ILWU Dumps BC Grain Arbitration

VANCOUVER, BC—Both the federal government and the ILWU have turned thumbs down on the recently issued government report on labor-management relations in West Coast grain terminals.

Following legislation almost a year ago which imposed compulsory arbitration on west coast longshoremen and grain handlers, the federal government appointed Mr. Justice R. D. Bayda of Saskatchewan as one man commission to enquire into grain handling problems. Completed last August and leaked to the press late in October, the report was not officially made known to the union or the public until early in December.

The main recommendations of the Bayda report included:

- If a strike or lock-out of 10 days, the parties involved would be made accountable to an appointed 12 member tribunal headed by a "tribunal master." The tribunal would have authority to bring down a finding of "unreasonable conduct" against any of the parties concerned.
- Penalties involved would include seizure of union check-off dues for a specified time, discontinuance of storage payments received by the companies, immediate loss of the right to strike or lock out, suspension of employees without pay, suspension of officials from their jobs, and installing trustees to take over the administration of the company involved.
- Appointment of a "Director of Enforcement" attached to the Department of Labour whose duty would be to enforce statutory obligations.
- Appointment of an "overseer" who would be responsible for drafting an industrial relations program if one could not be reached by the parties involved.

The program would then be imposed on the industry by the tribunal.

A Look Back

1975 Highlights for these members of what is known as Dried Fruit Local 11, shown at work at Mayfair Packing Co., in San Jose, was their decision to merge with warehouse Local 6. For a full look at the year that was in the ILWU, see page 8.

Appeals Court Restricts US Dock Corp Benefits

RICHMOND, Va. — A US Appeals Court has substantially narrowed the scope of the Longshore and Harbor Workers' Compensation Act (as amended in 1972) in what is generally viewed as a major victory for the stevedoring industry.

In a decision last week, the Fourth Circuit Court of Appeals here ruled that only workers who are injured in handling cargo between the ship itself and the "first point of rest" at dockside, for inbound cargo, and between the last point of rest and the ship for outbound cargo, are eligible for substantially increased federal compensation benefits.

All others must settle for generally lower state workers' compensation benefits.

Ever since the Act was amended in 1972, with language extending its coverage to "first point of rest" at dockside, for inbound cargo, and between the last point of rest and the ship for outbound cargo, are eligible for substantially increased federal compensation benefits.

As past and present officials—and a large crowd of rank and filers—looked up, the building is a monument to the rank and file of this local, International President Harry Bridges advised the 300 Local 10 members who turned out for a "mortgage-burning party" to celebrate the making of the final payment on their Fisher's Wharf union headquarters.

And after a few brief speeches, by Local and International officers, and by those who had been instrumental in pushing the building project forward back in 1954, a copy of the mortgage was actually burned, symbolizing the final transfer of ownership to the Local 10 membership.
PRESIDENT FORD, Secretary of State Kissinger, and the MPLA leaders believe that the Soviets will have a foothold in Africa. Once again we are being told that the present revolutionaries in Angola are fighting for independence. Suddenly, the United States is upping the ante, stepping up of US assistance to the MPLA substantially in recent months. Obviously, we would all like to see the Angolans settle their own problems as peacefully as possible, on their own. They have enough problems managing the difficult transition to independence and economic development without becoming involved in a shooting match between the US and the USSR. But the United States, so far has refused to let this happen.

ACCORDING TO NY TIMES reporter Seymour Hirsch—the man who first broke the CIA scandal of recent months—the Russians only began sending serious amounts of military aid to Angola after, and in reaction to, the stepping up of US assistance to the FNLN UNITA armies last spring. It was the decision by President Ford, Secretary Kissinger and their top-secret “40 Committee” last January to plunge into the Angolan conflict which set the stage for confrontation. Hirsch says: When the US upped the ante, the Soviets responded, sending a message to Washington that they would not permit another Vietnam.

The American people don’t want another Vietnam War. That is why the US Senate last month voted overwhelmingly to cut off funds for intervention in Angola, and that is why it is necessary to make sure that the House of Representatives does the same thing this month.

If they “start it” line is a phony, why is the US in Angola, lined up with the most racist nation in the world, South Africa? Is it because US companies, like Gulf Oil, don’t want to see their program for the exploitation of Angola’s vast mineral wealth disrupted? Is it because of a cold-war ideology which sees the Soviet menace behind every legitimate move for national liberation? Or is it because of a desire to show the world that we are still a great power, despite defeat in Vietnam? Or is it because of a fear that progressive black government in Angola will undermine the racist policies of our South African ally?

Doubtless, the reasoning behind the present US intervention in Angola is a mixture of these elements. But we do not think that any of them rate the loss of one more life or the expenditure of one more dollar.

ON THE OTHER HAND, the labor movement is not flat on its back. We are a powerful force in American society—particularly when united—and although we may not be able to achieve a real redistribution of wealth in this country in 1976, or be able to fundamentally reorder national priorities in a more humane direction, I am confident that by the end of 1976 things are going to be looking somewhat better for us.

As I read things down below, the average worker is hopping mad and ready to take a stand. Some of the six-wage controls were still in effect, workers in auto, rubber, trucking, electrical and other basic industries signed contracts which were sharply limited by Phase III controls. Since that time, consumer prices have gone up by over 27 percent, taxes have continued to go up, wages have not been able to keep up with bad conditions and loss pay over the prospect of no job at all.

So, from this point of view, things look pretty grim. I don’t mean to belabor an obvious point, but we have to deal with these objective circumstances. If there is to be a labor movement, maintaining high levels of unemployment has become a matter of official government policy to keep us in a weakened position, and to some extent, that strategy has worked.
Successful
Safety Conference
In Washington
OLYMPIA—Delegates from all ILWU
Washington State locals and many Ore-
gon locals met here December 13th for the
two day affair, as well as federal and inter-
state representatives.

The Conference opened with speeches
from Governor press conference, key
note speakers. This large gathering
was then dismissed to smaller indus-
trial groupings.

In the longshore workshop, ILWU
Committee Chairman Fred Huntsinger
was a key speaker representing labor's
role in industrial safety. He emphasized
that the union and employer, through
joint development of the “green book”
(Pacific Coast Marine Safety Code),
have a comprehensive program that
didn't take federal intervention or mil-
ions of dollars to establish.

NOISE, SKIDS

In an open discussion period two
items were of concern were discussed,
the hazards of high noise levels that
affect the workers and the absence of
machine and the lack of non-slip sur-
faces on the tops of containers. A com-
mittee was appointed to investigate the
attainment of getting compliance of non-slip sur-
faces.

On Friday, the longshore delegates
were shown an extremely interesting
demonstration of artificial resus-
sitation (CPR) complete with mech-
esized manikins. The Safety Directors
note speakers. This large gathering
was shown an extremely interesting
demonstration of artificial resus-
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Bill Glazier Dies—
Was ILWU Aide

NEW YORK—William Glazier, for-
mer ILWU Washington representative and
administrative assistant to the of-
ficers, died here December 12 after a
cancer illness. He was 60 years old.

"During the 16 years he was asso-
ciated with the ILWU, the four ILWU
international officers said in a joint
statement, "we enjoyed the benefits
of his unique creativity, his ability to
take on a wide variety of tasks,
and his deep commitment to the
best ideals of American labor."

"He was a trusted advisor, a talen-
ted staff man, a warm friend. His
death is an irreparable loss."

After graduating magna cum laude
from Harvard in 1938, serving during
World War II with the OSS and subse-
quently with the Federal Reserve
Board, Glazier joined the ILWU staff
in 1947, performing various research
functions and serving in Washington,
DC.

Within a year, he was appointed
administrative assistant and served in
that capacity until 1953 when he
came to San Francisco to serve the
ILWU as administrative assistant to the
officers.

ENTERS MEDICAL FIELD

Glazier resigned his job with the
ILWU to go to work as medical
consultant to the Jonas Salk
Institute for Biological Studies in
Solla, California. After five years there
he went to New York where he served
as executive director of a commission
established by Mayor John Lindsay to
study the city's hospital system.

In 1968 Glazier was appointed assist-
dant dean at the Albert Einstein
College of Medicine in New York, New
York, where he was shortly thereafter appointed associate dean for medical
practice and acting director of the
one.

A memorial service will be held at
Robbins Auditorium at Albert Einstein
College of Medicine in New York, Jan-
uary 9, 1976. A memorial fund has been
set up to support medical students.

Newly organized members at Don
Pelayo's ILWU Local 4 at the end of
the two year agreement which will bring
them a total wage increase of $1 plus health,
ware and pension improvements in
agreement with 1976 area negotiations.

Local 6 Pacts at
Two SF Houses

SAN FRANCISCO—Local 6 members at
the Two SF Houses which are approved a
three year agreement which will bring
them a total wage increase of $1 plus health,
ware and pension improvements in
agreement with 1976 area negotiations.

The negotiating committee consisted
of Business Agent Don Ruth and Carlos

Neighbor Island Auto
Pact Sealed

HONOLULU—Neighbor Island auto
dealers have agreed to a new three
two year agreement with Oahu dealers, with a 27%

rise.

On the neighbor islands, where rates
are generally below Oahu, the price is

to a 25% increase in journeys' rates.

Executive Secretary George Inouye
500 of $1,200 per ton when we finalized the

negotiations. It is to be distributed to
all dealers as a pro-rata bonus to all
dealers.

On the neighbor islands, where rates
are generally below Oahu, the price is

to a 25% increase in journeys' rates.

Executive Secretary George Inouye

ILWU Sugar Workers Get
Second Bonus Check

HONOLULU—In accordance with the
bonus agreement signed on November
27, 1976, ILWU regular fulltime sugar
workers recently received their 1976
bonus checks which, using the employ-
er's cost of living index, is a 2.5% in-
crease between 1969 and $1,659 for fulltime employees who have been credited with 1800 or
more points.

In addition to regular fulltime em-
ployees, workers who were employed
by the collective bargaining agreement
received a pro rata bonus as well as all
workers who retired after October
31, 1975, and prior to November 1, 1976.

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them a total wage increase of $1 plus health,
ware and pension improvements in
agreement with 1976 area negotiations.

The negotiating committee consisted
of Business Agent Don Ruth and Carlos

New Democratic Loose
In BC Elections

VANCOUVER, B.C.—BC's third labor-backed government has gone
down to defeat after only 38 months in office. Theswing of the gavel on 38 members in a 55 seat legislature, the New
Democrats, on December 11, 1975 elected only 17. The Social
Credit party which will form the
government ufta its popular vote of
10 to 36.

The New Democratic Party increased
it seat count from 16 to 38, but it
dropped slightly in 1975. But whereas its
opposi-
tion was not attained in 1975, this time
Liberal and Conservative voters
switched their allegiance to Social
Credit. In fact, before the election was
called, three Liberal members of the
legislature and one Conservative de-
member were reported to join Social
Credit.

The subcommittee also pointed out
that this bonus is only the second in-
crease in wages since the bonus aggreement in 1974.

The ILWU sugar workers also received
their 1975 sugar bonus from the

HOLIDAYS

The members also won two additional
holidays — Christmas Eve and New Year's Day, as well as an agreement by
the employer to abide by whatever
improvements are made in wages, benefits, and welfare, pensions and life insurance
when the Northern California Master
Agreement expires on Oct. 3, bringing the
total number of deaths to five. Two other grain workers are

Next Dispatcher
Deadline—Jan. 16

BC Grain Workers Reject
Gov't Arbitration Report

Continued from Page 1—
overseer would also have the power to order the union or the companies to change
negotiators.

• No public statements to be made
during negotiations except by the over-

strike votes to be allowed only after
discussion and consultation. The condi-

Once again, this type of agreement

Another Grain Worker Dies

VANCOUVER, B.C. — Another grain
worker has died at Burrad Terminals in
North Vancouver. The accidental death
of the grain worker is the second in five
years at Burrad Terminals and the third
in a 16 month period.

A Father of the ILWU

BILL GLAZIER

The ILWU rejects it out of hand. It looks like an attempt to set up procedures that are foreign to
Canada. It is the face of existing labor law.

Henry Kancz, business manager of
Grain Workers Local 333 of the ILWU
was equally emphatic in his opposition.

"It would do away with any real col-
lective bargaining and we would not
be there matching wages," he said.

The report was also angrily rejected by
the Canadian Labor Congress at a session of the Canadian Labor Relations
Council. The meeting dealt with recognition
law, labor, management and the govern-
ment.

GOVERNMENT STATEMENT

The federal government, too, reject-
ed the report.

"I have come to the conclusion that the
legislation put forward by the com-
munities will be presented to the fed-
eral labor minister John Munro, "be-
cause it assumes that employer-em-
ployee relations can be imposed by leg-
islative intervention. I do not share that
view."

The federal labor department has not
collected yet submitted to the B.C. Ter-
minal Employees Operation Act. The
old contract expired on Nov. 30, 1975.

Big Wage Boost
For Local 6 at
US Printing Ink

SAN LEANDRO, Calif.—About 15
Employees at US Printing Ink, the

ilent. It is to be distributed to
all dealers as a pro-rata bonus to all
dealers.

On the neighbor islands, where rates
are generally below Oahu, the price is

to a 25% increase in journeys' rates.

Executive Secretary George Inouye

The sugar subgroup pointed out that
the sugar bonus is only the second in-
statement of the three cash benefits pro-
vided in the 1974 bonus agreement.

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Fod Berkev Vetor 
Labor’s Sinue Picketing Bill

WASHINGTON, DC—Reneging on assurances given to labor officials, Presi
dent Ford late last week gave his support to the situs picketing bill, long advocated by building trades unions.

The legislation was designed to re
troduce equality of picketing rights to building and construction trade unions and correct a misinterpretation of the National Labor Relations Act that resulted from a 1951 Supreme Court de
cision.

Prior to the President’s veto, Robert A. Governin, president of the building and construction trades department of the AFL-CIO, noted that Ford was under heavy pressure from his party’s right wing to back away from his re
admitted aid and had the full support of both groups.

It spelled out procedures to bring na
tional union and contractor associa
tions into the bargaining picture and would have established a national union-management Collective Bargain

WASHINGTON—Members of the Inter
national Association of Machinists have ratified a new contract with United Airlines by a 70 percent margin, ending their 16-day, nationwide strike that was met. A local union planning to
picket and get the written approval of the ticket line in Detroit that protested that a non-union worker was working on the same project as union craftsmen was paying his workers $42 a week less than union scale.

The court said that such picketing was an example of how one local was able to move on the issue of safety.

"In addition to or on a whole crew of drivers, grain and animal parts, hair
mem, pollens, pulitize of toxic fumigants, fung
wood fibers and industri
is no OSHA standard for

Another grain with a large sp
fumigant 15 years ago having serious health

Notwithstanding, the court ruled on the issue of false advertising.

Americans. For a major shipping point for
western grain heading out of the St.
Lawrence Seaway, the largest grain
house elevators of every major Ameri
can grain trading company.

"Inside the elevators, the grain dust can be so thick that you can hardly see two feet in front of you. Before it ar
rives at the elevators and again during storage, the grain is often treated heavily with pesticides to protect it against weevils.

"Over the years, the dust and pe
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vestigates and medical researchers agree with the Wisconsin investigators.

A Wisconsin in

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sticides took the toll of their lives. Some
vestigates and medical researchers agree with the Wisconsin investigators.
By Mr. Richard Ginold, University of Wisconsin, School For Workers.

Next to grain dust, the main health hazard to grain elevator workers is from grain fumigants used to kill grain pests. These fumigants are contained in grain from incoming trucks and rail cars, and are applied to grain in the elevator and to grain being shipped out. The most severe hazard is the treatment of incoming grain by shippers and truck drivers, to avoid having the load ’held up’ by the elevator due to the presence of grain pests.

Reportedly, truck drivers and farmers dose their loads with 12-18 lb. cans of Methyl Bromide, or with large amounts of other fumigants like Weevicide or Tetraume (both contain around 80% carbon tetrachloride). In some cases, after a truck arrives in the Twin Ports and is found to have grain pests, a local exterminator is called and applies a heavy dose of Methyl Bromide. Next to the truck dumps of some elevators until recently there were dozens of empty containers, frequently unlabeled, of Methyl Bromide, Weevicide, and Phostoxin. Rail cars come in with heavy doses of the fumigants, in some cases with no indication that they have been recently dosed.

"Because of a lack of warning that loads have been treated and the fact that drivers will deny application of fumigants to avoid being held up, the elevators will have to be shut down to grade it. Several cases have occurred where inspectors were overcome by a handful of treated grain.”

Several pesticides are used to treat grain, especially during the hot, humid summer months. The most common of which is Phos- toxin. This liquid chemical is the most widely used pesticide in the Twin Ports. It is the most dangerous of all fumigants because it is applied to grain entering the house for storage, might overcome workers when they are released.

In one case, a ‘prober-sampler’ who takes the sample from the load and must handle grains closely in the bin, exhaled a pesticide problem, as well as Wisconsin State grain inspectors. The inspectors, in the summer of 1974, filed an estimated $10 to $20 million ceiling except for a few very brief exposures. Has a narcotic action and may produce unconsciousness in workers exposed to high concentrations. Death may result from respiratory failure.

"Carbon tetrachloride is a colorless liquid, heavy ethereal odor. The Threshold Limit Value is 20 parts per million for 4 hours and a 25 parts per million ceiling except for a very few very brief exposures. Has a narcotic action and may produce unconsciousness in workers exposed to high concentrations. Death may result from respiratory failure. Acute carbon tetrachloride poisoning usually causes gastrointestinal damage, including kidney injury.

"Carbon bisulfide is a colorless liquid with a foul, slightly ethereal odor not noticeable at lower concentrations. A Threshold Limit Value of 20 parts per million for 4 hours and a 25 parts per million ceiling except for a few very brief exposures. Causes severe irritation, irritation, irritation of the vocal cords, and possibly lung, liver and kidneys, while chronic exposure can cause long run damage to the same organs.

"Phostoxin (Degesch Chemical Co., Germany; US distributors, Hollywood Pest Control, Hollywood, Cal.) Aluminum phosphide combines with water or moist air to form phosphine gas. No odor below the Threshold Limit Value, but at high concentrations odor is similar to decayed fish. Threshold Limit Value of 0.3 parts per million for dust control and proper and safe application of fumigants should be the same, and regulations should be promulgated by the Department of Labor (US) and the Canadian Provinces to apply strictly to grain elevators, mills and truck and rail carriers, which transport grain.

The Conference quickly developed into a real symposium and critique where all the delegates participated, and debated on the floor with each other independent of union style, at the same time the faculty was improving safety conditions for grain workers in both countries:

American and Canadian standards for dust control and proper and safe methods for application of fumigants should be the same, and regulations should be promulgated by the Department of Labor (US) and the Canadian Provinces to apply strictly to grain elevators, mills and truck and rail carriers, which transport grain.

The Conference concluded with a general understanding on an approach to improving safety conditions for grain workers in both countries:

Canadian and American standards for dust control and proper and safe methods for application of fumigants should be the same, and regulations should be promulgated by the Department of Labor (US) and the Canadian Provinces to apply strictly to grain elevators, mills and truck and rail carriers, which transport grain.

The ILWU delegation wants to thank Dr. George Haggland and Mr. Richard Ginold of the University of Wisconsin for their help and consideration.
Continued from Page 1—

The long-time Southern California political leader had retired January 1970. He had served as President of ILWU Longshore Local 13 from 1937 to year 49. The article stated that the second and third year increases were 45 cents instead of 40 cents.

RELIANCE STEEL CORRECTION

LOS ANGELES — The front page story in the December 12, 1975 issue of The Dispatcher on the Local 26 Reliance Steel Correction area was in error regarding the wages for warehousemen and helpers. The actual wage increases for those categories are 60 cents the first year, combined with the second year, and an additional 40 cents in the last year.

Local Union Elections

Local 63, Wilmington

The following officers have been elected for the coming year by the members of the ILWU Clubs Association:

Local 63: President: Business Agent, Joe Arger; Vice-President: Administrative As- sociate; Sergeant-at-arms, Pete M. Nalulu; Recording Secretary, Mike Kovalich; Treasurer, Gilbert Arpaola; Grievance Committee, C. E. E. Turley, Frank Johnson, D. Wallace, Mike Kovacevich, William Salcido, Pat- rick Stamper; Executive Board, Dave Rinehart, Frank Bowman, Michael DaLuca, Patrick Johnson, John Coddington, Bruce Kuhn, R. G. Watkins, Thomas N. Trani, David F. Ross, Nick Polese.

Conclusion on Inescapable: change re duties of Secretary-Manager. The President, pro tempore, Louis Sasso was elected as Relief Dispatcher. Ballots are now in the mail for a run-off between Leo Randolph and Joseph Jacobelli for Dispatcher; and between Thomas H. Warren and John Taylor for Relief Dispatcher.

Local 92, Portland

Members of foremen's Local 92 have elected the following officers for 1976: President, W. J. Bell; Vice-President, T. V. Geraghty; Secretary-Treasurer, Mike Daniels; Business Agent, Jack Mallon. Also, Assistant Dispensers, Vincent Dwyer; Business Agent, A. Hay; Secretary-Treasurer, Ron Fredrickson.

Local 504, New Westminster, BC

President, W. C. Oviatt; Vice-President, T. M. M. Tate; Secretary-Treasurer, Jack Mallon; Business Agent, John O'Brien; Assistant Dispensers, Charles Stahl.

Local 506, Vancouver, BC

The following officers are elected for the coming year by the members of the ILWU Clubs Association:

Local 506: President: Business Agent, Joe Arger; Vice-President: Administrative As- sociate; Sergeant-at-arms, Pete M. Nalulu; Recording Secretary, Mike Kovalich; Treasurer, Gilbert Arpaola; Grievance Committee, C. E. E. Turley, Frank Johnson, D. Wallace, Mike Kovacevich, William Salcido, Pat- rick Stamper; Executive Board, Dave Rinehart, Frank Bowman, Michael DaLuca, Patrick Johnson, John Coddington, Bruce Kuhn, R. G. Watkins, Thomas N. Trani, David F. Ross, Nick Polese.

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Local 506, Vancouver, BC

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Local 506: President: Business Agent, Joe Arger; Vice-President: Administrative As- sociate; Sergeant-at-arms, Pete M. Nalulu; Recording Secretary, Mike Kovalich; Treasurer, Gilbert Arpaola; Grievance Committee, C. E. E. Turley, Frank Johnson, D. Wallace, Mike Kovacevich, William Salcido, Pat- rick Stamper; Executive Board, Dave Rinehart, Frank Bowman, Michael DaLuca, Patrick Johnson, John Coddington, Bruce Kuhn, R. G. Watkins, Thomas N. Trani, David F. Ross, Nick Polese.

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Local 98 Wants All-US Oil Pipeline Route

SEATTLE—Members of ILWU Ship and Dock Foremen of Washington, ILWU Local 98, have gone on record as unanimously favoring the all-Alaska route for a pipeline to bring natural gas from the North Slope, according to Donald Miniken, president.

“At our last stopwork meeting,” said Miniken, “we opposed every Washington port north of the Columbia River voted on this matter. The feel was strong as two points—namely, the jobs that will be saved for Alaskan and Washington citizens as well as the need for U.S. control of a vitally needed U.S. energy product.”

The recent movement of hundreds of thousands of tons of oil pipeline material has provided employment for the Alaska and the Pacific Northwest in virtually all fields of transportation, Miniken indicated.

Construction of a natural gas pipeline over much the same route would extend such benefits for several years.

Veteran Local 12 Member Eugene Hughes Retires

NORTH BEND, Ore.— Eugene T. Hughes, who has been a member of ILWU Local 12 longer than any other member, retired last month.

Hughes, who joined Local 12 in 1927, “is a veteran of the 1936, 1937, 1946, 1947, 1956 and 1960 strikes for major and minor beefs” according to a retired and active social aid official bulletin of Local 12. “In fact,” says the Breeze, “Gene has been a hatch block leader of most of us have been longshoremen.”

An avid outdoorsman, Gene expects to spend his days in deer hunting, fishing and clam digging.

Dockers, Widows On Pension List

SAN FRANCISCO — Following is the 1976 list of dockworkers and their widows who have no security on the waterfront under various ILWU-PIMA plans.


Local 13, Vancouver: Bruce Bayless, George D. Beers, Audra Bell, Ruby Berndall, Florence Bishop, Benjamin Flores, John Rams, Fernando Moncayo, Thomas C. Faddis, Milo Roberts, Robert S. Thomas, Albert D. Yeiter; Local 18, Sacramento: George Lemon; Local 19, Seattle: Chuck Leonard, Ernest Tammelleo, Gilbert Houck, David Rabino.

Local 34, San Francisco: Arthur DeMoura, John Frankfurth, Fred Stayner, Donald Wright; Local 91, Portland: Lorenzo Gonzalez, Organizer.

To the Letters

ERS:—This photo by Karen Pruess, entitled “Tightening Logs” is part of an exhibition of 100 photographs on display at The Oakland Museum, Dec. 16-Jan. 18. The exhibition, which consists of slides and photographs, was the outgrowth of a special arts project funded by the Comprehensive Employment and Training Act (CETA) program. The State of California Manpower Planning Office hired 12 photographers, who were contracted to spend two months shooting work-related features in and around the communities in which they lived.

Local 6

New Pension Program at Stayner Co.

OAKLAND—Warehouse Local 6 and Stayner Corp. have reached agreement on a new pension plan to cover all employees at the company’s facilities in Berkeley and Hayward, California. Some 127 union members—plant, warehouse and office workers—will participate in the plan.

The pension plan replaces a payroll savings and investment program which the union has characterized as “a floating crap game.” After Aetna Insurance Co. had rung up losses during the first two years of the program, Stayner management had enough and initiated discussions with Local 6 to establish a more traditional and secure plan.

MAIN FEATURE

The new plan allows for participation immediately upon first employment, grants pension credits for all of the employee’s service years, and sets normal retirement at age 65.

For all years of service prior to January 1, 1976, the employees will receive pension credits based on one percent of their highest monthly earnings in 1975. For all years of service after January 1, 1976, pension credits will be one percent of each employee’s average monthly earnings, subject to a ceiling and overtime payments included. For all services, regardless of the application of this formula, the minimum guaranteed benefit is $8.25 per year of service.

FULL VESTING

The new plan also features full vesting after 10 years of service, full disability benefits after 15 years of service, and an automatic survivor’s benefit of one-half the employee’s accrued benefit if the participant should die before retirement and after reaching age 65.

Stayner employees voted overwhelmingly acceptance of the new pension program at stopwork meetings held in each of the company’s two facilities.

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NORTHWEST OFFICES

George Gallina, Int’l Rep. 5339 11th Street, Tacoma, Washington 98421

Phone: Home—(206) SK 9-8468 Office—(206) 533-5144

West Coast Local 6


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Washington-Alaska Offices

George Gallina, Int’l Rep. 5339 11th Street, Tacoma, Washington 98421

Phone: Home—(206) SK 9-8468 Office—(206) 533-5144

Western Area Office

G. Johnny Parks, Regional Director 402 N.W. 18th Ave.

Portland, Ore. 97209

Phone: (503) 523-1955

Washington-Alaska Offices

George Gallina, Int’l Rep. 5339 11th Street, Tacoma, Washington 98421

Phone: Home—(206) SK 9-8468 Office—(206) 533-5144

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G. Johnny Parks, Regional Director 402 N.W. 18th Ave.

Portland, Ore. 97209

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Letters To The Editor

Thanks for Bridges’ Banquet

I would like first to express my deep felt gratitude to you for having me on the platform at Harry’s Testimonial. As it turned out, it was a magnificent success.

Do not recall enjoying a Testimonial so much in all my years in the labor movement. This was truly a tremendous evening for me, the greatest labor leader ever coming out of this movement.

It’s impossible to be brief and I know you’re a busy man, but I do want to thank you again for being on the platform and in being in attendance at what I know to be one of the brightest moments in Harry Bridges’ lifetime.

All this thanks to, Fraterally yours, MORRIS LESS Secretary-Treasurer International Brotherhood of Teamsters, Local 218

Do you know some workers who don’t make union wages? Who have no fringe benefits? Who have no security on the job?

In other words, do you know workers who want to be organized into the ILWU? If so, please give me any information you have about one of the following.

An ILWU staff member will be happy to help.
1975 was a difficult year, not only for the ILWU, but throughout the US Labor movement. While the bargaining schedule was fairly tight, there were real difficulties experienced in negotiating longshore contracts on the West Coast. In British Columbia and other US locals also had to deal with increasingly hard-nosed employers, and the kind of labor-management environment which, for example brought down compulsory arbitration in British Columbia.

The causes were well-understood: a world-wide economic crisis which, for example brought the Canadian government.

Fortunately, negotiations had begun immediately after the first year. Although the contract was not scheduled to expire until July 1, union members had already voted to put it back on the ballot. So the negotiations had already resulted in a significant victory for the re-imposition of wage-price controls.

It required untold hours of negotiation, spread over more than six months, as well as three separate rank and file referendums before agreement was reached.

Longshore

Members of the ILWU's West Coast longshore division came out of 1974 with a good three-year contract, featuring large wage increases, a guarantee of no layoffs, a strengthened pay guarantee program, major pension improvements, provisions for stabilization of work opportunity and other gains.

It wasn't easy.

They didn't look like they were getting much easier, but the union emerged from the year's trial with a lot of sound shape, ready for the New Year and its new problems.

Photo Highlights

Among the major events in the ILWU last year were, from the top, the holding of the 21st Biennial International Convention in Vancouver, BC, the negotiation of a new longshore contract on the Pacific Coast, efforts to mobilize the trade union movement in demonstrations against growing economic crisis and a disastrous fire in the Burrard Grain Terminals in British Columbia, which killed 5 members of Local 13.

BC Front without being handled by longshoremen.

In Seattle, members of warehouse Local 9 held out on strike all summer at Fisher Fluming Mills, defeated efforts at decentralization and went on to win a good contract. Local 9 also settled new contracts with the Port of Seattle and salmon terminal without striking.

In Northern California, warehouse Local 6, San Francisco, and Local 17, Sacramento, continued to service their existing membership and continuing organizing—with the task of renegotiating the Master Warehouse Agreement looming ahead in 1976.

Local 17 pulled in new members at the Farmers Rice Coop in Sacramento and made its first move up into the Northern Sacramento Valley, winning an election and negotiating an excellent contract on behalf of workers in a Rice Growers' Association drying facility in Willows.

In the San Francisco Bay Area, Local 6 negotiated numerous agreements with its independent houses, and conducted successful strikes against some particularly recalcitrant employers. In one such instance, agreement was reached only after workers at KNC Glass in San Leandro hung on for two months, and defeated efforts by the employer to bring scabs through the line.

Local 6 members at several plants also successfully took on the issue of in-plant safety, shutting down operations for several days at Henley's, Menlo Park and at Staley's Pharmaceutical in Hayward to ensure their rights to a healthy work environment. The big warehouse local also held a series of informative classes on how to conduct trade union procedures and held its first women's conference.

Out in the San Joaquin Valley, cotton compress workers, represented by Locals 26 and 57, made important gains on new three-year contracts, while they also made some progress on in-plant safety and health problems at year-end. A new Seaport facility was successfully organized, and the local was preparing to extend their organizing work throughout the Valley as 1975 ended.

Southern California

If American labor in general had a difficult time in 1975, it was particularly hard for the ILWU, which had more than 8,000 members. The union's contract covering twelve plants in the wholesale drug industry four months prior to an agreement on the West Coast. The union had initiated early talks in order to somewhat ease the pressure of inflation which was building up during the early part of the year.

Out in the desert, Local 30, in Boren continued its rebuilding program. An increased number of members had lost their jobs as a result of the local's successful three-month strike against US Bosch in 1974 were rehired, and members voted decisively early in the year to retain the open shop.

Nearby, in Trona, Local 35 was closing in on a longshore contract in the area in preparation for negotiations for a new contract early in 1976.

Hawaii

Local 142's 1,000 longshoremen, clerks and other waterfront workers overcame a difficult three-year agreement in early October, providing essentially the same benefits as those won on the West Coast earlier in the year. After a nearly unanimous strike vote, the company was ready to hang the hook when an acceptable settlement was reached in the fall.

Otherwise, the giant Hawaiian local conducted business as usual, continuing to organize workers and negotiate contracts in a wide variety of industries, but mainly centered in tourism and agriculture.

Some 700 rank and file delegates attended a week-long convention on the theme of "Labor Unity for Full Employment & Progress."

Around the Docks

Alaska longshoremen and West Coast dock foremen and watchmen also negotiated largely on the basic Coast longshore agreement. The Alaska pact also made some important language improvements and increased the North State wages substantially.

Several dock locals also gained some new members: clerks Local 60, Port Angeles, Washington came into Local 63, after being employed by the state of Oregon into an autonomous unit, clerks Local 63 gained 28 workers at LA Container Terminals and 28 port workers in Port Angeles, Washington came into Local 27.

Local 24, Aberdeen signed a new agreement in the fall, and members of the West Coast Local 15, Bellingham signed a new agreement providing increased benefits for work performed at the seaport warehouse and labeling plant.

And up south, shipcapers' Local 2 in San Francisco negotiated new agreements on behalf of its Bay Area members and held clauses on arbitration procedures, while in San Pedro, Fisher-man's Local 33 continued its fight on behalf of its members who were meeting increasing difficulties on the South American coast. Local 33 members also began receiving the first pay-outs from their union pension program.