SAN FRANCISCO — The ILWU and the Pacific Maritime Association have agreed on a set of guidelines for payment of outstanding Pay Guarantee Plan claims resulting from reduced guarantee benefits during the period June 28, 1975 - March 27, 1976. (This period includes the first three quarters of the longshore contract year. All outstanding claims for the fourth quarter, including the additional six hours for B men, have already been paid out.

The agreement was concluded July 14 by the ILWU-PMA Joint Coast Labor Relations Committee. Representing the union were International President Harry Bridges, Vice-President William H. Chester and Coast Committeemen William Ward and Fred Huntsinger.

Claims will be paid in full up to a maximum (36 hours for A men and 18 hours for B men) of $400—minus the partial make-whole payment made on July 9, 1976. (See Dispatcher, July 9, 1976.) Some 5,377 men—80 percent of those with outstanding claims—will be paid in full.

Another 1,060 members with larger claims will receive $400—minus the partial make-whole payment of July 9. The amount in excess of $400 will be carried over to the end of the second or third year of the contract for payment if there are sufficient funds after make-whole payments for those years are made. These payments will be made on August 6, 1976.

FINANCING

The total payment will be made from an advance against the employers second year guarantee contingent liability of $9,000,000. Any excess funds left after the second or third year will be used to make-whole any outstanding claims.

Here are some examples of how the agreement will work:

- A member with a claim for $350 who received a payment of $38.60 on July 9, will receive $311.40 on August 6.
- A member with a claim for $400 who received $44.12 on July 9, will receive $355.88 on August 6.
- A member with a claim for $750 who received $86.15 on July 9, will receive $313.85 on August 6. He has a $350 claim pending.

The committee also reviewed coast-wide statistics by port and category of those individuals with high PGP payments and pending claims during the first contract year. Discussion was held on the need to transfer men to ports with greater work opportunity, early disability retirement, limiting the numbers of men on old or disabled lists, and reduction of regular ship gangs in some ports.

The Committee noted that such matters are covered in the agreement and are subject to review or action at the local level.

The Committee also agreed to study and give further consideration to the feasibility of earlier disability retirement.

Taking Care of Business

In Trona Some 425 members of ILWU Chemical Workers Local 35 have ratified a new two-year agreement with the Kerr-McGee Corp. featuring substantial wage increases, a first-time dental plan, and other fringe benefit improvements.

In Los Angeles About 200 Local 26 warehouse workers shut down Wilshire Industries, a manufacturer of fireplace equipment and other metal products, and didn’t return to work until they won a pace-setting wage package as well as numerous fringes and inequity adjustments.

In Stockton Local 6 warehousemen successfully tied up the Port of Stockton for five days, winning the area Master Agreement terms as well as repudiating an attempt to impose impossible “management rights” language.

On the Columbia River In Portland and Astoria members of clerks’ Local 40’s grain inspectors unit—employed by the State Department of Agriculture—have gone on strike demanding equal wages with federal employees who perform the same work. The money, which comes from fees paid by the grain shippers, is easily available with no further burden on Oregon taxpayers.
On the Beam

by Harry Bridges

Harry Bridges is on vacation. His column, "On the Beam," will resume in the next issue of The Dispatcher.

Support the Rubber Workers

Following are some excerpts from a speech delivered recently by Peter Bonfumo, President of the United Rubber Workers Union, which has been locked in a tough strike against Firestone, Uniroyal, BF Goodrich and Goodrich.

In this Bicentennial Year 1976, as we in the US celebrate our 200th year of freedom from tyranny and oppression, it is symbolic that in the days that we are engaged in our own struggle for freedom—from the tyranny and oppression of the economic monopolies and unsafe working conditions imposed upon the URW membership, by four of the world's largest corporations—Firestone, Goodrich, Goodyear and Uniroyal.

The critical importance of our struggle is survival of the URW, and the magnitude of our endeavor can be realized by the knowledge that striking Big Four UBW men have for the first time effectively dealt a major, crippling economic blow simultaneously to each of the Big Four rubber companies.

The fact is that virtually identical positions have been taken by each of these Big Four rubber companies since the start of these negotiations in January of this year. These negotiations which have gone on for over a year now have been stalemated as the Big Four have even tinned their proposals which were made across the bargaining tables to coincide with each other. This, of course, is no surprise to us.

MUTUAL ASSISTANCE

We have been aware of the Big Four Unholy Alliance since 1967 when we discovered that these billion dollar companies had banded together in a number of ways to offset losses which may occur in any chain as a result of a strike by the URW in master negotiations.

In connection with the operation of the Unholy Alliance, the Big Four and the Rubber Manufacturers Association have retained Arnold Weber as an economic consultant. Some may forget, but in 1973 Arnold Weber was selected by Richard Nixon to head-Firestone and the Watchdog was so naturally instrumental in imposing the restraints that have led to this year's conflagration.

In order to combat the Unholy Alliance by the rubber companies, it was necessary for us to revise our whole approach to the Master Negotiations.

That is why we initiated an industry-wide slowdown.

That is why we have instituted through the AFL-CIO a nationwide consumer boycott of Firestone products.

That is why we have instituted through the ICF—International Federation of Chemical and General Workers' Unions—an international boycott of Firestone products.

UNION UNDER ATTACK

Our union is under attack.

This attack is more determined, more deadly and more potentially dangerous than any since the earliest days of this union.

While the tactics are different, the strategy is the same—Break the Rubber Workers!

The Big Four rubber companies are trying to starve us into submission, into crawling back on their terms. They are trying to sap our strength until we can fight no longer for what is rightfully ours.

They want to divide and conquer by setting one group of workers against another, One department against another. One job classification against another. To create division both within the union and between the individual member's family.

WHAT THIS STRIKE IS ABOUT

Why? Because they know that a weak union means even bigger profits—Firestone just announced that this year's profits are up 60 percent over last year.

They know that a splintered union means they can always play one group against another.

And they believe that the longer they refuse to put a reasonable offer on the table, the more pressure they put on. They know that a weak union means they can put more pressure on. They will create on our members both at home and at the bargaining table.

Their goal is get the cheapest contract they can—the least in wages, the least in fringe, the least in pensions, the least in health and safety, the least for the Skilled Trades, the least in fringes.

But, it is not only the dollars in this contract that are important to the company. They have an even bigger goal in mind. They view this strike as an investment in the future.

While the tactics are different, the strategy is the same—Break the Rubber Workers!

We are not only fighting for a contract. We are fighting for the future of our industry. The companies know that a weak union is ineffective. They view this strike as an investment in the future. They know that a strong union is strong.

On the Beam

Harry Bridges is on vacation. His column, "On the Beam," will resume in the next issue of The Dispatcher.
What's Happening To Social Security

WASHINGTON, D.C. — The AFL-CIO and the Ford Administration are still at odds over how to do so.

Trustees of the social security trust funds—three AFL-CIO members headed by Treasury Secretary William E. Simon—told Congress in their latest annual report a warning that the present level of payroll deductions isn't enough to finance the fund without dipping into and eventually depleting reserves.

Of the two, both the Congress and the administration can agree, can be met by modifying a cost-of-living factor in computing benefits that three-cost projections out of line because of the recent high rate of inflation. The alternative backed by the AFL-CIO would come from greater protection of payroll deductions isn't enough to provide future benefits for those not retired to the average wage structure.

The trustees' report noted that the social security program has been in close balance for some time. It anticipates that, as in the past, Congress will act to safeguard the fund by making any needed adjustments. The uncertainty of its deficit projections was pointed out by a revised estimate of this year's imbalance. Last year's deficit, 1976, would exceed income by $3.6 billion. But the new report puts the deficit $1.5 billion higher.

President Ford wants—and the trustees as the arm of the administration support—an increase in the social security tax rate that would put the heaviest new burden on blue-collar workers. Under the President's plan, they would have a higher portion of their total pay taken out in addition to the social security tax than persons in the upper brackets.

Labor's proposal, outlined by AFL-CIO Social Security Director Burt Seligman at a House hearings, is to hold the tax rate at present levels but increase the ceiling on earnings subject to the tax. Only the very highest paid workers would pay more under such a plan, and they also would receive higher retirement benefits in the future.

The AFL-CIO also urged that employers be taxed on the full amount of their payroll. It also called for the ceiling on earnings on which employers can be taxed to be brought up to $23,000 a year. It is currently $15,700.

The AFL-CIO has proposed a gradual increase in general revenue until it covers one-third of the cost of the social security system. Seligman said this would "introduce the principle of progressive taxation into the social security system and provide needed improvements in benefits."

Russ Trade Saves 'Thousands' of US Jobs


Local 40 Grain Inspectors on Strike

For Defective Wages, Get Full Support

PORTLAND — Members of ILWU Clerks Local 40, Grain Inspectors, Weighers and Samplers unit began picking off grain elevators here and in Astoria July 20. Members of the unit are employees of the State Department of Agriculture.

It has been trying since February, 1976 to negotiate a contract with equitable pay increases. (See Dispatch, June 17, 1976.)

THE INSPECTORS ARE ISSUE

Leaflets handed out on the picket lines and at an informational picket line in Salem last month pointed out that:

* Wages paid the inspectors are paid far below wages paid federal inspectors doing the same work.
* The asked-for and much needed increases would not come from taxes or from general funds but from service fees charged to the grain companies involved in the export and handling of grain.
* The grain firms repeatedly told both the ILWU and the state's executive department that they were ready and willing to have their fees increased three to four times the amount needed to cover the union's wage program.
* "Governor Straub's ad hoc refusal to consider these facts and negotiate an equitable agreement forced us to take this strike action we hoped to avoid," said Larry Clark, Secretary of Local 40 and Merle Diment, acting chairman of the union.

ILWU Regional Director G. Johnny Parks charged that "public employees of the state of Oregon as well as other states have been discriminated against for years through enactment of public employee relations laws, which set public employee separate and apart from other workers in the country."

"The unfair part of these state laws is that they do not give public employees the same rights as other workers. Other workers are not forced into mediation, fact-finding and all of the costly steps of a confusing bargaining process but are public employees."

Local 35

Potash Workers Win Wage Hikes, Dental Plan, Other Fringes

TRONA, Calif. — Members of ILWU Chemical and Processing Workers Local 15 have signed a new two-year agreement with Kerr-McKee Corp, featuring a good-sized wage increase and a first-time dental plan.

The contract covers 45 ILWU members who are employed at the Kerr-McKee potash refinery in the Northern Mojave desert.

Wages will increase by 11%, effective July 10, 1975, and by another 50%, effective July 16, 1976.

DENTAL PLAN

The dental plan will be introduced for the first time on July 1, 1976. For basic dentistry, after a person satisfies a one-time $50 deductible, the plan reimburses up to 50% of a dentist's usual and customary fees.

This level is reached in stages, starting at 70% the first year a person receives treatment and increasing by 10% a year to 100% reimbursement in the fourth year and thereafter as long as the participant continues to be a dentist once each year and has all basic dentistry performed.

The benefits for major dentistry, such as bridges and dentures are not as liberal, requiring the payment of a 25% deductible once each year for such services, and reimbursement based on only 50% of what the dentist actually charges.

The new plan does, however, cover orthodontia. After the patient satisfies a $50 deductible once in his lifetime, the plan pays 50% of orthodontist's fees.

Other improvements in group insurance include boosts in outpatient benefits, increased life insurance and an increase in the weekly indemnity income protection benefits up to a maximum of $150 per week, based on hourly earnings.

Other improvements include equity adjustments for a number of workers, increased shift differentials, an additional holiday (bringing the total to 10), increase in penalty pay for working on a holiday and seven consecutive days of a work week, liberalization of funeral leave, an increase in the tool allowance, more money on overtime meals, and an increase in sick leave accumulated.

The longshore division of the ILWU including Locals 8, 40, 52 and 56, with the Building and Construction Trades, AFL-CIO and the Seamen's Union are giving full support to the strike.

INJUNCTION DENIED

Marion County Circuit Judge Val Sloper refused to issue a temporary restraining order against the striking construction workers. He said he preferred to have a hearing on the complaint and an injunction filed by the State's executive department.

The construction workers have been stopped at the Terminal 4 elevator in Portland both because the vessel is clean before wheat can be loaded. They must approve the grain going into the silo and sample it as it goes out for export.

According to a recent article in the Oregonian, 70-75% of the region's wheat is shipped through Dreyfuss, Bunge— which has elevators here and in Astoria—and Cargill. A later article predicted that the current harvest would top a 1975 wheat harvest.
The Big Squeeze on Workers’ Income

(Following are excerpts of a recent article in the Federationist by research associate Phillip Barton.}

The American worker is losing ground to the cost of living. But the squeeze on the income of some workers is beginning to be felt by all workers. The squeeze has been intensified by an unprestigious combination of inflation and the worst unemployment in 30 years.

By April 1976, even workers employed full-time and year around saw the buying power of the average weekly take-home pay fall to its lowest level in 1965, some 11 years earlier.

While the average wage and salary earner in the summer of 1976 was still being paid a little more than half in 1947 and 1965, the buying power of the average non-supervisory worker’s weekly pay, after the deduction of federal taxes, rose 37 percent.

However, the net effect of the years since 1965 has been an actual decrease in the buying power of the average worker’s weekly pay. The squeeze on the buying power of the average non-supervisory worker’s weekly pay has been especially severe since the autumn of 1972.

Since mid-1973, the real spendable earnings of the average wage and salary earner have been up somewhat from exceptionally low levels of the same month for the previous year. This was partially because of federal income tax cuts which went into effect May 1, 1973.

Still, in real dollars, adjusted to account for higher consumer prices, the buying power of the weekly take-home earnings of the average non-supervisory worker in private, non-farm establishments were $170.41 in April 1976. When federal income and social security taxes are deducted from the gross weekly earnings, the average wage and salary earner with three dependents had a weekly take-home pay of $151.99.

When the average worker’s weekly take-home pay is expressed in constant 1967 dollars, taking into account increased living costs, the resulting figure indicates the laying of the paycheck. The buying power of the average wage and salary earner’s paycheck in the spring of 1976 was below the level of 1965.

The squeeze on the average worker’s income for non-supervisory workers in private, non-farm establishments was $170.41 in April 1976. When federal income and social security taxes are deducted from the gross weekly earnings, the average wage and salary earner with three dependents had a weekly take-home pay of $151.99.

Some workers who face extended periods of unemployment are forced to accept even further cuts in their living standards. There are a lot of them. Unemployment reached 8.9 percent in May 1975, the highest point since the Depression of the 1930s. It has since only gradually, and still stood at 7.8 percent in the first quarter of 1976, with a devastating impact both in human terms and in terms of impact on the overall economy.

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Weekly earnings of $170.41 would give a full-time, year-round working family an annual before tax income of $8,861.32. Yet the Labor Departent reports that the typical American family of four would require an annual before tax income of $13,518 just to maintain a modest standard of living in the autumn of 1975. By the spring of 1976 this modest standard of living would require a before tax income of approximately $15,600 per year.

Many workers face, with insufficient incomes, are forced to lower their standard of living or attempt to augment their income through moonlighting or through the incomes of working spouses or other family members—on which is very limited in the period of high unemployment. Even where the head of the household works full-time and year round, and many cases some additional source of income is necessary for the family to maintain a modest: standard of living.

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Local 26 Wins Short Strike at Wilshire Corp.

LOS ANGELES—Some 200 members of Local 26 have returned to work at Wilshire Industries with a much-improved contract after a week-long strike.

Employees at Wilshire—which manufactures fireplace screens and ornaments and metal cabinets—won a three-year contract with wage increases of 11 percent the first year, 10 percent the second year and 9 percent the third year.

FRINGES

They also won an additional week of vacation in the second year, reduction of the qualifying years necessary for three weeks' vacation to eight years and other language changes.

Members also won an additional holiday, their first funeral leave provision and other language changes.

Committee members were Local 26 Vice-President George Lee, Antonio Partida, Anthony Taylor, Richard Mayhew, Sr., and Pete Sigura. They were assisted by Southern California Regional Director Joe Barray and Secretary-Treasurer Max Aragon.

Intimidation Blocked In Organizing Drives

LOS ANGELES—The ILWU has successfully put a halt to efforts by two companies here to cripple organizing drives by firing in-plant activists.

Management at Dial Industries, for example, thought they crippled the organizing drive which began in May by firing committeeeman Guillermo Mirano for his union activities.

But when threatened with the filing of unfair labor practice charges, the company chose to back off and pay Mirano the $330 wages he had lost, and invited him to return to work. The company also posted a notice that it would no unfair labor practice charges, the company chose to back off and pay Mirano the $330 wages he had lost, and invited him to return to work. The company also posted a notice that it would not unfair labor practice charges, the company chose to back off and pay Mirano the $330 wages he had lost, and invited him to return to work.

Some Construction Unions OK

No-Increase Contracts

NEW YORK—Chronic recession in the construction industry has forced an increasing number of local unions to accept contracts with little or nothing in the way of improvements, according to a recent survey in the NY Journal of Commerce.

Carpenters, bricklayers and other building tradesmen have been hit with unemployment rates of 50-60% in the last year or two, which may account for these developments.

In Phoenix, Arizona, for example, 3,100 plumbers have accepted a contract with no raise in pay; in Westchester County, New York, operating engineers have accepted a two-year pact with no increase in the first year and 6.3% in the second year; similar deals are reported in Rochester, New York, San Antonio, Texas and elsewhere.

In other cities, the Journal reports, construction unions have increased their major agreements below the patterns set in more prosperous times; 13 Detroit unions signed a two-year contract calling for a total wage and benefit increase of three percent; effective June 1, with another three percent boost coming in October of this year and a 6.5 percent increase in June, 1977.

4,000 ILWU'ers Greet July 5 at Peck Park

SAN PEDRO—About 4,000 ILWU members, friends and family members turned out on a beautiful Monday, July 5, for an extremely successful picnic sponsored by the area waterfront locals, pensioners and auxiliaries.

Put on by Locals 13, 63, 94, the Southern California Pensioners Group and Auxiliary No. 8, the picnic also drew members from Local 46, Port Hueneme; Local 29, San Diego; warehouse Local 36, fishermen's Local 33 and guests from the Mexican trade union movement and elsewhere.

There were two bands, lots of food, games for the hundreds of kids who accompanied their parents, and visits from Senator John Tunney, Los Angeles Mayor Tom Bradley, Congressman Glenn Anderson and state Senator James Wedworth.

"It was a really memorable event," said Local 13 President Art Almeida. "We had a large committee that really put their hearts into making it a success—and they did so well that we're going to make a yearly thing out of it."

Lots of people worked hard, and to give each person their due credit would take up most of the space we have here. The picnic sponsors particularly wanted to thank Lou Loveridge, Local 13, for acting as MC; Alex Duthie, Local 13, who blew lamps; Tibó Lomeli, Local 94 (retired) and Castro Duran, Local 13, who carried the flags and Local 94 member Rene Monroy who charmed all the kids by playing the role of "candy man" in an elaborate clown costume.

Highlight of the speeches was a talk by 1034 veteran Paul Ware who gave an excellent talk describing the early struggles to form the ILWU on the Southern California waterfront.

A bicentennial cake from Port Hueneme.

Rudy Rubio and family.

Senator John Tunney with Lois Gray and Helen Kaufman, Auxiliary B. At rear, with grandchild is Bill Schroeder, Local 63.

Nate DiBiasi and Executive Board member L. L. "Chick" Loveridge.


Auxiliary leader Peggy Chandler, Congressman Glenn Anderson and his wife, Lee.
**Study Shows Cause of Job Injuries**

MADISON, Wisc.—There is no bias for management's favorite theory that 90 percent of all work accidents are caused by unsafe acts of workers, according to a study by Wisconsin's School for Workers.

In fact, more than twice as many accidents were caused by unsafe conditions than by unsafe acts.

"Union officers can rarely talk to a safety officer or management representative of the old school for more than a minute before the "unsafe act" theory is mentioned," notes Dr. George Hagglund of the School for Workers.

That theory says that 85 to 95 percent of all accidents are caused by unsafe acts of individuals with the remaining 5 to 15 percent caused by unsafe conditions.

BEHAVIOR CONTROL

This belief is used to justify strict employee rules, close supervision, safety slogans and other types of behavior control. Workers involved in a series of accidents are considered "accident prone" and must be moved to other jobs or terminated, supporters of the theory say.

"As a result of this misdirection, very little effort has been put toward elimination of hazardous conditions through redesign of machines, tools, procedures and environment legs working," says Bob Arnell, also of the School for Workers.

A study of Wisconsin Safety and Building Division injury investigation reports showed that unsafe conditions were responsible for 54 to 58 percent of the accidents, while unsafe acts accounted for only 25 to 35 percent.

The study also showed the state routinely does not investigate such "injuries" as heart attacks, hearing loss, sprains and strains and cases of occupational disease, although these usually are the result of unsafe conditions.

**BASIC CAUSES**

Hagglund notes that accidents can't be pinned simply on either unsafe acts or unsafe conditions. Instead, they're caused by a variety of complex events and factors.

These are lack of experience and training, which results in injuries to newly hired workers; overwork and exhaustion of longshoremen, who also suffer a disproportionate number of injuries; incentive systems, which encourage workers to work at high rates of speed; poor machine and building design; and psychological stress.

**-JOB HEALTH NEWS SERVICE-**

**Unemployment Doesn't Control Inflation**

WASHINGTON, DC—A group of congressional Democrats have said that continued high unemployment is not necessary to control inflation.

The legislators—all 12 Democratic members of the Joint Economic Committee—made the statement in a letter to President Ford, who took part in an economic summit conference in Puerto Rico with the leaders of six other industrial nations.

Whether unemployment and inflation are linked is an issue being debated by the economists as a group and by the United States at home.

The 12 Democrats wrote Ford they were "alarmed" by the President's policy of high growth and low unemployment and would adopt a policy that "high unemployment extending through the remainder of this year and part of next year is a necessary way to deal with inflation."

They said that idea—which they rejected—was implicit in an economic growth target of 5 percent set last month by the Montreal organization of economic cooperation and development in Paris.

The Democrats favored a higher growth rate.

"If the United States were to adhere to this 5 percent growth target," they said, "we could still have an unemployment rate above 6 percent in 1986."

Ford Backs Bill to Break Maritime Strikes

HONOLULU — Desperately courting Republican delegates whom he can find them, President Ford has announced that he supports long-stalled legislation to break maritime strikes which affect Hawaiian commerce.

The bill, introduced in the past by Rep. Spark Matsunaga, and by Senators Chafee and Wurtele, would permit the Governor of Hawaii, Guam, American Samoa or the High Commissioner for the Northern Mariana Islands, to obtain a federal court injunction ordering continued shipments to those islands.

This legislation met vehement opposition from AFL-CIO and Teamsters when it was introduced in 1974 and in 1975 and was defeated.

Drill Team Rocks Up

SAN FRANCISCO—The Local 10 Drill Team won three first places recently: in the Pleasant Hill Bicentennial, at Seaside, and at Golden Gate Park. They won second place at the Vallejo Bicentennial and exalted themselves at the July 5th Memorial.

**End of Era in Log Trade Perils Port Gamble**

PORT GAMBLE—The SE Portman left this small port June 26 for the East Coast with 9.5 million feet of lumber aboard, and her departure marked the end of an era.

The Calmar Steamship Corp., which once had 14 vessels operating in the intercoastal trade, last year cut back its service to one ship, the Portmar. Now the Portmar will be laid up with two employees to join the unemployment line.

"This will affect the work in every lumber port, not just Port Gamble," said Puget Sound Arbitrator Bill Forrester.

He listed Angeles, Aberdeen, Raymond, Astoria, Coos Bay and even to a small extent Portland. Since the Portmar sometimes took on lumber at a dock in St. Helens—some of the waterfronts that would feel the impact.

**PICK UP THE SLACK**

The Lackenbach Steamship Company reportedly is building lumber carriers in a European shipyard, and Forrester, a long time member of Local 34, hopes they will eventually "pick up the slack."

In the meantime members of his local will be getting some work at Port Townsend, loading paper products.

A key factor in this is the permanent nature of the Portmar. The lumber which went over the Portmar will be loaded at only two ports, Townsend, loading paper products.

"Ten or 12 years ago the ships would have been laying at 28,000 are still counted officially as on layoff — many on an indefinite basis. Other workers are still fighting."

"If the United States were to adhere to this 5 percent growth target," they said, "we could still have an unemployment rate above 6 percent in 1986."

Among these are lack of experience and training, which results in injuries to newly hired workers; overwork and exhaustion of longshoremen, who also suffer a disproportionate number of injuries; incentive systems, which encourage workers to work at high rates of speed; poor machine and building design; and psychological stress.

"Stand up against sweatshop wages and conditions, . . . Don't buy Travel- gard, Levis or products marked SKYWAY LUGGAGE!"

**Job Security Biggest Issue for Auto Workers**

DETROIT — Bargaining between the United Auto Workers and Big Four automakers — GM, Chrysler, Ford and American Motors — go underway last week.

The current agreement in the auto industry expires September 14. The agreement covers 700,000 workers.

Major issue is job security, with the UAW determined to negotiate provisions to protect auto workers from a repeat of last year's massive layoffs. During the week before Christmas of 1974, for example, 314,000 auto workers were on layoff — many on an indefinite basis. 28,000 are still counted officially as on layoff and many of these will never be recalled.

Supplemental Unemployment funds were exhausted last year of many younger workers who were laid off first. Older workers are in a better position to find work on their own without benefits.

The UAW is therefore demanding major improvements to the BEI funds as well as other provisions to cushion unemployment. But it foresees a much slower work force. The union has also promised to win new benefits for the 28,000 presently retired members or surviving spouses whose pensions have been cut to ribbons by inflation.

**Developers**—Jim Platt, well known for his efforts in behalf of industrial progress on Oregon's North Coast, recently was elected chairman of the Clatsop County Economic Development Committee. Platt is president of Local 50 and of the Columbia River District Council.
Right-to-Work Forces Busy Down South

Baton Rouge, La.—Louisiana employers are mounting a determined campaign to re-enact a “right-to-work” law 30 years after a similar measure was repealed.

The Louisiana House of Representatives, by a narrow 45-44 vote, had already adopted the measure, which would prohibit enforcement of shop or union shop clauses in collective bargaining agreements.

Passed out of the House Labor & Industrial Relations Committee by a narrow vote, the bill occasioned feverish lobbying and debate on the House floor.

The Louisiana chapter of the American Federation of Labor was counting on stronger support.

The measure would prohibit enforcement of union-shop agreements in the number of new jobs created, average weekly wages, per capita income and new and boring Arkansas and Mississippi—both “right-to-work” states—on the ballot, but it had set a goal of 106,000 signatures—1,000 more than the number required to place an issue on the ballot.

A key point in the campaign formed an avalanche of state lawmakers, who would only strip away the benefits of organizing Arkansas and Mississippi—both “right-to-work” states—to the extent that the people are getting the goods and services that membership.

ITW Wins Benefit Extension for Jobless Dockers in Port Alberni, BC

PORT ALBERNI, B.C.—Members of ILWU Canadian Area Local 503 have recently seen work opportunity fall off to the extent that the people are getting the goods and services that membership.

Fortunately because of the interchange between the Vancouver Island ports they get some work these days when some gangs travel into the Comox area.

The problem is viewed with a great deal of concern by the Canadian Area Executive Board, whereby people in one Local area under the collective agreement are receiving ample work opportunity with canals being registered and other Local members in being deprived of benefits because of a lack of work opportunity.

ONE PROBLEM RESOVED

The Area Officers in consultation with the British Columbia Maritime Employers Association, just recently re-solved one major problem that arose from the lack of work opportunity for Port Alberni members when their Welfare coverage was cut back to “B” coverage from “A” coverage.

Union and management have jointly agreed to the men covered by full Welfare Benefits for a ninety day period and review the situation at that time. At least this step will alleviate some of the arbitrary problems facing that membership.

The ILWU was also able at this time to place 32 members of Local 503 on the Supplementary Unemployment Benefit Program (S.U.B.) to further help alleviate the problem of lack of work.

The ILWU has organized into the ILWU? If so, please write or telephone in- other complaints included arbitrary wage rates, no time off for routine maintenance work, no acceptance procedure. Something different—suggestion box for the popular Yosemite National Park.

The ILWU merged last month with the Clothing Workers—formed in 1935 with the Textile Workers—merged last month with the Supply Unemployment Benefit Program (S.U.B.) to further help alleviate the problem of lack of work. It is not clear what happens to the popular Yosemite National Park.

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Unlike the coalitions in the earlier Health, Safety & Welfare programs, the new agreement is receiving ample work opportunity with canals being registered and other Local members in being deprived of benefits because of a lack of work opportunity. It is not clear what happens to the popular Yosemite National Park.

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WAREHOUSEMEN WIN SHORT STRIKE AT PORT OF STOCKTON

STOCKTON — After five days on the bricks, Local 6 warehousemen at the Port of Stockton have overwhelmingly ratified a new long-term agreement that awaits only the official approval of the port commission next week.

The strike began when Local 6 negotiators and port officials were unable to agree on several major issues, including wages and parity for maintenance workmen with machinists who perform the same work.

The port also attempted to cut back on holiday benefits, whose last minute demands for increased management rights and benefits may be too much to live with," according to Local 6 Business Representative Nick Jones.

With theSlimman strike vote, the warehousemen closed down the port on July 17. Efforts by management to break the strike injunction failed when Judge John Cechini refused to grant a temporary restraining order.

The Strawberry Shoppers, which Jones praised for doing "a tremendous job" consisted of Rutilio Reyes, Luther Kral, William Moles, Dionicio Sanchez, Jones, Local 6 Secretary-Treasurer Keith Elkeham and Regional Director LeRoy King.

Southern Cal Council Supports South Africa Boycott

WILMINGTON — The ILWU Southern California District Council went on record at its July 16 meeting in favor of support of a boycott of Rhodesian and South African cargo.

(The International Executive Board acted earlier this month to pull the various locals on their positions on such a boycott.)

The SDIC also approved a joint application to support the Southern California District Council for Fresno, on Saturday, September 18 for the purpose of making endorsements for the November elections.

Delegates were appointed to support Jose Medina, an active community and labor organizer whom the FBI is attempting to deport as an undocumented alien and went on record opposing proposed federal legislation to legalizing wiretapping in cases of "national security."

Finally, the delegates began making plans for a large union-to-union tour of Southern California members, with Local 13 loaning the money for initial expenses.

Judge Robert Kenny Dies

LA JOLLA, Calif. — Former State Supreme Court Justice Robert Kenny died at age 74 here at Scripps Memorial Hospital. A judge of the California court system for 17 years, Justice Kenny was named to the high court in 1946 and retired in 1966.

No date was available for services and interment.

Wrong Bill Ward

On page 1 of July 9 issue of The Dispatcher was the name of the International Executive Board authorized "unofficial" representatives.

Wrongly accompanying Bridges will be Executive Board member William W. Ward, Local 40, Portland.

MONARCH FOODS STRIKE — As this issue of The Dispatcher goes to press, Local 6 warehousemen at the Port of Stockton are still striking over last minute demands for increased management rights and benefits they couldn't live with," according to Local 6 Business Representative Nick Jones.

PORT OF STOCKTON — Local 6 pickets at the Port of Stockton made out well in their five-day strike. See story on page 2.

LOCAL 142 REACHES OUT TO NEW EMPLOYEES

HONOLULU — How can new hires be made aware of all the good things union activity can bring them? It's worth money to know but, because they don't know how they will benefit, some new hires don't come to regular union meetings where they could learn.

IGNORANCE HURTS EVERYONE

This question is important to older members too. If new hires don't understand the union, gradually it will get weaker, and everyone will lose out.

Many units, in Local 142 now hold special "orientation meetings" for new hires. Those who come are glad they did, but some don't come, and that's a problem.

At unit 1104 (Mauna Kea Sugar Co.), after about 100 new workers were hired, a union committee visited new workers on the job and urged them to come to meetings, but the turnout was disappointing.

A NEW APPROACH

Not only to give up, unit officers and business agent Eusebio "Bobby" Lujan decided to try a new approach. Chairman Takeshi "Grown" Yugawa asked manager Bill Baldwin if he would help arrange meetings where workers could get a complete explanation of things they need to know about both management and union.

Grown said the older methods just weren't getting the information through to them, and this would create misunderstandings and problems for everyone.

Management agreed to allow all those hired since December 2, 1974, to attend the meetings during working hours without losing pay.

Meetings were held at 6:30 a.m. and 2:30 p.m. at Papakolea and Peekake on three days in March and April, to accommodate different shifts.

MANAGEMENT SPEAKS FIRST

Company representatives Baldwin Tom Takemoto and Herman Sensano explained management policies and practices. Then the management people left and a committee of unit leaders took over.

Another Labor Studies Semester Begins

A wide range of one-day-a-week labor studies courses will be offered by San Francisco Bay Area community colleges and the Labor Studies Center at the University of California at Berkeley this fall.

Designed to help union members and union officials who want to broaden their knowledge of labor issues and sharpen their leadership skills, the courses may be taken for credit that may be applied toward both an Associate in Arts degree and a Certificate in Labor Studies.

Application for enrollment in all courses is desired in order to assure proper selection of course offerings.

Among the courses being offered in the Berkeley-Oakland area either on the U.C. campus or at Merritt College are:


Most of these courses — or similar ones — are also being offered at the City College of San Francisco and at the San Jose City College.

In addition, the College of San Mateo will initiate its Labor Studies program this fall with two course offerings: "American Labor Movement: Its History, Structure and Institutions"; and "Legal Foundations: Labor Law and Minority Rights."

While most of the courses won't start until after Labor Day, most of the courses offered at San Jose City College will get underway the week of August 26.

For more information on specific courses offered at each of the participating community colleges and the Labor Studies Center at the University of California at Berkeley, contact:

• Berkeley — U.C. Labor Center — (415) 642-6222.

• Merritt College — (415) 551-8911 (Ext. 210).

• S.F. Community College District — (415) 864-3200 (Ext. 248).

• San Jose City College — (408) 286-2181 (Ext. 239).

• College of San Mateo — (415) 574-6498.

APPLY NOW FOR NORTHWEST WORKSHOPS ON 'FUTURE OF ILWU'

SAN FRANCISCO — Two more rank-and-file workshops on "The Future of the ILWU" have been scheduled, as mandated by action of the 1975 Biennial Convention.

The Oregon - Columbia River Area workshop is set for Monday and Tuesday, August 30-31, at the Inn at the Quay, Vancouver, Washington.

The Washington - Puget Sound Area workshop will be held Thursdays and Fridays, September 2-3, at the Edgewater Inn, Seattle.

The intent of the workshops is to foster new and creative discussion among the rank and file participants and several International officers on "The Future of the ILWU."

Each local has been assigned a number of delegates proportional to its size. In order to permit all delegates to participate fully, the size of the workshops will be limited to 50.

EXPENSES

Participants traveling more than 50 miles away will be provided with lodging and travel expense money by the locality or the national. All participants will be reimbursed for travel expenses and meals, but there will be no reimbursement for lost wages.

Details for registration will be sent to participants who elected to participate should get an application form from their local officials. These should be returned no later than August 13 for the Oregon-Columbia River area, and August 28 for the Puget Sound workshop.

APPLY NOW FOR NORTHWEST WORKSHOPS ON 'FUTURE OF ILWU'