1)

"This is foolishness, as a union which recognizes the need for strong international ties, has always stood for the widest interchange of people and trade between all countries of the world. We view this as being in the best interest of all the American people. We hereby resolve our wholehearted support of the Supreme Court decision and strongest opposition to any legislation along the lines proposed by President Eisenhower."

"Hawaii next!" said the ILWU board in a resolution welcoming the statehood vote for Alaska.

**REASON NO SECRET**

"It is no secret that opposition to Hawaii statehood comes primarily from reactionary Southerners like (Sen. James O.) Eastland. These die-hards see any change as a weakening for which Hawaii and Alaska stand."

"Above all else, they fear the kind of personnel for "contempt of railway management.""

"They oppose the movement for strong international ties, and they oppose the wholehearted support of the Supreme Court decision."

"We recognize the need for strong international ties. We stand for the widest interchange of people and trade between all countries of the world."

**Not Amused**

Elder citizens of California were far from pleased as they listened to spokesmen for the medical profession testify before a State Senate Interim Committee at San Francisco hearings last week on whether the State's nine-month-old $27 million medical welfare program is needed. "We urge the program continues to be administered," said one speaker. "If it is, the public will lose faith in the program at least in the view of the old people."

**A Suffering That Wasn't Necessary**

W O O - Y E A R - O L D Mary had never had lockjaw (tetanus) shots. Last week doctors in Oakland, Calif. told of the five-week around-the-clock struggle to save her life.

Mary fell on a sidewalk, scratching her forehead, very slightly, on a pbble. Her father washed, disinfected and bandaged the tiny wound. It seemed to be healing. Six days later her jaw began to lock. The doctors weren't hopeful—tetanus causes death far more often than not when a patient hasn't had shots.

In the hospital Mary had tetanus antitoxin shots, which are different from the kind of shots, called toxoid, that prevent the disease in the first place, and themselves can make some people pretty ill. She had sedatives, intended to take the edge off the agonizing spasms of the disease. Muscle spasms can be severe enough to fracture the spine. She had antibiotics to help ward off side-infections.

She had alternate applications of ice and warm water—poisons from the tetanus bacteria had knocked out the part of the brain that keeps body temperature controlled. The poisons in the brain made the two-year-old like a newborn baby for awhile—she had to be taught to walk, to talk, and to how to see and hear.

Now her doctors report that Mary will live. This suffering was not necessary.

**Bacteria can be in Dust, Garden Dirt**

A San Francisco case last week involved a puncture wound, a burn anywhere on the body can let in the infection. Tetanus bacteria thrive in the soil, entering through what may seem a trivial break in the skin and producing their powerful poison deep inside, no matter how well disinfected the outside skin is.

The bacteria can be almost anywhere. In dust, in garden dirt, in the fur of household pets, in animal feces. Lockjaw has set in after someone has been working or playing in his own backyard, after a work injury, after an automobile accident, after a holiday spent walking on a trail horses have used.

Preventive toxoid shots are given children in a package immunization program along with the shots against diphtheria and whooping cough and, nowadays, poliomyelitis. Boosters are needed to keep up protection.

Doctors in the health plans covering longshoremen under the Fund have complained of trouble persuading men to have shots. The doctors get many refusal and, few requests for protection from this frightening disease, even from men who make sure their children are immunized.

In some of the plans participating men are advised to have boosters every two years instead of the three years usually recommended to the public. As well as to get infections any time they have an injury. The doctors write that there's a possibility dirt got in the wound.

Whether you're in longshore or any other work where there's any contact with any dirt, including home gardening—whatever you do—protect yourself and your family from lockjaw.

**To your Health**

**A Suffering That Wasn't Necessary**

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leaders and spokesmen for the AFL-CIO have fumbled and retreated.

The AFL-CIO is selling labor down the river and assisting the rich to further enrich themselves. Their newfound weakness is a poor substitute for the union movement and the broad estrangement of rank and file union members is at stake in the crisis which has developed in the labor movement. In the face of mounting critical unemployment, the United States has suffered since the thirties. Hardest hit have been the production workers in the mass industries -- the base of American trade unionism. This situation has been reflected in tougher collective bargaining and without any improvements and even work with no contract as in the auto industry. Dismissals, no matter how, have tried to put the burden of the recession on the unemployed, while trying to weaken and divide unions wherever possible.

WORKERS ON SHORT HOURS

Despite this, employers spokesman and leaders of the NAM, McClellan, Eastland, etc., continue to demand what Labor's so-called "enormous power." Average manufacturing wages are still only 40 per cent of those in 1957. The country are on short-shorts: many don't know from week to week whether they'll have jobs.

Unemployment among the federal government's undercounted, was over 5 million in June. And this is a total understatement, because the percent of the prime-age at 15 million men and women have been out of work at one time or another.

In the face of wages which are still low, workers will have to further reduce consumption to make ends meet. They need the highest cost-of-living on record, and of increased job insecurity, McClellan, Eisenhower, etc., claim to be the defenders of American workers, but they all give nothing to suggest or propose. While privilege and disfrasure spreads among workers, the government more than ever, is using the state for its own interest, the opportunity to move ahead still exists.

Sugar

A most outstanding victory was the agreement made by the sugar workers on their own terms. The sugar workers are not, how- ever, any of the union's solidarity and determina-

tion. The ILWU showed that when there is proper understanding among the unions, the unions have given a chance to stand and fight on a program in its own interest, the opportuni-
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ty to move ahead still exists.
Hawaii ILWU Plans Liberal Community Newspaper

HONOLULU, T. H. — ILWU Local 142 has announced that it is taking the initiative in organizing a corporation for the purpose of publishing a "liberal community newspaper." The announcement came in the form of a prepared statement issued in the names of the executive officers of the union.

The new paper will start as a "weekly," with the "immediate goal" of becoming "semi-weekly" and eventually a "daily," the officers said.

The statement said that plans for the new paper will start as a "weekly," with the "immediate goal" of becoming "semi-weekly" and eventually a "daily," the officers said.

New Gains in Dock Pact

(Continued from Page 1)

purposes as in the lowways in the old contract, and a shift shall be no later that 1 P.M. on the day shift.

The noon meal hours are also the same and it was agreed that the supper hour will remain between 5 and 7 P.M. If it is necessary to go to supper in order to complete a shift, the regular noon hour will remain at 5 P.M. and this time shall remain fixed for the duration of the contract, unless changed by mutual agreement. Under mutual agreement many of the ports can change the noon meal hour on consignment to a 7 P.M. start.

The statement said that while the union is taking the initiative in getting the venture under way, stock will be sold throughout the larger community.

The plan adopted will be submitted to the rank and file for approval.

"The need for a newspaper of a different type will not only be a success, but will be enthusiastically received by thousands of people far removed from the union's membership or sphere of activity."

AIM FOR OCTOBER

"We believe that a newspaper which is published as a public service, and not primarily for profit, is sorely needed in Hawaii. We further believe that the community will subscribe to such a publication.

"The ILWU intends to do its part in creating a newspaper and supporting it financially."

"We hope this proposed publication will become a reality by mid-October."

"The proposed plans, which we will not make public until our Executive Board's decision has been ratified by the rank and file, call for the latest equipment in the graphic arts field."

The proof of the situation as it exists today.

They are being run.

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