Set Contract Demands

Caucus Presses for Wage Guarantee, Job Security

SAN FRANCISCO—The longest longshore caucus in ILWU history wound up four weeks of intensive work here on October 30, with a heavy package of demands for the 1971 longshore and clerks' contract.

The aim of this preliminary caucus was to set up bargaining strategy as well as demands—and prepare for a strike if necessary. The current five-year contract expires midnight, June 30, 1971.

With the election of a coast negotiating committee, the 105 delegates from 46 locals went home—after 23 days of discussion and numerous roll-call votes on more than 200 resolutions—to report to their locals.

NEGOTIATING COMMITTEE

The negotiating committee will consist of International officers Harry Bridges, William Chester, coast committee members William Ward and William Forrester, plus one representative from each of the major ports, and three from the small ports; four clerks (with two votes between them) and one from Hawaii. Alternates were also named.

The negotiating committee includes:

From the major locals:
- Ed Anderson, Local 19, Seattle, with Martin Jensen as alternate; Fred Huntzinger, Local 8, Portland, alternate Don Ronne; Robert Rohatch, Local 10, San Francisco, alternate ; William L. (Chick) Loveridge, Local 13, Wilmington, alternate Curt Johnston.

From the small ports:
- M. Tony Garcia, Local 46, Port Hueneme, Cali., alternate Edward F. Fuller, Local 54, Stockton; Melvin Banister, Local 21, Longview, alternate Benny Baliff, Local 4, Vancouver; Donald A. Gilchrest, Local 32, Everett, alternate George Oinnis, Local 23, Tacoma.

From the Clerks (2 votes only):
- Terry Sweeney, Local 52, Seattle, alternate Robert H. Kinney; John Davidson, Local 46, Portland, alternate James Byrne; James R. Herman, Local 34, San Francisco, alternate Joseph F. Campion; Albert Perisho, Local 59, Wilmington, alternate Jim B. Bowen.

From Longshore-Clerk Unit of Local 142:
- Carl Damaso, Honolulu, alternate Martin Jugum as alternate; Fred Huntzinger, Local 142, Longview, alternate Benny Baldwin.

From the major locals:
- Albert Perisho, Local 63, Wilmington, alternate Cleophas Williams; Robert Rohatch, Local 10, San Francisco, alternate Joseph F. Campion.

A major caucus action was inclusion of the Hawaii longshore/clerk unit of Local 142 into contract negotiations with PMA.

MAJOR DEMANDS

Major demands begin with a contract of not more than two years, wage boosts of $1 per hour for each year, a work opportunity guarantee—with the employer furnishing either work or pay for a full week for all registered men—a $500 per month pension, extensive medical and dental coverage for the worker and his family and an eventual reduction to seven hours' work for each shift.

Problems of jurisdiction were brought high on the agenda with delegates stressing the demand that all longshore work must be done by only registered longshoremen—including the stuffing and unstuffing of containers on docks.

Concerning manning, the caucus demanded that there be no further reduction in gang sizes.

On pensions: In addition to the demand for $500 per month after 25 years of service, other significant new demands included retirement after 25 years of service regardless of age, an annual cost-of-living review, and increase of widow's pensions for men retired after June 30, 1971, to 75 percent of basic pension.

Improved vacation program would reduce qualifying hours and increase vacation schedules, as well as allowing improved credits and time off for sickness or injury.

A new feature for longshoremen is a first-time demand for paid holidays, ten in all.

Medical-dental demands call for numerous improvements including equalization between insured and group plans, a dental plan to cover man and wife, a prescription drug plan, sick leave and several more.

Under the heading of registration procedures the caucus demanded that there will be no further registration of men at any port except by mutual agreement at the coast level.

Because there are a number of distressed ports along the coast where job opportunity has all but dried up, the union demands that employers assume responsibility for cushioning the shock by paying moving expenses and wages for men who wish to relocate.

The caucus also demanded that the Pacific Coast Marine Safety Code be brought up to date and that the penalty cargo list be revised and updated.

Concerning the M&M Funds and the deficit which developed this year, the caucus reaffirmed the proposal of the International officers for a $1000 per month pension, extensive medical and dental coverage for the worker and his family and an eventual reduction to seven hours' work for each work shift.

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BULLETIN

The negotiating committee has been called to meet in San Francisco on Thursday, November 12 at 10 a.m.
ILWU Did a Job!

B ECAUSE labor held the balance of power, the Reagan image has been chopped to bits. For example, Reagan does not have the legislation in his pocket, as he hoped, which was exploited to a fair-thee-well by the Nixon-Agnew (Reagan coalition) didn't keep working people away from the polls, and when they turned-to, they overwhelmingly elected a new senator from California, John Tunney, a new head of state education, and every other need that people feel they want to sit down and begin negotiating now for a new contract effective July 1971—or even earlier!

* * *

THE CAUCUS was billed as a “preliminary caucus”—with the main aim of adopting a program and then approaching the various waterfront employers—PMA and non-PMA members—to see if negotiations for a new contract could be started early.

Part of the program adopted contains a new feature—that is, to seek to have any new contract embrace the longshore division of Local 148, Hawaii. It means the union must demand that PMA include Hawaii employers in future negotiations.

Also made available to caucus delegates was a fully-documented report of the costs of the ILWU's strike from the fact-finding team that went to walk-a-look at container operations in East Coast ports. There was no question that containerization was a prime factor in the thinking of caucus delegates.

T HE LAWS passed and adopted at the ILWU's annual convention now are the basic program adopted by the Caucus. By official action the caucus decided that in the event of trouble next year there would be a strike.

There was little doubt, as we listened to the discussions and adopted, as you can see when you read the caucus program, carried elsewhere in this issue of The Dispatcher. Almost every item debated and acted on was immediately tied to the significant and far-reaching technological changes taking place in the industry—especially containerization. Whether the question happens to be a guarantee of work opportunity, job security, manning scales, wages or fringe benefits, underlying everything is the problem of new machinery and methods of modern cargo handling.

Of course, there were numerous other decisions discussed and adopted, as you can see when you read the caucus program, carried elsewhere in this issue of The Dispatcher. Almost every item debated and acted on was immediately tied to the significant and far-reaching technological changes taking place in the industry—especially containerization. Whether the question happens to be a guarantee of work opportunity, job security, manning scales, wages or fringe benefits, underlying everything is the problem of new machinery and methods of modern cargo handling.

THERE WAS NO DOUBT about the feeling of the caucus and long-term contract negotiations were embezzled in their decision that no new contract should go longer than two years—including any new pension agreement.

An important administrative change aimed at the future will be to have the grievance machinery rewritten so that all disputes will be settled at the local level and none referred to the Coast Committee except in cases of favoritism or discrimination.

Although the contract always aimed at disputes being settled at the local area level, many matters have been referred to the Coast over the years without being solved. Why? Because solution required mutual agreement and this was not always possible.

The caucus showed a strong awareness of the need for labor unity in any struggle. By official action the caucus invited the membership of the Independent Longshoremen's Association (ILA), Thomas (Teddy) Gleason, to attend. He was unable to come, but he told me to assure the delegates and our rank-and-file that in the event of trouble next year when our contracts terminate, any request for East Coast support will see the ILA swinging in behind our program in any way that they can.

As I write this, plans are underway to get our caucus proposals into the hands of the PMA as quickly as possible and await their answers. The main question is will they be willing to sit down and begin negotiating now for a new contract effective July 1971—or even earlier!
Local 6 Wins Gypsum Plant Election

RICHMOND, Calif. — After six years of organizing efforts, Local 6 won the right to represent 44 workers at National Gypsum Company here. The vote was: ILWU—35; Pulp and Sulphide Workers, AFL-CIO—5.

The ILWU already represents gypsum plants in Antioch and Long Beach and bargains jointly with Teamster gypsum plants in Seattle.

The organizing work was done by Local 6’s organizing director, Melvin Lennard, and by ILWU International Correspondent August Hemenes, assisted by the Northern California Regional Office.

In San Francisco, the ILWU also won an election involving two workplaces at a large company and employees at Cable Distributing Company—one in San Ramon, the other in San Francisco—and also voted to join Local 6.

Local 6 Man Wins $4,000 Back Pay

LOS ANGELES—A member of Local 6 won an award last week when arbitrator Melvin Lennard ruled that there was a breach of contract in the company’s charge of theft of certain materials.

The arbitrator also ordered the company—Hugo New Proler Company—to restate the member, Walter Jackson, and pay him $4,000 when the company fired him for theft when he was a warehouseman.

Wharfingers Join Clerks’ Local 34

SAN FRANCISCO — The Port of San Francisco wharfingers have joined ILWU Clerks Local 34 and have presented a program for an improved wage structure to the San Francisco Civil Service Commission.

The 14-man wharfing group, which was converted to a membership meeting Thursday, November 5.

Wharfingers act as the port representative on the docks, keeping track of inbound and outbound tonnage, inbound and outbound ships, for billing purposes at the port.

ALLIED WORKERS

As a unit of the Allied Workers’ Division, Local 34, the wharfingers will elect a chairman and secretary who will then conduct their affairs under the direction of Local 34 officials. Wharfingers in the future will conduct their own union meetings.

According to the ILWU’s 541 Digest “wharfingers have worked alongside clerks on the San Francisco waterfront for many years and it is a time that they are now part of the Local 34 family. Many other Port of San Francisco workers have indicated their interest in this new unit and the wharfingers have signed up for affiliation.”

Next in line for the Allied Division is the Matson Container Yard in Oakland. The NLRB will conduct an election November 7 at the yard office with Local 34 asking to be named as a bargaining agent.

SF Bay Area UAW Local Settles in for Long Strike

FREMONT, Calif. — John Herrera slammed down the phone and looked frustrated. The young American Indian, chairman of the UAW Local 1364’s negotiating committee, at General Motors gigantic assembly plant in the East Bay, had spent a few minutes on the line with management representatives of the plant but not in had moved.

As the General Motors’ strike goes into its eighth week, negotiations on a national level have stopped and John Herrera and his counterparts all over the country are picking up the 33,000 local job grievances which have piled up since the last contract.

Speed-up at Herrera’s local—which has a membership of 4300 here and 400 in the parts department in Oakland—will be best to lay off for a while.

Over half of them were caused by General Motors free use of the speed-up in the last few years. The rest involve “discipline” and contract violations.

So under 100 cases have been settled.

Until last week Herrera and his committee were meeting every day with the GM representatives in the plant, but things went down on Friday and all sides agreed that it would be best to lay off for a while.

“Management has the same nasty old attitude that they’ve always had here. They’re looking for an excuse to fire someone, but no one’s scared.”

Local 6 Gains At Bio-Rad Labs

RICHMOND—In negotiations with Bio-Rad Laboratories here, ILWU Local 6 won substantial wage increases, including a lump sum increase of $400 for all employees; an increase of six percent of all wages paid between January 1, 1970 and August 31, 1970.

In the three-year contract all classified workers, including technicians, analysts, maintenance men and janitors won wage increases of between $1 and $2. A good part of the increase will be paid as of November 1, 1970.

For example, the Technician I classification will go from a low of $2.50 an hour to $3.00 an hour.

The workers at Bio-Rad organized early in 1970 by regional director Leon Kenai and Local 6 business agent August Hemenes, also won a five percent swing shift differential and a ten percent graveyard differential.

They received three additional holidays, a life insurance program, sick leave (30 days can be accumulated), severance pay, vacation improvements, and the end of employee contributions to health and welfare. The dental plan will become operative on January 1, 1971.

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Canadian ILWU Cheers Red China Recognition — More Trade

VANCOUVER, B.C. — The Canadian ILWU’s official endorsement of the recognition of the People’s Republic of China follows a course of action recommended by the Canadian Area ILWU for more than a decade.

“Our union has consistently advocated recognition of communist China,” said Don Garcia, Canadian Area ILWU president. “We are confident it will lead to more trade and many more jobs on the waterfront. Canada’s action should help break up the logjam of opposition to China’s admission to the UN.”

Following close on the heels of recognition, Canada has signed its largest post-war trade agreement with China. A total of 98 million bushels of wheat, worth $160 million, will be sent to China. Shipments will be made through West Coast ports. Final deliveries are currently being made on last year’s one year contract for 86.2 million bushels of wheat.

Canadian external affairs minister Mitchell Sharp announced in a broadcast to the nation that on recognition culminated 20 months of negotiations carried on in Stockholm, Sweden. Sharp announced that Canada would now vote at the United Nations for the admission of China to the UN.

The Ottawa embassy of the government of Taiwan condemned the Chinese Nationalist Party as “counter-revolutionary” in its attack on recognition. Taiwan rejected the Chinese claim to China.

The second convention, convening in Montreal, April 21 for the Canadian ILWU, voted to call for the recognition of China, as the government of China is the only legal government of China. The delegates were confident that the recent interest of all countries in China will lead to the admission of China to the United Nations.

Canada Labor Blasts Martial Law Regime

Vancouver, B.C. — The imposition of the War Measures Act by the Canadian government, suspending all civil liberties and freedoms of the New-Canadian citizens, is meeting with growing opposition from labor organizations.

Many trade unions criticized the invocation of the Act. "Before the cause of civil liberties is set back 50 years," said the BC Federation of Labor, "it is essential that the damping powers of the War Measures Act be curtailed in its place by legislation appropriate to the critical situation in Quebec.”

DE LOSADA DIES

SAN FRANCISCO — Ace De Losada, longtime Local 6 activist, died here last week. Over the years De Losada was an active member of the ILWU and the ILWU is affiliated, in a special committee of the National Trade Unions, the Quebec Liberation Front and of Quebec provincial labor movement, which in Quebec is one third below the Canadian average.

Ace De Losada, a local unemployed man, was scheduled for Sunday, November 1, at 11 a.m., at the San Francisco Rowing Club, 504 Jefferson Street, San Francisco. The family requests that no flowers be sent. Instead, contributions in Ace’s memory may be sent to: Ace’s memory may be sent to: Children’s Breakfast Program 1292 Potrero Avenue

Steward’s Manual Ready

The Dispatcher has received additional copies of the ILWU Steward’s Manual. All ILWU locals receiving the Manuals will be able to receive them as long as the supply lasts. Address all requests in care of The Dispatcher office, 150 Golden Gate Avenue, San Francisco, California.

The ILWU Delegate Explains Chile Socialist Victory

SAN FRANCISCO — In the summer of 1969 Paul Keady of Local 6, 53, Newport, Oregon, and William Mitchell Sharp announced in a prepared statement that the Canadian government had made an independent decision to establish recognition of the Soviet Union.

WANTED NATIONALIZATION

Even back in June 1965, the ILWU delegates were told by the president of one of the largest labor federations in Chile: “The working class is driving in Chile’s struggle for change in the structure of society for unity . . . for the betterment of the Chilean people. It is our goal to take care of the needs of the workers through social security benefits, health and welfare plans, and job security.”

Our three major objectives are: Nationalization of the copper industry; nationalization of the banks, and true agrarian reform.”

Ace De Losada Dies

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Union Busters Try Again to Blame Inflation on Workers

SAN FRANCISCO — Some of the nation's most powerful corporate big shots, meeting last month, pressed the federal government to develop new policies to keep wage increases down and increase productivity. This is supposed to halt inflation.

The businessmen, heads of the nation's biggest companies, are members of the Business Council which traditionally has had easy access to the president and other chief policy makers on economic matters. The president of the Council is Fred J. Broch, who, in his spare time, is the head of General Electric.

According to Donald Burnham, chairman of the board of Westinghouse Electric, the problem is that "wages are going up so much more than productivity that we are going to have to be pushing to try to get increased prices."

"OPEN UP HIRING"

The businessmen suggested some steps as "opening up hiring so you don't have to have that union card." Also, they demanded elimination of restrictions on jurisdiction.

Here's R. Heath Lary, board president of US Steel Corporation, complaining about the "frantic rush in US labor costs" and worried whether or not "this inflation breeding habit could ever be kicked."

FIGURES DON'T LIE

But the facts are different. According to a recent article in the New York Times, "labor costs far from soaring are only inching up nowadays. Some analysts in fact, predict that labor costs may soon begin to decline."

In fact, while wage rate increases have been getting bigger, productivity increases have been getting smaller.

The Wall Street Journal notes that "the government index of manufactured labor costs per unit of output has risen only one percent this year and, in the last three years, has barely moved."

"ever larger wage rate increases in collective bargaining agreements have obscured the fact that wage increases of nonunion employees — were more than three-quarters of the force — have been getting smaller."

Economist Milton Friedman—who served as economic advisor to Barry Goldwater, in the presidential campaign of 1964—also argues that it is incorrect to blame unions for inflation. "Trade unions were strong in the US in 1961-64 when there was no inflation as in 1965-68 when there was. Prices in the US more doubled in World War II when unions were strong."

The University of Chicago econo-

mist has pointed out that many factors enter into the price picture such as costs for raw materials, higher costs for money, higher costs for competitive advertising and similar things. The rates of which labor costs are only a small part.

Local 6 Wins In San Leandro

SAN LEANDRO — Workers at United Foam here voted 48 to 27 in favor of a charter change and constitutional election conducted by the National Labor Relations Board. ILWU, Local 6, will bargain for most of the workers here, but Local 70, Teamsters, also appeared jointly on the ballot because there are seven Teamster members in the plant.

Auxiliaries Join Vietnam War Protest

PORTLAND — "The Federated Women's Auxiliaries of the Interna-

tional Longshoremen's and Warehousemen's Union believes nothing will be done about the problems of poverty, hunger, and racial injustice in our country as long as we are in-

volved in the continuing quagmire of the war in Vietnam."

This message, signed by Federated auxiliaries president Valerie Tracy, was read to a rally of several thou-

sand persons following Portland's March Against the War, October 31.

PG & E Wants More Profit; Labor, Consumers Say 'No'

SAN FRANCISCO — A brief call-

ing for no increase in Pacific Gas and Electric rates was made last month to the Public Utilities Commission re-
cently appointed by Governor Jerry Brown. Three million members of labor and con-

sumer groups in California expressed their support of the brief were the ILWU Northern California District Council, the Western Con-

ference of Teamsters, the Retail Council of Carpenters, the UAW Northern California Community Ac-

tiety Council and several other groups.

The brief argues that PG&E's profits are now in excess of the amount allowed by law, and that further increases are unwarranted and unnecessary.

CANADIAN PLAN

It was urged that the council draft a version of the Canadian Saskatchewan Plan in which the state takes over automobile insurance coverage, and provides full accident and medical coverage regardless of who is at fault.

This would cost approximately one-third the cost of today's private auto insurance in the United States. Today only one out of four dollars paid out actually comes back to the insured.

Discussions were also held con-

cerning the need for certain new leg-

islation in Sacramento that would protect low income couples from taxation—for example, it was urged that all couples whose joint income is under $5,000 a year be entirely exempt from taxation. The council also heard a proposal for a statewide lottery for California, which would be utilized to help retired people with their home prop-

erty taxes.

Roy Brasted, pensioners' delegate, referring to the recent Pacific Coast Pensioners' Association Convention, noted that the pensioners' alliance between labor and pension-

ers, an alliance that could give those forces enormous political power.

RECOGNITION

Local 26 president Joe Ibarra ad-

dressed the council giving details about the current strike at Stack-N- Pack Container Company, Long Beach, where Local 26 is demanding union recognition. Out of 23 work-

ers at the plant, 21 have signed cards for ILWU.

The company has refused to rec-

ognize the union.

Ibarra pointed out that an issue of this kind is of critical importance to all waterfront locals in the area.

He also referred to the fact that the Long Beach parole board has referred men on parole to the job, actually demanding that they come strikebreakers, and insist-

ing that if they did not they be stripped of parole.

Legislative representative Di Biasi praised The Dispatcher for its publ-

ication of council recommendations, urging that the endorsements be taken seriously and discussed in the community.

Southern Cal Council Urges State-Owned Auto Insurance

WILMINGTON — The October meeting of the Southern California District Council, after re-election of its incumbent officers, concentrated on several major items of interest:

A preliminary report on the Coast Longshore Caucus then still in ses-

sion in San Francisco; a discussion of the current situation in the Cal-

ifornia federation; need for a realistic state-controlled auto insurance program.

The council also agreed that something more realistic than what now exists should be done about auto in-

surance.

Puget Sound Auxiliaries

Ask Move on Jobless

SEATTLE — The Puget Sound Council of Auxiliaries has asked Governor Dan Evans to call a special session of the Legislature to deal with pressing problems of un-

employment in Washington state.

Georgia Cady, Tacoma, and Emma Pena, Everett, were re-electe-

ed president and secretary for 1971. Other officers for the new year in-

clude Loretta Corcoran, first vice-

president; Vernice Strong, second vice-president; Esther Moise, treas-

urer; Barbara Hill, Amy Gillette and Madame Findlay, trustees. The slate was installed by Washington State vice-petritor Nettie Craycraft.
Contract Demands

(Following is the outline of demands made by the preliminary longshore and clerks' caucus which met in San Francisco, October 5-30. It was prepared by the Coast Committee.)

I. Wages
   a) $1 per hour straight time increase effective July 1, 1971; $1 per hour straight time increase effective July 1, 1972.
   b) Skill Rates:
      1) The skill rate shall be 10 percent of the basic rate.
      2) Establish crane rate for log-stacker operators and deckmen.
      3) Contract to contain provision to allow negotiation of wage rates for new machinery and equipment introduced during the life of the contract.
      4) Increase gang boss wage rate to maintain present differential between bosses and deckmen.
   c) Subsistence: Increase allowance for meals and lodging.

II. Hours
   Eliminate all extended shifts as of July 1, 1971, and reduce hours to three 7-hour shifts, no extensions, effective July 1, 1972.

III. Guarantee
   a) Work opportunity guarantee—either furnishing work or pay for 40 hours per week, for all registered men.
   b) Guarantee to be averaged out over a quarterly period, and to include paid time, such as vacations, dead time, sick leave, paid holidays.
   c) Availability shall be based on being available 5 days per week.
   d) Guarantee should be paid on a bi-weekly or monthly basis.

IV. Pensions
   a) Increase normal retirement benefit for men retiring after June 30, 1971, to $500 per month after 25 years of service.
   b) Permit retirement after 25 years of service regardless of age, or with 13-24 years at or after 55.
   c) Provide for an annual cost-of-living review for pensioners.
   d) Widows pensions of all pensioners retiring after June 30, 1971, to be 75 percent of basic pension.
   e) In the event of death of registered men on or off the job, widows to receive pro rata pension and medical coverage until remarriage, plus dependent children to receive medical coverage until age 19.
f) Amend Sec. 5 of the Pension Agreement so that all years worked in the industry shall be counted for eligibility requirements.

g) Amend Sec. 6(D)-5 of the Pension Agreement to cover all Korean and Vietnam veterans, or any compulsory military service.

V. Medical/Dental Coverage

a) Continue present group coverage for life of contract.

b) Negotiate improvements to insured plan to eliminate inequities between it and group plans.

c) Expand dental plan to cover man and wife on 75 percent paid-by-plan basis, and raise dependents’ age limit to 19.

d) Prescription drug plan.

e) Sick leave provision for all registered men.

f) Compensation for registered men over and above workmen’s comp for injury on the job.


h) Orthodontia coverage for dependents.

i) Limited psychiatric treatment.

j) Life insurance for widows of non-retired registered men, $20,000 life insurance, double indemnity and AD&D.

VI. Paid Holidays


If a paid holiday falls on Saturday or Sunday, the straight day time preceding or following shall carry the paid holiday rate. Men who do not work the holiday shall be paid straight time; those who work it shall be paid straight time, plus time and one-half.

VII. Vacations

a) 1 week vacation 500 hours

b) 2 weeks vacation 1000 hours

2 weeks vacation after 5 years

4 weeks vacation after 10 years

5 weeks vacation after 15 years

6 weeks vacation after 20 years

b) Revise Sec. 7.25 to allow credit for time off job for sickness or injury based on average weekly hours for year (365 days) preceding illness/injury, to be allowed for each week of layup. Eliminate minimum hours worked following return to work requirement.

VIII. Jurisdiction

1) Sec. 1 of present PCLCD to be rewritten so that all exceptions which provide that other than registered longshoremen doing longshore work shall be eliminated.

2) All longshore work as defined in the agreement to be done only by registered longshoremen.

3) Industrial docks shall be clearly defined, and the contract shall provide that all delivery of cargo to the hook, including at industrial docks, is longshore work.

4) The contract shall provide that all containers owned or controlled by PMA members—except shippers’ loads—shall be stuffed and unstuffed on the docks by registered longshoremen.

IX. Grievance Machinery

1) Amend the language of the contract covering grievance machinery to provide:

a) All disputes which involve discharges, on demand by either party, shall be resolved on the job with either party empowered to call upon the arbitrator for an Interim Ruling, in the absence of mutual agreement.

b) Remove language in Sec. 17.72 dealing with the non-dispatch list.

c) Amend Sec. 17.821 to define "assault" as the "act of doing physically harm."

d) Amend the present language to provide that any man charged with an offense has the right to face his accuser and present witnesses, and that a man be permitted to work until the case has been decided.

e) Amend Sec. 17.81 to exclude union officials being covered by the contract, and subject to disciplinary penalties by the arbitrator.

X. Picket Line

Delete last sentence of Sec. 11.51—regarding collusive, jurisdictional picket lines, hot cargo, secondary boycott and demonstration picket lines.

XI. Manning

a) Provide for no further reduction in manning under Sec. 10.

b) Abolish T-letter manning procedure.

c) Existing language in PCLCD covering Sec. 9.43 be changed so as to guarantee exclusion of lift, jitney, and winch drivers from that section.

XII. Crane Supplement

a) Amend the Crane Supplement to prohibit use of gearmen as crane drivers.

b) Enforce a 22-workday limit without concurrent extensions for steady crane drivers.

c) Certified Class A Crane drivers shall be dispatched on lowest hours worked priority basis for any 22-day spread.

d) Delete from Sec. 5.3, Crane Supplement, the last clause, "... and may be used to complete any job that has been started within such 22 days."

XIII. Registration

a) No further additions to the registered workforce in any port except by mutual agreement at coast level.

b) Establish a Distressed Port procedure, such procedure to spell out employer responsibilities for cushioning such distress, and to provide for the employer paying moving expenses and wages for men forced to move from a distressed port to another port, such expenses, separate from wages, not to be considered a part of any guarantee.

XIV. Health and Safety and Penalty Cargo

Revise the Pacific Coast Marine Safety Code:

a) Issue a hazardous cargo list and bring up to date each month.

b) Establish safe procedure for working hazardous cargo.

c) Establish minimum standards for all shippers’ pallets.

d) Establish safe procedure for working shippers’ pallets.

e) Set maximum allowable concentration of carbon monoxide at 50 parts per million.

f) Electric or monoxide free lifts compulsory on ships or in confined spaces by January 1, 1972.

g) All reefer units of the gasoline combustion type shall be off in areas where men are working; and all operating equipment shall be kept to a low decibel level.

h) Add to PCMSC a Sec. 16.11-A, “That the union and employers will abide by rules set forth in Federal and State Safety Codes.

i) Union shall have representation in the Area Accident Prevention Committee.

j) Eliminate one-tip boards and standardize cargo board to have bottom boards same length as top boards, bolted to hold the spreader bars.

k) Holds on vessels cleaned before men work them.

l) Coverings for winch driver shacks.

m) Telephones placed aboard all vessels immediately after docking for use in emergency. Emergency numbers must be printed alongside the phones.

n) Revise and update the penalty cargo list.

o) Penalty rate on vans more than 2 high: all hazardous cargo and penalty cargo to have an automatic penalty rate; and hides and freezer work 10 percent of hourly rate.

XV. Training

Expand the training program to include all members on all devices and all machines to insure all members equal earning opportunity.

XVI. Fringe Benefit Contributions

The contract to provide that PMA will accept all fringe benefit contributions from any employer, whether or not such employer is a member of PMA.

XVII. Hawaii

Any new coastwise contract with PMA must include and cover in all respects the Hawaiian longshoremen and clerks, with such contract provisions presently peculiar to Hawaii to be worked out and agreed to by the parties.

XVIII. M and M

a) The union proposes that contributions for M&M purposes be discontinued and made part of the regular Pension Plan.

b) Outstanding claims due to shortages in the present M&M plan to be paid in full.

All outstanding law suits against the union to be dropped.

XIX. Length of Contract

Two years.
The primary mission of the Container Fact-Finding Delegation was to gather factual information, to observe in full detail all possible container operations in the Ports of New York, Newark, Port Elizabeth area, and Philadelphia; and through discussion with union officials, the rank and file, and on-the-job observation, determine how the agreement works and how it is enforced.

The New York area is served by some 280 piers and terminals, 500 cranes, several thousand lighters—and on any one day can berth approximately 400 vessels. Therefore, this committee does not pretend to be experts and authorities on the cargo-handling operation in New York. However, we do believe that our brief contact with the area, the unions, the complete report of the New York, and the New York Shipping Association (NYSA) produced valuable information that can be useful in approaching the problems we face in the upcoming negotiations.

The delegation agreed that the Report would not express the opinions or judgments of any of us as individuals, and that the sole purpose was to gather facts.

Preliminary Instructions

Prior to leaving for the east coast, the delegation was given a 3-page questionnaire composed of pertinent questions in regard to the over-all working conditions involving container freight stations, manning, gang sizes, clerks, over-all jurisdiction, and guaranteed annual income, etc.

The committee made its investigation, and following are the questions as presented to the delegation to ask:

1. How does the 50-mile limit work; that is, observe whether carriers other than manufacturers’ loads are stuffed or unstuffed away from the docks by longshoremen or teamsters.
2. Who does the work on the docks proper?
3. Is it a fact that full longshore gangs are used in the ports of New York and New Jersey to handle container loads on rail or off vessels as well as to stuff them?
4. In assessing the penalty on container loads stuffed or consolidated away from dock freight stations, how are the containers being penalized, discovered, and assessed? (It is our understanding that all containers stuffed or unstuffed off dock are penalized with a royalty or tonnage tax.)
5. If it is necessary for the delegation to visit ports other than NY and NJ such as Baltimore or Philadelphia, seek to discover the differences, if any, between container operations in other ports and operations in the NY area.

Longshore Operations

The committee should make contact with President "Fuzzy" Gleason, ILA, in NYC. We expect to apprise Gleason that the delegation will be visiting him and other International ILA officials while in the NY area. The committee should seek to discover:

a) How the annual longshore guarantee to the longshore workforce is determined.

b) What is the difference between the conditions and the amount of the guarantee in the NY harbor area and other ports such as Philadelphia, Baltimore and Boston.

c) What happens to moneys coming from royalty or tonnage tax on containers? If such moneys are funded, how is the fund distributed to the workers?

Paid Holidays

How are paid holidays worked out; that is, what are the qualifications for longshoremen and clerks to get paid for a paid holiday? What are the rules or provisions regarding: (1) Steady gangs; (2) Steady men; and (3) Steady skilled men.

Pensions

What are the pension benefits and amounts? What qualifications and what provisions for early retirement and widows’ pensions are there?

Welfare

Do welfare benefits apply prepaid, or without cost to pensioners and families when retired?

Hours

What are the daily or weekly hours of work; that is, is there a 4- or 8-hour guarantee, or what?

Manning

What are the rules on Manning scales, separate and apart from container work; that is, size of gangs on conventional operations and mechanized operations, such as unit loads, bulk, etc.

Training Programs

Check to see if there are training programs, and how administered.

Greater New York Harbor

Approximately 70 percent of the containers moving through NY harbor do so without any stuffing or stripping by ILA members. These are manufacturers’ or shippers’ fully loaded containers, moving to and/or from a single shipper and/or consignee, both within and without the 50-mile radius. Such containers are, however, subject to the royalty or tonnage tax, up to $1 per ton.

The balance of the containers moving through NY harbor with minor exceptions are stuffed and stripped under the ILA longshore contract, on waterfront facilities.

The committee, while observing operations in the port, was interested in the guarantee in the NY harbor area. The committee should seek to discover:

b) How the guarantee in the Greater New York Harbor is administered.

c) The guarantee in the NY harbor area.

d) The guarantee in the NY area.

50-Mile Radius

A Federal Appeals Court recently upheld a clause in the ILA agreement (50-mile rule) providing that all consolidation work in a 50-mile area be performed by ILA deep sea labor. International Container Transport Corporation, a freight consolidator, charged the New York Shipping Association (NYSA) and ILA with conspiracy to refuse to admit the corporation into the association. They also were charged with failure to reach agreement.

The Court held that ILA did not act in illegal combination with a group of employers, and added that the union was acting in self-interest, in the interest of its members, in line with the principles of "work preservation".

The ILA agreement also provides work jurisdiction protection over that freight consolidator who seeks to evade the 50-mile rule by moving his operation outside the 50-mile radius by the following language:

Agreement in the Port as to the geographic area as provided in Rule 1(c) is based on present less than total loads (LTL) movement presented in the port. Should any person, firm or corporation, for the purpose of evading the provisions of Rule 2 hereof, seek to change such pattern by shifting its operations to, or commencing new operations at, a point outside said agreed upon geographic area, then either party may raise the question whether said point should be included within the said geographic area, and upon agreement that the purpose of the shift in its operations was to evade the provisions of Rule 2, then said point shall be deemed to be within the said geographic area for the purpose of these rules.

In the Greater New York Harbor, the amount of tonnage moving in containers represents an increasing percentage of the total volume of cargo, both inbound and outbound, handled at that port.

This is a life and death fact for every waterfront worker, not only in New York, but in every general cargo port in the world.

Container Gang Size — NY & NJ

Full longshore gangs are used in the ports of NY and NJ to load and discharge containers. A gang consists of 17 men plus one gang boss. Drivers are in addition to the 17 men. Generally, one 17-man gang is employed per gang. In situations where they have a long haul, additional drivers are employed.

One checker is employed with each gang, plus a planman and a clerk.

For example, a fully containerized operation witnessed by the delegation was the one at Sea-Land Terminals in Newark. This was the original container freight station established by Sea-Land, and to the best of our knowledge, is the largest fully containerized operation in the US.

At this terminal, Sea-Land employs 4 steady 17-man gangs and 4 gang bosses, who turn around an average of 10 ships a week, each ship handling approximately 600 containers inbound, and a like number outbound. Whenever ships ship up, extra gangs are hired. The CPRs at this facility, the busiest one which the committee observed, was the one involved in Puerto Rican trade. On this particular day, 93 longshoremen were employed, including 8 drivers, 11 clerks. The 11 clerks were in the Sea-Land office, and 32 checkers were employed to stuff trucks to be used to deliver, gallon-size trucks to be used to stuff containers, and carrying cargo strips, and to deliver cargo to container to steamship trucks.

Many more longshoremen, clerks and checkers were working this same day at this huge Sea-Land complex, carrying freight to private freight stations, and in addition, receiving and delivering full-shippers’ loads, and used out of the port. In fact, that day, for the entire complex, the terminal longshore boss had 700 men employed, and the terminal clerk boss had 140 clerks and checkers working.

Checkers

The duties of checkers in New York appear to be very similar to those performed by checkers on the waterfront.
Talking to officers in Philadelphiaidentical with that of New
Boston 2080 Hours a Year

The NYSA-ILA agreement now
through the appropriate hiring cen-

Extra gangs and men needed by a

Employers tried to force the older

Any man who refuses work and all

Any man who badges in for work

The NYSA-ILA agreement now

For payment for not less than 16 hours

Pensions

Effective April 1, 1969, $300 a month for all men who have reached

Disability retirement, beginning at

Normal pension, prior to April 1, 1969, was

Widows — prior to April 1, 1969, proportionate increase to a max-

Two openings were available, June

Empowerment to contribute to the

NOTE: No age limit or mandatory

Welfare

The welfare fund operates four

The NYSA-ILA agreement now

Retirement — in Philadelphiaidentical with that of New

The ILWU East Coast Fact Finding Team, flanked on the right by Anthony Scotto,

The committee found the con-

The amount of uncovered jobs and

Guaranteed Annual Income (GAI)

All longshoremen in New

ILA regarded the

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ILA longshoremen and clerks re-

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(Continued from page 9)

—complete osteopathic care, including examination of the ears, perception and adhesions;—complete method of diagnosis and treatment through the use of radio-active isotopes;—complete gynecological care, including breast tests, and the issuance of birth control and other medications;—prescription drugs and medications are also made available without charge;—complete physical therapy services are available at all times.

The delegation had a two hour tour of the Brooklyn Medical Center, and found it to be modern and efficient in every respect. All the services at the Medical Center are free, and continue as long as the longshore employee remains eligible.

The distribution of the Welfare Fund as between the various clinics and Hospital and Insured Plan is determined by the Joint Trustees.

In order for a retired employee to be eligible for coverage under the plan, he must be receiving pension benefits from the NYSTA-ILA Pension Fund, and must not be eligible for coverage under Medicare; however, free clinic care is available to the pensioners.

Hours of Work
On an initial start, a longshoreman has a 4-hour guarantee; checkers, an 8-hour guarantee. The regular, or normal workday consists of 8 a.m. or 8 a.m. start. If the company wants to exercise its prerogative of working beyond 8 hours—the minimum of 9 men, but in some situations may use up to 28 men, with bull drivers.

Bulk Grain: Variety of contracts—from 10 to 10 men.

Manning — Conveyor Belt/ Sideport Operations

Two variations in manning, depending on commodity to be loaded:

Bulking: For contract calls for minimum of 9 men, but in situations may use up to 28 men, with bull drivers.

Bulk Grain: Variety of contracts—from 10 to 10 men.

Vacations

ILA vacations are paid as follows:

- 2 weeks for 700 to 1099 hours worked in preceding year;
- 3 weeks for 1300 hours plus, worked in preceding year; and qualifying in 5 of the 6 preceding years;
- 4 weeks for 1600 hours plus, worked in preceding year; and qualifying in 10 of 12 preceding years.

NOTE: It is not mandatory that a man earning the vacation pay take the time off.

Pension List

For the November 1970 list of dock workers retired under various ILWU-PMA plans:

Local 1: John F. Sparr (Otto); Virginia Trethewey, (Laurietta Anderson); Ray S. Martinez, Steven Meza, (Charles), Clara M. Hanson, (Carl).

Local 2: Floyd Bain, Stanley Miller, Philip Yates.

Local 3: James A. Maley, Louis Rasmussen, (Charles); Clara M. Hanson, (Carl).

Local 4: Calvin B. Chandler, (Charles); Ralph Allen, (Henry); Michael Veilack, (Henry).

Local 5: Robert A. Galer, Roy C. Kenner, (Henry); Michael Veilack, (Henry).

Local 6: Joseph D. Luhr, (Harry); Alberta Thayer, (Harry); Minnie Rodriguez, (Frank); Elizabeth A. West, (Frank); Virginia Trethewey, (Laurietta Anderson); Ray S. Martinez, Steven Meza, (Charles), Clara M. Hanson, (Carl).

Local 7: Calvin B. Chandler, (Charles); Ralph Allen, (Henry); Michael Veilack, (Henry).

Local 8: Floyd Bain, Stanley Miller, Philip Yates.

Local 9: John W. Hull, Guadalupe Menza, Stanley Miller, Philip Ramos (November 1969), Antonio Sandoval, Arthur M. Tel, John Timmer, Dewey Washington; Local 10: Joseph H. Kocourek; Local 11: Louis J. Vorak; Local 12: Russell W. Gilmore, Henry E. Luebke, Nicholas Ziellem; Local 13: John F. Sparr (Otto); Virginia Trethewey, (Laurietta Anderson); Ray S. Martinez, Steven Meza, (Charles), Clara M. Hanson, (Carl).

Local 14: John F. Sparr (Otto); Virginia Trethewey, (Laurietta Anderson); Ray S. Martinez, Steven Meza, (Charles), Clara M. Hanson, (Carl).

Local 15: Debiert Breisse, even Hasbrouck, (Henry); Harold D. Isaac, (Irwin); Scott, Henry Sedillo, Robert B. Streeter, (John); Art Zeller, Sr.; Local 14: John P. Delgado; Local 16: Luther Fenters, James A. Kimball, (Robert); Local 17: Arnie L. Bauer, Cecil C. Young; Local 23: Charlie Gore, Fred J. Tensoren; Local 24: Willard Mattison; Local 29: Armando Leon; Local 34: Milton T. Clifford; Local 35: Charles W. Foster; Local 58: Ellis Jaakola; Local 59: Ralph R. Galer, Roy C. Kenner; Local 75: Jasper O. Hout; Local 78: Normal K. Hansen, Hoover E. Morgan, Herbert A. Williams, Lynn P. Womac; Local 98: Valney E. Hendrickson, (Norma).

The widows are: Laurietta Anderson, (Carl); Stella Beckord, (John); Esther Brathelath, (All); Karen S. Brix, (Marius); Mary J. Burke, (John); Fannie Ens, (Henry); Ernie Hay, (Louis); Phyllis George, (Natt); Rosemary Greenberg, (Charlie); Clara M. Hanson, (Carl); (Ed) Laura Mae Hartley, (Wild); Diana R. Hendrickson, (Evelyn); Harriet B. Hull, (Henry); Minnie Rodriguez, (Frank); Joseph Michelson, (Peter); Irene Brolke, (Albert); Lena Thyager, (Harry); Alberta Thayer, (Harry); Leonia P. Viegas, (Joe; Edie); Judith Williams (Maxie).

The delegation noted that this is the first official delegation to visit the East Coast during the current year.

The delegation believes we should encourage and develop increasing cooperation between the ILWU and the waterfront with regard to our mutual problems.
Local 1, Raymond
Local 1, ILWU, Raymond, Wash., will hold its first primary election, November 27 and 28, 1970, to fill the offices of president, vice president, secretary-treasurer, executive board, safety chairman, security agent, executive board members and five members of the executive board. Nominations will be made between November 10 and 20, 1970. The general election will take place on December 16-17-18, 1970, to fill the offices of president, vice president, secretary-treasurer, executive board members and one county delegate. 

Local 7, Bellingham, Wash.
Local 7, ILWU, Bellingham, Wash., will hold its election December 1, 1970, to fill the offices of president, vice president, secretary-treasurer, executive board members and one county delegate. 

Local 8, Portland
PORTLAND—Nominations for Local 8 president and vice president, secretary-treasurer, business agent/ LRC and marshal will be open until November 11. The primary will be held on November 20-21-23. November 30, 1970. Nominations will be open on November 11, for the offices of president, vice president, secretary-treasurer, recording secretary, business agents, and executive board members. Nominations will be made at a meeting, 2064 Sheridan, North Bend, Ore.

Local 10, San Francisco
Local 10, ILWU, San Francisco, Cal., will hold its primary election Dec. 17-18, 1970, to fill the offices of president, vice president, secretary-treasurer, recording secretary, and 9 members of the executive board. Nominations will be made between the hours of 6:30 a.m. and 6 p.m. at 350 E. Market St., San Francisco, Cal.

Local 11, San Jose
Local 11, San Jose, will hold elections for all officers and delegates on the first Monday and Tuesday in December. Nominations will be made by petition. The primary will be held on December 11, to fill the offices of president, vice president, secretary-treasurer, executive board members and one county delegate. 

Local 12, Coos Bay, Ore.
Local 12, ILWU, Coos Bay, Ore., will hold its primary election December 17-18, 1970, to fill the offices of president, vice president, secretary-treasurer, executive board members, and one county delegate.

Local 18, Sacramento, Calif.
Local 18, ILWU, Sacramento, Calif., will hold its primary election December 16-17-18, 1970, to fill the offices of president, vice president, secretary-treasurer, recording secretary, business agents, standing committees and 5 members of the executive board. Nominations will be made between November 25 and December 8. Polling will be between the hours of 7 a.m. and 8 p.m., at Dispatch Hall, Port of Sacramento.

Local 20-A Re-Elects Womack
WILMINGTON—Dave Womack was re-elected president of Local 20-A at the recent election held at the US Bank and Chemical Corpora- tion here. 

Others named included: Ray Frey, vice president; Albert Torres, recording secretary; Robert E. Long, financial secretary; John D. Starks, business agent; John J. Schacht, chief steward, Nacho Flores; Vernon Murray, guide; and trustees: Enrique Garcia, Elwood O'Neil and George Holmestedt.

Local 24, Aberdeen, Wash.
Local 24, ILWU, Aberdeen, Wash., will hold its primary election Dec. 17-18-19, to fill the offices of president, vice president, secretary-treasurer, recording secretary and 9 members of the executive board. Nominations will be made between the hours of 6 a.m. and 5 p.m. at 84 Union St., Seattle, Wash.

Local 26, Everett, Wash.
Local 26, ILWU, Everett, Wash., will hold its election Dec. 14, 1970, to fill the offices of president, vice president, financial secretary, recording secretary, 6 members of the executive board, two sergeants-at-arms, and one county delegate. 

Local 33, San Pedro and San Diego
Local 33, ILWU, San Pedro and San Diego, Cal., will hold its elections on December 19. Nominations will be made at a meeting, San Pedro, and 1299 Scott St., San Diego.

Local 40, Portland, Ore.
Local 40, ILWU, Portland, Ore., will hold its primary election Nov. 23, 1970, and its final election, Dec. 9, 1970, to fill the offices of president, vice president, secretary-treasurer, and 9 members of the executive board.

Local 47, Olympia, Wash.
Local 47, ILWU, Olympia, Wash., will hold its primary election December 18-19, 1970, to fill the offices of president, vice president, secretary-treasurer, recording secretary, 6 members of the executive board, and one county delegate. 

Local 52, Seattle
SEATTLE — Local 52, Seattle, Wash., will hold its election December 9 and final election December 19, to fill the offices of president, vice president, secretary-treasurer, business agent, seven members of the executive board, 5 LRC, and local representative. Nominations will be held November 11. Polling will be between the hours of 7 a.m. to 7 p.m. at Room 206, 2nd Avenue, Cherry Building, Seattle, Washington.

Office Workers' Local 67
Local 67, ILWU, San Francisco, Calif., will hold election for union office November 19. To be elected are two executive board members, one secretary, one sergeant at arms. The executive board members will be made at a meeting, Thursday of each month.

Local 75, San Francisco
Local 75, ILWU, San Francisco, Calif., will open nominations November 11, 1970, for the offices of president, vice president, secretary-treasurer, business agent, dispatchers, and one county delegate. The primary will be held December 3, 1970. The final election will be held December 12, 1970. Nominations will be made November 11. Ballots will be counted at 526 Third Street, San Francisco, Calif.

Local 84, Sitka, Alaska
Local 84, ILWU, Sitka, Alaska, will hold its primary election Dec. 19, 1970, to fill the offices of president, vice president, secretary-treasurer, assistant secretary, and three delegates of the port committee. Nominations will be made November 11. Polling will be held at the Longshore Hall, 50 Kat- lian St., Sitka, Alaska.

Local 91, San Francisco
Local 91, ILWU, San Francisco, Calif., will hold its election Dec. 1-21, 1970, to fill the offices of president, vice president, secretary-treasurer, assistant secretary, and executive board. Nominations will be made through November 16, 1971, by mail. 

Local 98, Seattle
Foremen's Local 98, Seattle, Wash., will hold nominations for officers for 1971 at the October-November meeting, and conduct elections the third Thursday of each month.

Local 20-A Re-Elects Womack

San Francisco
International Headquarters, 150 Golden Gate Avenue, between Jones and Leavenworth streets, from 7 a.m. to 8 p.m.

North Bay-Crockett
& H: Crockett, 7:30 a.m. to 8 a.m. and 3:30 p.m. to 4 p.m. (locker room); Port Costa Brick Works: Port Costa, 10 a.m. (locker room); Kaiser Aluminum: Benicia, 11 a.m. (locker room); Bio-Rad: Richmond, 4:45 p.m. (locker room); Local 6, Union Hall: Crockett, 12 noon to 2 p.m. and 5:30 to 6:30 p.m. and 8:30 to 9:30 p.m. (locker room). 

East Bay-Oakland
Local 6 Union Hall: 3500 Hegenberger Rd., Oakland; between 7 a.m. and 6 p.m. Columbus School: 2211 17th St., Berkeley; between 11 a.m. and 7 p.m.; Veterans Memorial: 290 Grand Avenue, Oakland; 11 a.m. to 7 p.m.

South County Athletic Club: 884 Whipple Road, Union City, between 7 a.m. and 8 p.m.

Oakland-East Bay pensioners can vote only at 580 Lorraine Avenue in San Jose.

Pennsylvania pensioners can vote only at 580 Lorraine Avenue in San Jose.

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Hawaii Hotel Strike
Solid in Fourth Week

HONOLULU — There are definite signs of progress in negotiations as the strike of 2,000 ILWU workers at eight major hotels heads into its fourth week.

Strikers, who are maintaining 24-hour picket lines on the islands of Maui, Kauai, Oahu and Hawaii, were encouraged by the new contract reached by ILWU negotiators with the Maui Hilton, a non-striked hotel which refused to join the Hotel Employers Association. Union negotiating spokesman Eddie Tangan says the new contract could “serve as a guideline” for agreement on outstanding issues with the other hotels.

“We are very pleased with this settlement. The negotiations went amiably and whatever problems there were have all been worked out. We haven’t computed the cost of the package, but it is one we are very satisfied with and the company has determined they can afford it—still make a profit and have their employees working with the best of wages, hours, benefits and working conditions.”

NEGOTIATIONS CONTINUE

Tangan added, “We are continuing our negotiations with the other companies operating on the islands and hope we can jointly work out whatever problems they have in order to end the strike and conclude agreements satisfactory to ILWU members working in their hotels.”

Contract talks for ten other hotels—eight of them on strike since October 9 and two others for a few days later—begin to move after Federal Mediator Ron Hagst, acting at the request of Governor John Burns, succeeded in bringing the parties together on October 18.

Governor Burns urged that the parties engage in “intensive, continuous negotiations.” He further recommended that talks be moved from Honolulu to the neighbor islands in order to develop an improved atmosphere for successful negotiations.

In the talks which began October 21 on Maui, management representatives withdrew some of their original demands which would have reduced benefits and, in subsequent meetings, made substantial movement on key issues.

Last week the union negotiating committee divided up into subcommittees which met at each hotel on problems of job classifications and job descriptions. As The Dispatcher goes to press, the committee has returned to Honolulu where negotiations are continuing.

A union strike bulletin asks, “If the Maui Hilton can pay prevailing rates and provide decent fringes and working conditions, why not the other hotels?”

MAUI AGREEMENT

The two-year Maui-Hilton agreement, ratified October 29, brings wage increases from 7 percent to 12 percent for the first year, retroactive to October 1, 1970. It provides an opening October 1971 on wages and two unsatisfactorily items.

Other main items included are improved pension plan, medical plan, a dental plan for employees, their spouses and children, sick leave pay up to 5 years for illness and to age 65 for disability because of accident.

Local 6 Wins Best Pact at Plastics Plant

SOUTHERN SAN FRANCISCO — Significant improvements were chalked up in the growing plastics industry with the conclusion of a three-year contract reached October 19 between ILWU Local 6 and Pacific Plastics Inc. in this peninsula city.

The unions totalling 85 cents for the three years, with retroactive pay to July 1 of this year, plus significant improvements in health and welfare, vacation, sick leave, shifts, hours of work and other fringe benefits, were among the major gains.

The ILWU became bargaining agent at Pacific Plastics in July, when it overwhelmingly won an NLRB election by a vote of 79 for Local 6, two for the International Brotherhood of Electrical Workers and five for no union. The election was marked by a particularly well-financed systematic anti-union campaign by the company.

BARGAINING BEGINS

In August, the company—a wholly owned subsidiary of Cutter Laboratories in Berkeley, which is also under contract with Local 6—went into intensive bargaining.

On October 17, after approximately two months of on-and-off negotiations, the Local 6 and Pacific Plastics management, by over 95 percent to give 48-hour strike notice. Negotiators went into continuous sessions for three days, October 21-23, emerging with the agreement, which was ratified by 100 percent at the stopwork meeting, 8 a.m., October 24.

Wage gains are 25 cents as of July 1, retroactive; and 30 cents, July 1, 1971 and again in 1972. Nearly all workers will get a retroactive pay check and a 20 percent bonus.

Other important gains include the company’s agreement to provide the Local 6 area plan on health and welfare and pay the total cost—amounting to $66.50. (The area plan) includes hospitalization, medical care, dental care, prescription drugs, and choice of plan.

Local 26
Strike At Stack-N-Pack
In Third Week

LONG BEACH—A strike by members of Local 26 at Stack-N-Pack Co. for union recognition is now in its third week with no significant improvement on the part of the company. The strike began Wednesday, October 14, when the employer refused to recognize the ILWU after organ- izers had signed up 21 out of 23 workers.

According to Local 26 president Joe Diarra, informal negotiations have begun but there is not much sign of progress.

When the strike broke out, employers attempted to handle everything they could to break it. They brought in armed guards; paid meal periods, 2 a.m., October 24.

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