Tense Strike in Watts Won by ILWU

Los Angeles—A tense nine day organizational strike by Local 26 at Capitol Metals Company in the Watts area was settled in the ILWU’s favor this week after joint meetings between the union, management and state conciliators.

A joint statement to the press stated:

“In an effort to secure labor peace and contribute to reducing racial tensions in the area, the company agreed to recognize the union as the bargaining agent for its production workers.”

In addition, all employees who walked out for union recognition were immediately reinstated and all the scabs hired during the strike were discharged. Both sides also dismissed all charges filed before the NLRB.

The strike developed after a majority of the workers in the steel distribution plant—most of whom were Negroes—signed cards designating the ILWU as bargaining agent. On March 3 the union filed with the NLRB for recognition.

On March 7 a key ILWU man was fired and 28 workers walked out. The company then hired strikebreakers, most of whom were Caucasian.

This precipitated a great deal of tension and press, TV and radio gave it a big play. State and local officials and community leaders became concerned. ILWU Vice-President J. R. Robertson asked Regional Director William Piercy to enter the situation and press for settlement.

At the specific request of California Governor Edmund G. (Pat) Brown, Louis Gilbert, state conciliator, made himself available to aid the parties.

The workers sought organization for better wages and a company-paid health and welfare plan. The company agreed to negotiate immediately. The union side is being represented by Piercy, assisted by George Lee, Local 26.

In its joint press statement the company and union stated: “The willingness of all parties to conciliate made a peaceful settlement the substitute for violence and racial strife.”

All workers were back on the job as The Dispatcher went to press.

In a significant sidelight, Assemblyman Merryn M. Dynally, representing the Watts area, told the Los Angeles Times that “I was wrong in assuming that the strike at Capitol Metals contributed in any way to the Watts disturbance.”

In Drive to Develop Vancouver

Vancouver, B.C. — The widely supported campaign for the development of the port of Vancouver, which has the active backing of the ILWU, is beginning to produce results.

Federal trade minister J. W. Pickersgill, following a tour of the Vancouver waterfront last week, announced that: The dispute between the National Harbours Board (a federal government agency) and the Canadian Pacific Railway over ownership of waterfront property on the south side of Burrard Inlet will be settled by the end of 1966 “by one method or another.”

Earlier the transport minister wired the Canadian Area ILWU president A. H. Barker, expressing satisfaction with the stand of the union on port development.

“Certainly agree with your union,” he said, “that the part of Vancouver belongs to all of Canada and I am glad to be assured that your union is prepared to assist the NRH in serving its need and development.”

The trade minister predicted that it will not be long before the traffic in Vancouver harbor will be the greatest in Canada.

“Vancouver, New Westminster, and the Fraser represent a funnel drawing traffic from a third of Canada,“ he said. “The spout of the funnel cannot be clogged without great harm to the rest of the country.”
THE THREE-YEAR contract victory of ILWU sugar workers in Hawaii is being hailed as the best ever achieved. It is a tribute to a wide-awake, intelligent and militant membership and leadership; to a democracy that never fails to recognize that the power is in the hands of the rank and file.

If there is any key to this victory it was demonstrated by the sugar worker's willingness to strike if necessary to win the wage raises, fringe benefits and social gains he rightly believed he had coming. The key then was a 98 percent strike vote, taken in secret referendum. This enabled the Local 142 negotiators to hang tough and extract a lot of juice from the cane sugar industry.

There were other keys, of course. One doesn't set aside lightly the powerful allies the sugar workers had on the spot in every other ILWU grouping. Or the fact that the ILWU in Hawaii has gathered a growing and militant group of friends in other unions, and among citizens at large for its work in behalf of the whole community. Another key was solid mainland support by ILWU locals on the Coast, on the waterfront, and in warehouses, plants, offices and everywhere else the union has been moving of late.

This feeling of "aloha" for the sugar workers, and all others in Hawaii's ILWU, is a two-way street. The backing of the entire mainland union for its island brothers and sisters may well pay huge dividends if it becomes necessary for the West Coast dock workers to strike to protect them as they try to organize themselves, to learn to use their muscles.

From a semi-colonial situation, from the most brutal exploitation, from years of being treated as less than second class citizens, the Hawaiian agricultural worker has achieved full industrial citizenship, with wages and fringe benefits that compare with non-agricultural industries.

They point to unheard of gains for such workers as comprehensive medical plans, pensions, paid holidays, vacations, sick leave, severance pay, and much more. Average hourly earnings, including fringes already are over $3. Meanwhile on the mainland growers are crying about the possibility they might someday be forced to pay $1.25 an hour.

THERE ARE NO exact parallels between the Hawaii picture and that of the migratory worker on the mainland. Today, the island worker is a far cry from any traditional concept of a farm laborer. He is usually skilled, a driver of heavy equipment and rolling stock, often a mechanic, machinist, electrician, even a chemist and computer operator. However, increasing mechanization is also changing the character of mainland agriculture.

Knowing from experience what unionism can achieve, the ILWU is on record favoring bills to guarantee migratory farm workers a decent minimum wage, restrict child labor and protect them as they try to organize themselves, to learn to use their muscles.

Rank and file trade unionism, and the ability to conduct a meaningful strike must start at the grass roots. It can be encouraged by progressive legislation, but ultimately it wins when it has the backing and "aloha" of the rest of the labor movement.

The year after being fed distortions may be the end, as those who have even discussing China in a sane and reasonable fashion is being swept aside by the testimony of experts before Fulbright's committee—experts who have not only not read the book, but are not even willing to admit that there is such a thing as a Chinese civilization. Naturally, what stands out has been the recent testimony before Senator Fulbright's Foreign Relations Committee. But there are many other signs in the wind that indicate renewed interest. Many more articles in the press have appeared this past year on the topic in the recent report on the people she met, "I Saw Red China," published recently.

It's stated repeatedly that China's leaders have been sounding bellwingers on war and peace. It is certainly true. But looking at some of our official statements, and viewing the fact that we surround China with armies and air forces, that we patrol her shores with one of the world's greatest fleets, and that the Pentagon hawks are always popping off about how they would like to bomb China, it's not difficult to understand why the Chinese leaders talk tough.

But this can be expensive. We are likely to find ourselves footing a lot of new bills for this "containment of China." To begin with there is the newly-signed bill for $6 billion increase in taxes to be withheld on our purchase. Then we may very soon be told that our West Coast waterfront cannot afford a strike. And the costs in wages and benefits. And we're likely to find the bill will be increased again, right after the election.

Actually, one thing that is revealed by the Fulbright hearings is that, despite the cries of the Pentagon hawks and administration spokesmen, it is not a myth and distortion that China will, or can anytime in the near future, be able to take care of anything but her own 700 million people. Sounding belligerent and warlike, they are liable to respond in kind. The winds are changing. There are many other signs in the wind that indicate re-opening trade with China's more than 700 million people. More recently we have urged that our overseas delegates say no hesitation in saying that the embargo against China should be ended and trade resumed.

The three-year contract victory of ILWU sugar workers in Hawaii is being hailed as the best ever achieved. It is a tribute to a wide-awake, intelligent and militant membership and leadership; to a democracy that never fails to recognize that the power is in the hands of the rank and file.

Aloha!
SCDC Warned that LA Is Tough on Organizers

WILMINGTON—The ILWU Southern California District Council, meeting here March 11, heard warning from a legislative representative that restrictive legislation is being planned by the City of Los Angeles to stymie organization of civil service workers.

Delegates, chairing by retired Local 13 veteran William Lawrence, was told that the personnel committee of the city council is urging passage of ordinances that would make it virtually impossible for certain unions to organize city workers with the ILWU a possible primary target.

The Southern California council was notified by legislative representative Nate DiBlasi that the State Commission on Manpower, Automation and Training may be eliminated by having its meager $75,000 budget cut off. Also in danger of cutbacks is the Department of Justice, state college support, and parks and recreation projects.

CONCERN WORKERS

Council delegates agreed that some of the state's agencies are therefore being aimed at by satirical Moscow-type and local council members to activate their activities in which the ILWU participates.

DiBlasi stated, "Though not all the present of government at the small wage earner, it seems to me that most of the proposed guidelines will affect that segment of the population in relation to health, education, recreation, community protection and so forth."

He recommended that the ILWU be represented as often as possible in Sacramento because the union has reached a position of responsibility in state politics and key legislators in the assembly and senate committees respect the views of the ILWU.

SMOG POLITICS

DiBlasi also reported on the growing politics of smog control, saying, that once again the thinking in the Assembly is to put the burden on the owners of used automobiles, and evade the issue of legislation regarding such major sources of smog as oil refineries, etc.

He said that some of these so-called "smog compromisers" are being sold as virtually useless, and appear to be an effective racket.

In the face of the council's responsibility for community welfare, Local 13's delegate L. L. (Chuck) Loveidge, member of the International Executive Board spoke of the growing project in the need for active cooperation between the locals and the ILWU Information and Education Department, calling on council members to activate their publicity committees on the local level and keep The Dispatcher informed of every newsworthy event.

Such cooperation, the editor said, includes anything the ILWU does, or is concerned in, and any community activities in which the ILWU participates.

In response to a question about the ILWU Convention Committee Report on Publicity and Education, Roger said "attempts are being made all the time to implement that report, though it has been slow in coming."

In further discussion, when a delegate noted that certain policy matters reported occasionally disturbed some members, Roger emphasized that, "The Dispatcher doesn't make policy but tries its best to convey convention and executive board decisions in the clearest and most interesting manner it can.

"Above all, the paper must reflect the fundamental interests and needs of our union, and build understanding and unity, especially in view of the upcoming contract negotiations in the waterfront division."

Discussion on the floor concentrated on a number of items, with emphasis on the delegates' interest in trade union history reported on a grassroots level, tied up as much as possible with current events.

Other suggestions included the need to keep reminding the members of the importance of their taking part in political action and making sure to vote. Several delegates urged that all educational materials avoid anything that sounded to the younger members that they were being lectured or talked down to. It was also emphasized that the ILWU's job is to show an interest in everything the community that affects people who work for a living.

More news was called for of special interest to women whose husbands are union members. As one delegate put it: "She who bears the baby behind her husband; if she supports him, he'll be a better union member."

Southern California District Council meeting in session last week at Local 13 headquarters, President at head of table in suit, right, is council president William Lawrence, veteran Local 13 member, now retired. (See story at left.)

PORTLAND — Former federal power commissioner Howard Morgan, a leading critic of United States policy in Vietnam — has endured what promises to be the most explosive contest for a US senate seat ever held in an Oregon primary. His opponent is war-minded Congressman Robert Duncan of Medford. The winner will face Oregon's Republican governor Mark Hatfield in November.

Morgan said at a press conference he decided to run against Duncan because of the latter's acceptance, book, line and sinker of the "military authorities in Washington who have been consistently wrong in their estimates of our national interest."

He described debate at the national level "as important as any this nation has ever seen, involving as it does not only the life and death of countless men in our armed forces but the very survival of our nation and its form of government.

"GOOD GUYS, BAD GUYS"

He charged that Duncan "aligns himself with Russell Long of Louisiana who is content to simplify the whole, complex question in terms of a television horse opera: the good guys versus the bad guys.

"This is not enough. It simply will not do."

Alternatives to current military thinking, he said include "reconquering of Red China and resumption of trade" with that vast land. "I believe China should have a seat in the UN. It is childish to pretend that a major nation like China does not exist."

MORSE ACTS

Senator Morse has stated he will break his long custom of hands off in a primary election to stomp the state for Morgan.

Others who pledged support to Morgan following the announcement of his candidacy included former Governor Bob Holmes; Salem Attorney Steve Anderson, the first Democrat to file for the senate nomination, who won from the race last week in Morgan's favor; and ILWU International Representative James S. Fantz.

"I plan to campaign for him," declared the ILWU Columbia River District Council's lobbyist at Salem, Ernest Baker, who noted that Morgan "wouldn't sound like a page out of the policy book of the ILWU when he was talking about trade with China and the situation in Vietnam."

Local 4 Publishes Monthly Bulletin

VANCOUVER, Wash. — The publicity committee of Local 4 announced the release of its new "ILWU Local 4 Monthly News Bulletin." The publicity committee consists of Ben Baliff, Bob Miner and Gene Westling.

The bulletin desires to exchange bulletins with other locals. Any local wishing a copy of "Local 4 News" may have one upon request. Any local publishing its own bulletin is requested to send it to the Publicity Committee, ILWU Local 4, 1265 In-galls Street, Vancouver, Washington.
Northern Council Backs East Bay Picket Lines

OAKLAND—The March 5 meeting of the Northern California District Council, held here at Local 6’s new and impressive headquarters, voted to request all Bay Area locals to support the Richmond, California, lodge of the International Association of Machinists now involved in a strike against Noller Control Systems in a typical “right-to-work” situation.

The council reaffirmed endorsement of ILWU Northern California Regional Director William Bean, Jr., for the position of member of the State Board of Harbor Commissioners which will be vacant within the year.

Also endorsed were statements of policy adopted by the International Executive Board in Honolulu on February 26, such as wage guidelines, HIUAC, sugar negotiations, etc.

Secretary Johnson, who is also NCDC legislative representative in Sacramento, has been the “outdoor man” created by reapportionment.

“There will be at least 20 new senators, and right now about 30 assemblers are running for senate seats. This means that far more seats will be openings for 30 new assemblers. This gives us a tremendous opportunity in this state to seek out and support pledged pro-labor candidates.”

Johnson reported on a big contest now under way for the speaker’s job in the Senate. The speaker—George Leader of Sacramento, is considered the likely new assembly leader, is now running for Speaker of the Assembly. He is currently up for control of the Senate between the present speaker pro-tem Hugh Burns of Fresno, and Unruh.

This struggle for control is under way. Johnson noted, “We realize the importance of this, but, of course, Unruh has not yet been elected. NCDC has long been on the record to remove Burns from his top spot, because, as Johnson reported, “his record is as bad as the worst of the Birchites.”

Burns, with his power to appoint committees and assign bills to committees, is now the “outside man” roadblock to pro-labor legislation, the council heard.

This is another issue in hand with the Government Efficiency Committee—knowing what he is doing. This has enabled Burns effectively to kill anything he didn’t want.

An example noted was the ILWU-sponsored dock safety laws—some of which are now on the books—will have to change the labor code with respect to dock safety.

These laws went into effect in September, 1965, but not yet enforced. When ILWU tried to make these laws presentable, the AFL-CIO went into assembly 72 to 0. Then the committee took over, and refused even to hold a hearing, and the dock safety laws were killed.

The ILWU legislative representative said the union—both in Northern and Southern California—will have to present its bills in the coming session, with emphasis on:

Reduction in personal property taxes, and exemption of homes for all people over 65 years of age. The ILWU is also interested in meaningful legislation to implement the office of economic opportunity—the Watts situation, and to prevent a repetition of the kind of situation which arises primarily from serious unemployment and lack of education.

Oakland and Richmond are serious danger spots right now, Johnson said.

He also reported the appearance of ILWU legislative affiliate—California Ways and Means Subcommittee where legislative analyst Allen Post had recommended that no money be appropriated for the Automation Commission, the Consumers Council, and continuous investigation of industrial diseases.

Local 75 Watchmen business agent, Denver Davis, pickets Howard Terminal. In background Local 10 Longshoremen are seen walking off the dock honoring picket line. All other ILWU members did likewise. (See report at right.)
The WAGE-PRICE guidelines laid down in President Johnson's Economic Report hit workers in two ways: their wages lose purchasing power and a tax is clamped on wage increases. Rejecting the guidelines, the ILWU International Executive Board said:

"The ILWU does not intend to use the guidelines in negotiations. It is obvious that they are merely added restrictions on labor's bargaining strength while employers are left free to pyramid profits while hiding behind the government's skirts."

Discussions within which the guidelines' principles include the Teamsters, the Mine, Mill and Smelter Workers; the United Electrical Workers; and the AFL-CIO.

All these unions agree that the guideline approach is a fraud. It puts a damper on wages, but profits may rise without restriction. The guidelines ignore rising living costs, and if followed, would produce an acute shortage in real wages for 1966. As the United Electrical Workers say:

"The only income that is held down by the guidelines is the pay of working people, that is to say, the people that work the hardest, for their money and get the least for their contribution to the country."

How Guidelines Work

The rate of increase in wage rates, including fringe benefits, is supposed to equal the rate of increase in productivity for the economy as a whole. Productivity is computed by dividing Gross National Product (GNP) by total manhours worked. Currently, the wage guideline has been fixed at 3 percent. The Council of Economic Advisers.

In industries where the rate of productivity finally equals the rate for the economy as a whole, prices are supposed to increase in the same proportion. The theory behind the guidelines is quite simple. If wage increases exceed the rate of national productivity, the real value of workers' wages would be preserved, and the ratio of profits to wages would remain stable.

The theory behind the guidelines then is quite simple. If wage increases exceed the rate of productivity in the national productivity, and if the price level stays constant, then workers will receive an equal share of the national income. If the price level rises, then the real value of workers' wages will be preserved.

Origin of Guidelines

1962 was a recovery year, and government economists became less concerned with unemployment and more concerned with inflation and the effect of costs on the balance of payments.

Although they claimed to be opposed to mandatory wage controls and praised "free collective bargaining," the 1962 Council of Economic Advisers developed the first guidelines as a method of calculating the impact of wages and price increases on the public interest.

From 1962 through 1965, the guidelines were seldom, if ever, enforced, and remained as intellectual fodder for economists.

Noting the spectacular gains in corporation profits in the 1965 wartime economy, and fearing an inflationary trend if the country's workers wanted wage increases in line with increased profits, President Johnson's advisers turned their attention to ways of keeping wages down.

Through some curious machines that the Council Economic Advisers decided to junk the 1962 formula for calculating guidelines and put the 3.2 percent guideline figure out of the hat. By the council's own admission, the guidelines should be 3.6 percent if they were calculated under the 1962 formula.

There are more basic reasons for condemning the guidelines, however, than arithmetic gimmicks.

Changes in Wages, Salaries, and Profits

January 1 - December 31, 1965

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<tr>
<th>Percentage Increase</th>
<th>Earnings per Hour</th>
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<th>Corporate Profits, After Taxes</th>
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In his latest economic report, the president bragged that total income (and this includes the income of salaried employees, executives, and investors) has risen by 37 percent during the last five years.

During these same years, corporation profits have increased a gigantic 67 percent. With the gimmicks in tax relief for corporations and executives, such as expense accounts, depreciation, depletion allowances, etc., it is probable that the rise in profits over the last five years has been twice as high as the rise in wages.

The chart below shows the percentage rise in workers' wages for 1965 (3 percent), and contrasts this with the 1965 military pay hike (10 percent), raises in executive salaries (15 percent), corporation profits before taxes (15 percent), corporation profits after taxes (20 percent), and corporation retained earnings (20 percent).

Political Football

The guidelines, according to many observers, have become the political football of the year. The Nation (January 31, 1966) said: "There are so-called guidelines as full of holes as a sieve. Sometimes the prohibitions are enforced, not by a formal procedure since none has been provided by Congress, but by Presidential pressure. . . . the decision usually has political overtones."

Indeed, there is already talk generating from the administration that government building projects on which union members are working will be canceled if they negotiate pay increases over the 3.2 percent guideline.

From all indications, 1966 will be another boom year of record-breaking profits for the big corporations. With production ballooning to keep pace with the war in Vietnam, with prices spiraling, and with the unit labor costs going down, the corporations are happily looking forward to even more profits.

Nevertheless, they are loudly applauding the presidential guidelines.
Seattle ILWU Members Aid NAACP

SEATTLE — Twenty-four ILWU members in Seattle made NAACP history late last month when they purchased and presented to the Seattle Branch of NAACP a life membership in the national organization. Taking part in the action on a purely voluntary basis were members of the longshore, checkers, warehousemen and foremen's locals. The plague is beautiful," said Mrs. June Smith, president of the Seattle branch as she received the presentation. "But the action behind it is even more beautiful."

The drive was headed by Andy "Andy" Jenkins, long time member of ILWU Local 19. "I was amazed and proud of the response," he said. "Kicking in $25 apiece right around Christmas and New Year's is mighty tough going. But the guys came through with flying colors."

The presentation statement read: "Coming from a union which has consistently fought for the dignity and recognition of the economic welfare of all people regardless of race, creed, color, religion or political beliefs, it is only natural we should have respect and admiration for an organization which is doing the same fight for our fellow workers and all citizens in the Negro community."

Editor Beaver of the Negro community newspaper says that on the basis of a survey his office did, it was found the first time a life membership had ever been presented to any NAACP Branch in the United States by a group of union members.

Andy Jenkins of Local 19, the plaque, NAACP President Mrs. June Smith. Photo by THE FACTS, Seattle.

Portland Clerks Boost Their Own Auxiliary

PORTLAND — Auxiliary 5-A was featured in a front page story in 40-KOCAP, noting that the newly organized women's group marks another first for Local 40. Crowed the bulletin: "The following demands were made by CORE to Local 13, ILWU, workers 22, 1965. The Local has refused to respond."

1. "Immediate abolition of the same system."
2. "Immediate issuance of Class "B" registration books to all casual workers and establishment of a "C" class for inexperienced and newly employed workers.
3. "The inclusion retroactively of all casuals within existing contract provisions granting health, welfare and retirement benefits to registered workers, such benefits to be extended on the basis of seniority."
4. "A guarantee that any and all workers seeking waterfront employment in the future be entitled to be registered and to hold registration books for longshore work subject only to physical qualifications."
5. "That all hiring in the future be entitled to be registered and to hold registration books for longshore work subject only to physical qualifications."
6. "That the CORE pickets kept repeating that race is not the main issue. Bridges, however, added later, "We can understand the struggles of Negro workers. We have been employed, and many of them unemployable through no fault of their own."

He also stated that some of their demands mean, in effect, "We want in, or we'll hunt your union and hiring hall. Bridges noted that some of the pickets were not employed, held by other men, many of whom are Negroes, Mexican-Americans, or otherwise unemployable."

"I told them that if this union could put every worker who needed a job to work, we'd sure do it if we can't, and they must realize that. They just can't work in and ask to take jobs from other people who already have them, and are long-standing members of the union, and fought long and hard to win the conditions we have here."
Hilo's 'Fly' Namahoe Dies; He Was a Scrapper All the Way

The following letter and eye-opening photo from Don Hubbard of Local 13, Wilmington, California:

"Dear Fred:

"A warm, clear ocean waters off southern California has prompted a great many Local 13 members and their families to take up the sport of skin and scuba diving.

"Since the advent of the SCUBA technique (self-contained underwa ter breathing apparatus) some 30 odd years ago, it's possible for us to temporarily escape the frantic hustle and bustle of the city and its ever-increasing congestion by donning our underwater gear and slipping beneath the surface of the sea into that silent, peaceful, liquid world, often referred to as 'inner space.'

"Cheating the laws of gravity by achieving neutral buoyancy, we can fly over the mountains of the sea, through unexplored valley and view, close up, strange and beautiful marine life in its natural habitat.

"In addition to providing occasional real fash—fish, lobsters, aban don, sea lions, sea horses, etc. — divers view scenic beauty that can be compared with the most famous of dry- land wonders. Photography and specimen-collecting are favorite hobbies of many, so-called 'fishing benefits' of this challenging and highly-rewarding sport.

By all means, Don, keep in touch.

"Enclosed is a picture of two of my boys, holding a 10-pound lobster I captured just before Christmas '65. Both of my lads are excellent swimmers and Billy the oldest, age nine, has his own gear and over a year's experience in diving.

"We are currently trying to organize a diving club. As near as I can determine, there are around 125-150 of us diving nuts in Local 13. If you can use this pic and story, perhaps it will help us in organizing a group."

"If interested, I'll send more pics and collect a few tall tales from the guys (some of whom will make the most of your shame) about their experiences in holomou' with the fishes—flipper tops.

Top that one!

Talk about the good old days. In 1905 British Columbia had no game bag limit for residents. Non-residents were restricted to: 10 deer, 5 mountain goats, 3 mountain sheep, 2 bull moose and 2 bull elk.

Deer are, by nature, curious animals. Many hunters have had the experience of jumping an old buck and having him circle back to see what the disturbance was. Hunters on stand have also observed deer coming onto the trail, sniffing the man scent, then backing away, trailing the hunter. *

* * *

Members of the ILWU—in good standing—and any member of the family, may earn a pair of the famous KROCODILE fishing lures. All that's necessary is a clear snapshot of a fishing or hunting, skin-diving, shooting, etc., scene — and a few words,_maximum three words as a caption.

Send it to:
Fred Goetz, Dept. TDKR, 0216 S.W. Iowa, Portland, Oregon 97201.
Please mention your local number.

Dockers, Widows On Pension List

SAN FRANCISCO — Following is the March 16, 1966 list of dockworkers retired under various ILWU-Alaska plans:


Local 18: Frank Conner, John Majesty, John P. Shannon; Local 23: Harold H. Dubuis; Local 40: Roscoe A. Campbell, Carl A. Eckstrom, Howard T. Werschul; Local 46: Arthur L. Rogers; Local 50: Max L. Engel; Local 63: John M. McNevin.

Retired under ILWU-Alaska Benefit Funds: Local 60: James T. Forth.

The widows are: Therese F. Becket, Myra A. Grey, Margaret A. Heath, Evelyn L. Hyman, Doris Kelly, Billie K. Muriagh, Irene Roylance, Lenette G. Cofield.

Two at a Time One of the newest devices seen recently on the Oakland waterfront was this self-contained platform enabling 2 lift jinneys to set down unitized loads at the same time, which eliminates from-man and manhold. The device is supposed to be stable and remain at a 90 degree angle from the tip of the 2 booms. In theory it is expected to be worked with only lift drivers on the dock and in the ship. The manner of this device is being contested by some locals.
ILWU Strike Vote of 98% Backed Up Sugar Pact

Continued from Page 1—

"This is a sweet settlement for sugar workers," ILWU Regional Director Jack Hall told the press when negotiations were completed, "the best settlement sugar workers have ever been able to achieve.

FAR ABOVE "GUIDELINES"

The settlement is far above what it would have been had the union followed federal administration "Economic Guidelines," as originally proposed by the company. The guidelines—3.2 percent a year would produce 29 to 27 cents over the present wage rate.

Union negotiating spokesman Jack Hall points out that the increase is not unusual for Hawaii sugar wages, because sugar prices depend on the market in Los Angeles and are not affected by Hawaii wage rates.

Hall brushed off dire employer predictions that some plantation would be "bankrupted. "We've heard them before and time out of mind, for years, but they just get more prosperous in the end," he said.

BIG CASH GAINS

By February 1, 1967—less than one year away—cash wages will be increased by 22 cents an hour in labor grade 1.

In addition to over-the-board increases, the settlement makes big classification adjustments which increase from grade 2 upward. Grade 9, for example, will get 50c an hour.

The agreement specifies that as of February 1, 1968, employees' pension contributions will be eliminated. Employers will pay the full cost of the pension plan to which employees now contribute 2 percent of their wages.

The change is worth over 10 cents an hour to the average employee. Even at labor grade 1 it will mean that the basic pension plan has its record wage demand of 25 cents an hour.

The union also exceeded its objective of a $2.00 minimum wage. The new rate will be $2.00.

THE WAGE SETTLEMENT

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<th>Labor/Grade</th>
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<th>2/1/67 Increase</th>
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BIG CASH GAINS

The basic wage increase is effective February 1, 1966, and 11c on February 1, 1967. Additional money is provided in other grades 2 and above to increase the tilt of the classification, and the total effective February 1, 1966, and half on February 1, 1967. A new labor grade 11 is added.

Sugar's base rate on February 1, 1966, was increased 30c an hour. Rates in the top labor grades will be slightly lower than in pineapple.

Other major cost items gained include:

- Effective November 1, 1966, an estimated 90 percent of the workforce will be entitled to an extra week of vacation when qualifications for 3 weeks are dropped from 15 to 10 years. The present 10 percent of the company's vacation service will be entitled to an additional week for which they may take pay in lieu of vacation.
- A new paid holiday will be effective February 1, 1967, making a total of 13. It will be a "floating" holiday to be selected by mutual agreement between the company and the union at the plantation level.
- The night shift premium will be increased to 10 cents and 15 cents on the same day.

Other gains include:

- Three working days funeral leave with pay, for death in the immediate family.
- Pay for wages lost when serving on juries and government commissions.
- Sick leave from the first day of illness if an employee notifies the company physician or nurse that he is ill on such day. Sick leave is confirmed, and the employee ordered to remain at home. (The old agreement provided for pay from the first day in event of hospitalization.)
- Supervisors doing bargaining union work are limited to not more than 20 percent on a monthly basis.
- Rate protection applies where downgraded for physical disability or due to industrial accident.
- Days when no work is offered (such as rain-outs) to count as 8 hours time for weekly over-time purposes.
- An employee terminated for physical or mental incapacity will retain seniority for a two-year period unless he accepts severance pay.
- Off-island medical benefits will be increased from a $250 maximum to $500.
- If pensioners' medical care is advantageous to them, care is advantageous to them.
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Company will make a determination as to whetherintegration with medi-care is advantageous to them.

Union men believe the mediators may have been influenced by the fact that the ILWU sugar workers already have the best medical plan in the nation.

Mediation, which began before the agreements expired on January 31, 1967, was led by Seldin and Wayne Kenaustin, and State Attorney General Bert Kohiyahishi, representing Governor John Burns.

Above, union spokesman Jack Hall, Hawaii regional director, answers questions on new agreement before full sugar negotiating committee. Below, sugar workers on Big Island of Hawaii cast ballots in secret strike vote.

Hawaii Employers' Council president Phillip Maxwell was spokesman for all sugar industry committees. He predicted that Hawaii sugar wages would continue to increase.

Negotiations were completed, "the parties involved to sit down to-gether to get an agreement," Hall said. "The negotiations were set up to work hand in hand together to do some real good.

Therefore, it was agreed by all in Portland that when local problems arise, they will be worked out constructively before they arise— it would be very healthy for all the unions involved in a given local area to sit down together and frankly lay the situation on the table.

This means not beating around the bush, or trying to be arrogant and competitive, but honestly looking at what is wrong, studying the differences in contracts, the dissatisfaction with the job, or whatever else may be involved, and finally coming up with some answers.

This means that the unions on the local level must agree, at the outset, to work jointly, with full support of the international committees involved and, if necessary, to call in representatives of all six unions, to try to correct the situation working hand in hand.

Those of us who were instrumental in bringing this agreement of mutual support and understanding into being are very much aware of this.

There's no need to spell all this out in a single column. There is a great deal more that could be said about it, but most union members understand these things because they feel them in their gut.

These agreements were made wherever these conditions exist, and they do in many places, is to get the parties involved to sit down to-gether, to be perfectly frank and honest with each other, and to work out constructive approaches that will bring answers to benefit the rank and file involved. The sooner such coordinated action begins, the better.