Packing Sacks Outlawed as ‘Onerous’ Under M&M in Award by Arbitration

SAN FRANCISCO — A long standing controversy between ILWU and the Pacific Maritime Association covering packing of sacks in the hold was settled in favor of the union by Coast Arbiter Sam Kagel.

The arbitrator’s award agreed with the union’s position that sack-packing is onerous and contrary to the welfare of the longshoremen and therefore outlawed by the Mechanization Agreement.

In a letter to all coast longshore and shippers locally the Coast Committee pointed out that hand packing of sacks will now be forbidden “except where four-wheelers or establish no other way for the work to be performed.”

BURDEN OF PROOF
Coast Committeeeman H. J. Bodine commented: “While this quoted phrase opens the way for disputes as to whether or not the employers may order the men to pack sacks, the burden of proof will now be on them to establish that four-wheelers or establish no other way for the work to be performed.”

“We note particularly that the arbitrator does not include among the circumstances which would require sack-packing simply the fact that it is cheaper to do it that way.”

The union’s position emphasized the employer’s obligation to use other methods—four-wheelers, roller conveyors or whatever equipment is suitable for that purpose.

The union stated that individual packing of sacks violates the spirit and provisions of the M&M Agreement and that recent developments in types of sacks used and method of handling make conditions of working such cargo more onerous than it was before the agreement.

All sack-packing is onerous and should be eliminated, the union stated.

The employers’ position argued that the M&M Agreement does not exclude hand-handling of sacks either by belly-packing or shoulder-packing and that if the job is individually onerous each case should be decided separately.

‘SAFETY AND WELFARE’

The coast arbitrator’s analysis of the issue, while stating the agreement does not prohibit hand-handling of sacks, emphasized that the employers’ right to operate efficiently is “conditioned upon protecting the safety and welfare of the employees.”

Kagel, in addition, noted that the agreement “has as its object the elimination, as much as possible, the physically hard work involved in the industry. This includes onerous work and speedup,” he said.

“In the case of pack-packing... the employer cannot simply insist that all sack-packing be hand-handled just because that’s the way it had been done,” he added.

Five Unions Coordinate Efforts in Wood Industry

PORTLAND—Top officials of five unions—including ILWU—met here July 1 to coordinate collective bargaining activities in all phases of the woodworking industry. Representing ILWU was Vice President J. R. Robertson.

In addition to ILWU, other union representatives at this strategy planning session were International Woodworkers of America, Lumber and Sawmill Workers, Association of Western Pulp and Paper Workers and the Brotherhood of Teamsters. The announcement was made to a press and TV conference by Robertson and IWA president A. F. Hartung.

The meeting, held at IWA’s International headquarters here, was a continuation of the joint efforts of these five unions to develop a coordinated program of action around basic economic demands. The first objective is to seek a common expiration date of all major contracts.

For the past five years, it was pointed out, the ILWU and Teamsters have worked together on common collective bargaining problems—including joint negotiations in some areas—which have benefited both unions.

In recent years, it was also noted, the IWA and the Lumber and Sawmill Workers have worked together closely in negotiations and strike activities.

“The objective of the conference is to draw in all unions representing the woodworking industry in the three west coast states for common action,” the spokesman said.

To further this program, a coordinating committee was established, subject to approval of the five unions involved, to direct activities in preparation for contract demands in 1968 negotiations.

The meeting concentrated on problems of mobilizing the membership of the five unions for coordinated joint action and support.

Board Says: Toughen Up for Fight

All Pacts Wide Open In ‘66 & ‘67

SAN FRANCISCO — The first meeting of the newly elected ILWU Executive Board, held here June 24 and 25, vowed the building of strong unity in all divisions of the union in preparation for major collective bargaining tasks to be faced in 1966 and 1967.

“Here is a tough fight we will be prepared to meet it,” said President Harry Bridges.

The board took note of the fact that everything in the longshore division on the West Coast as well as in Hawaii and Alaska will be wide open next year.

On the West Coast to be negotiated are wages, welfare, pensions, other fringe benefits, and mechanization and modernization. And Hawaiian longshoremen, in the words of Local 142 officials, “has a lot of catching up to do.”

Longshore wages in Hawaii automatically follow the West Coast pattern, but other benefits must be locally negotiated.

The Northern California Warehouse Agreement will be wide open in 1966, said board member Charles (Chili) Duarte pleaded for maximum unity among longshoremen and was able to emphasize that “if longshore does not achieve something in 1966 it will be tough for warehouse in 1967.”

UN CONGRATULATED

Bridges told the board he planned to spend six months on the road visiting locals prior to the June, 1966, openings.

The board decided that one international officer and Board Member Chuck Price of Seattle shall represent the union at the World Trade Union Congress to be held in Warsaw, Poland, next October 8 through 22. While in Europe, the two will also call on the International Transport Federation headquarters in Amsterdam.

Actions of the board concerned mostly routine union business and implementation of policies adopted by the 16th Biennial Convention of last April.

One special action congratulated the United Nations upon its 20th anniversary, and reiterated the union’s position of all-out support.

VENEZUELA PROTEST

The board voted unanimously to protest to the Government of Venezuela because of the continued imprisonment of Jesus Pariá, trade
On the Beam

Harry Bridges

Our Union and all labor is indebted for an illuminating article in Labor Today by H. E. Gilbert, president of the Brotherhood of Locomotive Firemen and Enginemen, entitled "One Year Under Compulsory Arbitration." It is a serious warning of things to come when a union allows itself—or is forced—to do the compulsory arbitration route.

If anybody fits the description of an old line, respectable, conservative labor leader it is certainly Mr. Gilbert of the Railroads. He has been called a "changed man." And he is.

"What happens when Congressional compilation enters labor-management relations? A sizable group of railroad workers know they are lumpy helpers (firemen) who have taken the brunt of the first peace-time compulsory arbitration law and decision in the history of our nation. It is a story that should prove to all that compulsory destroys collective bargaining and injures our free enterprise system.

Here's what happened. A couple of years ago, during the long railroad war dispute in 1963, Congress passed Public Law 88-108, setting up a compulsory arbitration board to rule on the use and employment of firemen, brakemen, and switchmen. Firemen who voted up to 99 percent of the firemen. The issue was automation, and the purpose was to eliminate thousands of union men as "surplus."

AFTER YEARS of trying to find their way through a maze of regulations and phony rules embodied in the Railroad Labor Act, they struck, only to be denied the right to strike and forced back to the job by mandatory arbitration by President Kennedy who demanded Congress outlaw a strike in the railroad industry.

The results, Mr. Gilbert says, have been "an alarming and continuing increase in the number of railroad accidents, serious unemployment among firemen, slashed earnings and disrupted working conditions," and higher prices.

This is as good a time as any to make ILWU members aware of the situation, especially now that our union—while certainly and sincerely determined to explore adequately the different ways of reaching a peace settlement—will not be put in a position to face similar moves by Congress and the President if we decide—as we certainly will—to make boldly improved improvements in the Mechanization and Modernization Agreement.

If we back our demands by strike action, we can expect Congress to go on the same old round of so-called "negotiations" to call on the President to put on the pressure against the ILWU. In Congress they'll be arguing that if such an outstanding liberal "friend of labor" like the late JFK could put over a law barring railroad union men from striking, then any issue of automation, then President Johnson could do no less.

I for one want to make my decision clear as president of the ILWU and not at all flinching. I've taken the position of the President, Congress and the US government.

But let's face the facts clearly. The government and Congress can do nothing that the law cannot or cannot be changed or ridiculed. The rights of citizens can be abridged. It is just so.

In fact we just proved that in the Archie Brown case, when the Supreme Court of the United States upheld our position against the total power of Congress and the Justice Department.

I'm my deep and sincere conviction that the kind of compulsory arbitration that was tried on the railroad workers by the late President Kennedy is completely anti-labor and unconstitutional.

Looking at our situation, we are certainly in a better position than the firemen. They cross state lines, while the ships we work go to other countries and in ports all over the world the ILWU has friends. The last Executive Board started to look into the future and make preparations for strike possibilities, by arranging a delegation to attend the World Trade Union Congress to be held in Warsaw in October, and to visit the International Transport Federation headquarters in Holland. We've already built up first rate contacts with other unions with our own and have started to build a story that can result from compulsory arbitration than the record set down by H. E. Gilbert of the Railroads.

Take care of the mistakes and you won't ever be able to warn the people about the same thing could happen to us if we let it. But we won't!
Oregon’s ‘Worst’ Session Scuttles Most Labor Bills

PORTLAND — Adjourning after 124 days of “wrangling, indecision and just plain clumsiness,” the Oregon Legislature “will go down in the history books as the worst in the memory of labor.”

A 13-page report compiled by ILWU Columbia River District Council lobbyist Ernest Baker records few victories for the “Newsmakers” on labor. Bills important to labor, he wrote, were worked over by both Congress and the West and its Senate and House of Representatives in both Houses was a major obstacle to progressive legislation. Finding labor and the railroad strikebreakers, and the lobby’s entire crew law, after a running battle with the extreme right will be more than we can overcome,” Whelan said.

“We meet again by this seawall to re-dedicate ourselves to the continuance of our union and to insure that it will always be in the forefront of the fight for human brotherhood."

Juliette Ede, master of ceremonies, who invited by Local 6 business agent Curtis McCain.

ILWU Office Workers Hall Recent Gains

SAN FRANCISCO—The ILWU Office Workers Organizing Committee elected its first officers June 29 at the Local 6 Hall in San Francisco, and announced a series of recent contract gains. They were installed by Local 6 business agent Curtis McCain.

Elected were: Chairman, Stanley Joannino, American Import; vice-chairman, Ed Huffman, DePue; recording secretary, Ann Berry, SAME; sergeant-at-arms, Robert Hughes, DePue.

Also named: Gene Green of San Francisco News and Rosalyn House, American Import, fraternal delegate to the Local 6 Executive Board; the by-laws committee includes Gene Green, Len Olson and Linda Mitchell. Volunteering for the recreation committee are Dorothy Sutton, Stella Rodrigues, Anita Holton, Bernada Gonsalves and Dorothy De Arco.

Richard Lynden and Tom Hardwick are railroad veterans and servicing present contract committees.

RETROACTIVE INCREASES

Some recent gains in the office workers category also follow:

An office agreement described as “the best in the public warehouse industry” was signed March 18, with DePue Warehouse Company. The contract was negotiated with the Distributors Association with salary increases for present employees ranging from $3.20 to $13 per week, retroactive to December 28, 1964. Other features of the new holiday with pay, vacation improvements, five days sick leave per year (convertible to cash if unused); $5,000 life insurance; hospital-medical and dental coverage for employees and their families, funeral pay in the event of death in the immediate family; the union shop, and arbitration of grievances as a final step.

Salary increases of $44 per month over a three-year period, including classification adjustments, were negotiated for office employees at American Import Company in an agreement negotiated with the Distributors Association, with most of the same fringe benefits.

Baruch Breckner Import Company executed a three-year agreement with the union April 1, 1965, which provided for a salary increase of $75 per month during the term of the contract, as well as fringe provisions.

Salary increases of $15 per week were negotiated with Alfred Dunhill of London, in a three-year contract recently negotiated by the union.

Portland’s Traditional July 5 Rites Stresses Labor Unity

PORTLAND — The need for labor unity to meet attacks from the extreme right was the theme of this year’s July 5 “Bloody Thursday” ceremonies on the Portland waterfront.

Following the traditional march from the Northwest Plaza blocks to the seawall, ILWU members from five ports joined hundreds of other labor participants in the Battleship Oregon Park to hear Edward J. Whelan, secretary of the Multnomah County Labor Council call for unification of the labor movement.

“This must be seriously considered by the forces of evil represented by the extreme right will be more than we can overcome,” Whelan said.

Assembling that it would take “the concerted effort of all unions, AFL-CIO and the independents” to repeal Section 14(b) of the Taft-Hartley Act — which permits the states to pass so-called right-to-work legislation — Whelan called removal of this section “today’s top task.”

WARNS OF NEW THREATS

He warned that an all-out effort will be made at the next general election to pass “right-to-work” laws in Oregon, Washington, Idaho and Montana, in the next general election.

“We can never match the dollar contributions of all labor to demonstrate in an atmosphere of unity and a display of strength to serve notice on anti-union employers and right wing reactionaries who would destroy labor and the economic and social gains that have been won throughout the history of this union.”

Vancouver ILWU Picnic July 22

VANCOUVER, B.C. — The third annual picnic of ILWU locals in the Greater Vancouver Area will be held at Second Beach, Stanley Park on July 22.

Last year’s picnic drew over 7,000 longshoremen, their wives and children and was the biggest event of its kind in the park.

“We expect another huge turnout this year,” said Howie Smith, chairman of the picnic committee, “with games, entertainment and refreshments for everyone.”

Newly Elected Board Members in First Meeting

Nine of the 14 ILWU Ladies Auxiliary members on the local auxiliary board were elected in the annual meeting held at the Local 6 Hall June 12.

The auxiliary has a membership of 300 and is composed of women who are ILWU members and their spouses.

The auxiliary elected as officers were: Joanipin of San Francisco News and Rosalyn House, American Import, fraternal delegate to the Local 6 Executive Board; the by-laws committee includes Gene Green, Len Olson and Linda Mitchell. Volunteering for the recreation committee are Dorothy Sutton, Stella Rodrigues, Anita Holton, Bernada Gonsalves and Dorothy De Arco.

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The Big Strike of 1934 began May 9, spreading like fire from San Francisco to the entire coast. Maritime workers had burned their company union "fink books" and hit the bricks. Seamen, teamsters, most of labor rallied to their support, refused to move scab cargo.

In the first week of July police started a drive to open the port by escorting scab-driven trucks from a pier. An arsenal of guns and gas was brought to the front; police on horse, in cars and atop herded dockers away from the piers. A cameraman came prepared with gas mask and on the single tower of the Bay Bridge under construction men watched the tense developments below.

BLOODY THURSDAY! July 5, police again tried to open the port-massed longshoremen. The police fired in the air and into men; at Hill, on the Embarcadero and on downtown streets. The city watched near union headquarters on Steuart near Mission. Police after crisp crackle of revolver fire. Two men lay dead. Howard Sperry, a Bordoise, a marine cook. Five others up and down the coast were York, Ryan wired that Communists were to blame.
Most of these pictures have never been published before. They are selected from a vast historical collection in the archives of the Bancroft Library at the University of California, Berkeley. While they depict only the San Francisco strike, the same scenes of conflict and labor victory were repeated in most Pacific Coast ports.

On July 9 San Francisco saw a solemn funeral parade as more than 40,000 marched to bury the Bloody Thursday dead—and this was the history-making turning point. It led to the July 14-19 general strike, when not a wheel turned.

Longshore strike leader Harry Bridges, right, confers with Captain E. B. O'Grady of the Master, Mates and Pilots, chairman, Joint Coastwise Policy Committee.

After the July 5 murders National Guard troops, with tanks, set up an armed camp on the waterfront.

President Franklin D. Roosevelt appointed the National Longshoresmen's Board to arbitrate. They were (l. to r.) Edward F. McGrady, Archbishop Edward J. Hanna (chairman) and O. K. Cushing. The men went back to work (below) and on October 12, 1934, the board handed down its decision—awarding the union practically everything it struck for: better wages, grievance machinery—and the hiring hall!
Women Act for Peace, Community

SAN FRANCISCO—An extensive program of action for peace, civil rights and national welfare was adopted here by delegates to the ILWU Federated Auxiliary 12th Biennial Convention held June 22-25.

In strongly worded resolutions the delegates called for an end to the war in Vietnam and intervention in the Dominican Republic.

On the Dominican Republic the delegates condemned “the reversal of Latin American foreign policy away from the progressive ‘Good Neighbor Policy’ of Franklin D. Roosevelt back to the ‘Big Stick Policy’ of Teddy Roosevelt” and urged an immediate withdrawal of “US troops from that country.

ACTION PROGRAM

Many of the resolutions were based on statements of policy adopted by the ILWU’s recent convention in Vancouver, B.C. The auxiliary stressed a program of action.

In a letter to President Johnson on the war in Vietnam the delegates declared “to declare a cease fire, withdraw all US troops and negotiate with all parties involved, including the People’s Liberation Front.”

The decision on peace dealt with free trade and admission of “the People’s Republic of China and all other nations which do not ‘belong to it’ to the United Nation.

Pork chop issues taken up by the delegates were expressed in resolutions on matters of benefits for all which pointed out that Canada has a government-hospital plan and all workers in the US should have decent wages and conditions.

Local 13 Man Deregistered By Arbitrator

SAN FRANCISCO—Coast arbitrator, Stan Kang, in a decision handed down July 1, after lengthy arbitration hearings, deregistered Local 13 member Pete Valasquez, a former business agent.

The AFT decision upheld the request of the PMA that Valasquez be deregistered on his charge of repeated violations of the agreement by causing illegal work stoppages.

The decision is based on Section 17.81 of the agreement which provides that any employee who is guilty of deliberate bad conduct in connection with his work as a longshoreman through illegal stoppage of work shall cause the delay or stoppage to be fined, suspended or for deliberate repeated offense, canceled from registration.

The union argued at the arbitration hearing that the cases are marginal and registration is too excessive a penalty.

The agreement provides there shall be no strike or work stoppage and that work shall continue in cases of grievances or dispute until there can be an investigation and adjudication.

PMA charged that Valasquez ignored and violated the provisions of the agreement as a working longshoreman and as a union officer.

The ILWU’s arbitrator had found Valasquez guilty of violating the grievance procedure provisions in ten cases over a period of 17 months.

The ILWU’s arbitrator, in a letter to all longshore and shipclerk locals noted that this provision which refers to union officers as well as rank-and-file longshoremen involves all union members during the time some of the violations occurred, a business agent, at other times a steward, at other times a rank-and-file.

Federated’s Choice

The women elected to lead the ILWU Federated Auxiliaries are installed at the session to get a balanced budget. William Chester, They are, left to right, Alice Soames, Canada president; Yeva Phillips, Oregon vice president; Gladyse Hoover, Federated treasurer; Norma Wyatt, secretary; Valerie Taylor, president; Alice Van Bunt, first vice president; Jeanann White, vice president; Ruth Harris, Southern California vice president, Nettie Gray- craft was named Washington vice president, but is not in picture.
CONSPIRACY Gimmick Hits Mine-Mill

DENVER, Colo. — The age-old, anti-union weapon of "conspiracy" continues to haunt the multi-purpose union of Mine, Mill and Smelter Workers.

On April 26, the US Circuit Court of Appeals in Denver overruled the Taft-Hartley conviction of six past and present Mine-Mill officials charged in November, 1956, with "conspiracy" to defraud the US government by filing false non-communist oaths.

The court has been thrown out. Defense attorneys are Telford Taylor, Nathaniel Goldstein and Francis Taylor (who was the successful defense attorney in the Bridges case). The last court case to come before a court is named as chief prosecutor at the Nuremberg war crimes trials.

Chief prosecutor has claimed that over 90 percent of the government's case against Mine-Mill officials was based on admissions made by someone other than those on trial. This not only included the trial judge allowing the testimony of a dead man to be read to the jury for the government's use of a long line of paid witnesses as professional stooges.

BEGAN IN 1956

The so-called conspiracy case began in 1956 when 14 employees and officers of the Mine-Mill court were on trial. Each of the original defendants have either been acquitted or reconvicted since that time.

The remaining defendants are Al Skinner, international president; Irving Landrum, general secretary; Harold Sanderson, administrative assistant; and Eugene Skinner, a board member; Charles H. Wilson, international representative; and Maurice Skinner, international president; Ira Dichter, secretary-treasurer; Raymond Dennis, a board member; and Charles H. Wilson, international representative.

Though indictment was brought in 1956, the trial was not brought to trial until November 1957. The trial continued on and off for over a year, with the Landrum-Grimm law having been passed repeating the very section of the law that convicted the non-communist officials.

The trial of the Mine-Mill defendants took place in the middle of a June heat wave and a half month strike against the major US copper companies. At a time when the defendants had to jump between the court room and the negotiating table.

The so-called "conspiracy" itself was supposed to have taken place sometime during the last six years before the indictment. It related to a few alleged conversations of union officers who were supposed to have had with their associates.

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Throughout the history of the conspiracy case clear anti-union overtures were made by the director of Empire Zine, for example, admitted to appear in print in 1946, six years before the indictment. It related to a few alleged conversations of union officials who were supposed to have had with their associates.

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UNION LEAGUE

In its unbroken history, the hard-rock union has been subject to scores of union-busting attacks, with the "conspiracy" being the only one so far.

Because the case deals with the ancient, union-busting attacks, many unions are watching it with particular interest.

The conspiracy case, according to the government, was based on the fact that 90 percent of the government's case against Mine-Mill officials was based on admissions made by someone other than those on trial. This not only included the trial judge allowing the testimony of a dead man to be read to the jury for the government's use of a long line of paid witnesses as professional stooges.

IT WAS almost 40 years ago that the most memorable big-game hunt west took place. A gargantuan member of the Selis-Floto circus, an elephant, tattered by hot summer sun and heat, broke ranks from the herd and made a dash for freedom through the outskirts of Lewiston, Idaho.

Near maddened with thirst, the beastly giant took to the sidewalks as noodly shoppers scurried for safety. Perhaps maddened by the shimmer of the shop windows on main street for water, the elephant rushed headlong into the plate glass store fronts, breaking scattered glass everywhere. Before the brute's unheralded entrance, two school teachers from Lewiston Orchards, a

Aussie-Asian Dockers Rap

The Waterside Workers Federation of Australia struck 180 ships in six Australian ports June 6 and called upon the national trade union organization ACTU to call a general trade strike on an industrial basis to prevent dispatch of Australian soldiers and sailors.

Learning that the Industrial Court levied a heavy fine against the federation, dockers of Sydney and Melbourne struck again on June 19. Recent statements three of the defendants were not surprised, the union will ask for a Supreme Court review. In recent years, attorneys are Telford Taylor, Nathaniel Goldstein and Francis Taylor (who was the successful defense attorney in the Bridges case). The last court case to come before a court is named as chief prosecutor at the Nuremberg war crimes trials.

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**Freedom Union**

**Tim Kelly, 75, In Mississippi Farmer Strike**

GREENVILLE, Miss.—At an age when most men putter around the garden or head for the lakes or rivers long after they're supposed to be working, a 75-year-old Local 34 pensioner Tim Kelly is on the line here as a freedom worker.

In a letter to the International of the Freedom Labor Union that his permanent address now is c/o the Delta Ministry of the National Council of the Churches of Christ in Greenville, Kelly said that many workers had been laid off from their jobs and are working in tents while the wives and children are housed in an homeless shelter, supported by the recently formed Mississippi Federation in Labor Union (MFLU).

He says some of the leaders are teen-agers or in their twenties, "but they all have one thing in common. They are all fired with determination and angry enough to split into the barrel of the sheriff’s gun."

He adds, "The planters seem to feel the Freedom Labor Union which is growing rapidly and won’t be taken back."

A typical day begins at 4:30 a.m. when a picket line is set up at a cotton plantation near here and then breakfast follows. The rest of the morning Kelly devotes to music lessons for children of cotton strikers and stuffing envelopes. In the afternoons he distributes leaflets and attends meetings. And in the evenings, "Practically every night a union meeting."

Kelly says present wages for cotton laborers are "hot" and ready to organize all over. He says, "I feel great."

The MFLU was formed early in April this year and began organizing in a number of Mississippi counties. Members pledged through "strike, picketing, boycotts, collective bargaining and non-violent action" to force the employers to meet their demands.

**On Bricks at Bemis**

"When the CIO was formed, But during the intervening 39 years — with a complementation of craft and industrial organizations all interlocked — we find today greater battles being waged between unions — to represent workers already organized — than efforts being made to organize the unorganized."

Continuing this series of columns on organizational technique, let’s shift away from the waterfront and examine some guides for putting new vitality into organizing "up-town" in other plants and industries where ILWU can do a job for the workers, and strengthen itself at the same time.

Jurisdiction is considered one of the toughest problems. Actually it’s impossible to define the jurisdiction of any national union in this day and age. Practically all unions are out for grants and are only too happy to assimilate any group or industry they feel they can organize.

To drive this point home, all you have to do is look at the old line craft unions. Some existed for more than a half century and gave practically no thought to organizing any workers who were not strictly identified with them and attached to their craft.

Today some of these same craft unions — in order to survive at all — have branched out on an industrial basis. This is nothing new historically. This was first recognized on a national scale in the early ’30’s when the CIO was formed. But during the intervening 39 years — with a complementation of craft and industrial organizations all interlocked — we find today greater battles being waged between unions — to represent workers already organized — than efforts being made to organize the unorganized.

**Service to Membership Is Organizer’s Primary Obligation**

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**An Organizer Has to Know When to Say “No”**

An organizer has to know when to say "no" as well as "yes." There are times when it’s better to leave a particular group alone, and times when you can’t follow through every step of the way — from contact to organizing to recognition to contract — and to the all-important service to the members. In the former, there is this rule-of-thumb to keep in mind: if you can’t give workers service don’t try to organize them.

At regular staff meetings it is essential that every local officer in any way involved with new organization should be on hand. This is particularly true of those who must provide service to a plant or group. By “service” is meant primarily that responsible officers should be in constant touch with workers on the job; should never take for granted that everything is OK just because no one happens to hear from the job-level. Long experience has taught us that wherever there is strong membership identification with a local union that dissatisfaction can be traced to the simple fact that workers who lose contact with the local soon feel they are not being fully represented. There is no better way to losequickly what has been won the hard way.

Robertson Thanks Friends

ILWU vice president J. R. Robertson wishes to thank union members and friends to whom he could not respond personally for their thoughtful expressions on the death of his sister.