**Labor Day, 1977 finds US unions facing a complex set of problems which threaten much of what we have accomplished in the last half-century. Ports are toughening passage of the National Labor Relations Act, we represent a declining percentage of the American work force, and we are losing more representation elections than we are winning.

Our battle lines are imposed upon millions of unorganized workers, while our own members must put much of their energy into protecting from inflation the gains which have been made over the years. Employers all over the country, politicians and the courts have, for much of the last ten years, the constant support of the federal government and the courts.

We keep running up against an economic situation characterized by inflation, stagnation and massive long-term unemployment, which is hardly favorable to the continued growth and maintenance of union strength.

We are under continual attack in the mass media and in the chambers of government. In Washington, under a Democratic administration and a supposedly liberal Congress, we have taken a beating at the hands of a growing and well-financed anti-labor lobby. The constant reiteration of charges that decent wages cause inflation, that unions are corrupt, that the organization of public workers will bring down the cities, has created an unfavorable political climate.

We will not be able to deal with these problems unless we put them in perspective. First of all, we must never lose sight of how far we have come. We must never forget the days when our parents—and many of us—worked 12- and 16-hour shifts under sweatshop conditions for miserable pay with no health coverage, pensions, vacations or other benefits. We have come a long way from the days when unions were popularly viewed as foreign-hatched conspiracies against the American Way of Life. We have achieved all this in a short period of time at enormous sacrifice of time, energy and, too often, life itself.

If we are to confront the challenges of the next few years we must—first of all—tighten up our own operations, constantly improving the quality of service to our members, developing new leadership, teaching sound trade union principles. We have to help each other more often and more effectively.

We must reassert our initiative in solving the problems which beset the union movement.

We must maintain and deepen our alliances in the minority communities.

We must seek out and build better working relations with consumer groups, environmentalists, the Church, community organizations which have emerged as vital forces in American life.

Bound together by a common interest in full employment, price stability, economic growth and a humane society, we can put across the programs that the working people of this nation need to revitalize our cities, save our natural environment and save our young people from a lifetime of unemployment.

**PUBLISHED BY THE INTERNATIONAL LONGSHOREMEN’S AND WAREHOUSEMEN’S UNION**
Key Parts of the Labor Law Reform Bill

As this issue of The Dispatcher goes to press, Congress is returning from its Labor Day Recess and will soon begin consideration of the compromise Labor Law Reform Bill, which has the backing of the US labor movement and the Carter Administration. Here is a survey of the major sections of the bill.

Labor Law Reform Is...

New Units For Guards

Separate units of guards may be represented by any local union, except for a local that admits into membership other employees of the same employer at the same location or a local that is affiliated with a national or international union that represents other employees of the same employer at the same location.

Labor Law Reform Is...

Violators Lose Federal Contracts

Employers the Board finds to have willfully violated a final order of the Board or of the Court in the past 3 years may be barred from receiving federal contracts for three years unless the Secretary of Labor finds the national interest requires otherwise or the firm is sole source of material or service.

Labor Law Reform Is...

Expansion of NLRB

Expansion of NLRB from 5 to 7 members, with authority for the Board to streamline procedures and reduce delays.

Labor Law Reform Is...

Prompt Elections

Election deadlines imposed on the Board:

- a) Where the unit is covered by a rule or decision, and where the union produces authorization cards from more than half of the unit employees, the election must be held within 15 days after the filing of a representation petition. This period may be extended to 21 days in certain circumstances.
- b) Where the unit is covered by a rule or decision, and where the union produces authorization cards from more than 30% of the unit employees, the election must be held within 45 days from the filing of a representation petition.
- c) Where the Board determines that the issues involved in the representation case are of exceptional novelty or complexity, the election may be delayed as long as 75 days from the date the representation petition is filed.

Labor Law Reform Is...

Equal Access

NLRB directed to develop reasonable and appropriate rules, consistent with maintenance of production, to insure that workers have a fair chance to hear both union and management views before a representation election if the employer makes campaign speeches or communicates to employees in other ways on plant premises or during working time.

Labor Law Reform Is...

Double Backpay

Employees discharged for protected activities during an organizational campaign or prior to a first collective bargaining contract must be reimbursed at double their wage rate with no deductions for interim income.

Labor Law Reform Is...

Enforcement

Any party seeking judicial review of a final order of the Board must file in court within 30 days of the Board order; otherwise the Board will obtain automatic court enforcement of its order.

Labor Law Reform Is...

Appropriate Units

NLRB required to establish clear and fair rules for determining which workers will be included in collective bargaining units.
Good Pact for BC Woodworkers

VANCOUVER, BC—The 28,000-member International Woodworkers of America (IWA) has negotiated a two-year contract with the Coast forest industry, providing a wage increase of $1.15 per hour.

Of this amount 60¢ is retroactive to June 15, an additional 50¢ will be effective July 15, 1977 and a further 5¢ on January 1, 1979. The increase will boost the base rate from $7.01 to $8.16 and the Freesia, 5¢ to $9.15.

The new contract also includes an improved pension plan, an increase in health and welfare benefits, and the increase in the union's political fund.

Michael A. Gordon, president of the Coast Forest Lumber Association, warned that the union had made the industry’s offer and that a strike was possible if the union did not agree on the contract.

IWA's local union 200 had been granted permission by the state Amalgamated Labor Union to hold a meeting on the issue of the 70s.

Host for the meeting, said. "It is open to the solution must begin with a full employment policy.

State Department Eases Ban on 'Red' Unionists

WASHINGTON, DC—In the first case to be acted on since the law on visa applications was liberalized by the Carter administration, an official of France's General Confederation of Labor, often labelled Communist unionists, was allowed to attend an American union convention.

Laurent Treguro, who will represent the CGT at a conference of the United Electrical, Radio and Machine Workers in New York, September 15-16, was denied a visa as late as a month ago. However, on August 17, President Carter signed into law legislation to loosen up the restrictions on Communist unionists entering this country.

Last April, Soviet trade unions were denied permission by the State Department to enter the US to attend the ILWU International Convention.

APPEALED

Convention delegates, at that time, said that they were "appalled" by the government's action—"and consider this an insult not only to our invited guests but to workers and their unions here in the US who are thereby denied the opportunity to listen and learn from such visits."

The change in the government's policy on this issue is the first change in a critical and significant way, the state Department had been allowed to attend an American union convention.

San Francisco Ship Scalers Win Two-Year Contract with Major Gains

SAN FRANCISCO—After several months of tough negotiations, ILWU Ship Scalers Local 2 has tied down a good two-year contract with Martin Ship Service and H&H Ship Service, both in San Francisco, and Houston and Sons, of Martinez.

TOUGH NEGOTIATIONS

The agreement was reached with the assistance of federal mediators after the parties had reached an impasse. "After having hired an expensive lawyer to help with their argument against necessary improvements in wages and working conditions, the employers finally agreed to the local demands," according to Local 2 President Ed Roberts.

The contract provides for a wage increase of $1.20 over two years, a 100% increase in employer contributions, and a 10% increase in health and welfare benefits from $75 to $180 during the term of the contract, one additional statutory holiday, better vacation provisions and increased employer contributions to the dental plan.

PENSION GAINS

Pension gains include credit for all past service in the union and payment of union dues in the form of a pension benefit of 8.9% a month and a 30% increase in pensions on July 1, 1979 requiring that they have already retired and are receiving an IWA forest industry pension.

For forest industry executives are predicting a rise in market demand as well as prices.

The next contract and the state of the industry are of concern to the local Farm Labor Union of ILWU because its members handle much of the lumber destined for export.

Herman Pledges:

ILWU to Continue Farm Worker Aid

WASHINGTON, DC—Black leaders who met here last week to plan a strategy for dealing with what they perceive as a country-wide black backlash agreed that the solution must begin with a full employment policy.

"There was universal agreement on jobs," John E. Henning, executive secretary of the California Labor Federation, told the delegates that "having won the war of the past," it is time for all workers to join in a coalition to enhance their political muscle, and pledged continued AFL-CIO support for the Farm Workers.

ILWU GIFT

Local 34 Executive Board member Don Watson presented the convention with $500 on behalf of the San Francisco ILWU Ship Clerks and longshoremen in support of the UFW strike at Mt. Arbor Rose, near Delano, California.

The convention discussed some tough issues, including new attempts to bring back the controversial bracero program, abolished in 1965, the push for farm worker labor legislation, and proposals by the Carter Administration for legislation on undocumented aliens.

Bay Area Pensioners Award Scholarships

SAN FRANCISCO — The John Weinert Scholarship was given semi-annually to descendants of members, alive or deceased, of the ILWU San Francisco Bay Area Pensioners Club in the amount of $250 each to help them to attend a trade school, college or university of their choice.

The following awards were granted as of September 1, 1977.

1. Lyn Gustafson Irwin, granddaughter of ACU Labor Secretary Roy Marcos; grandson of George W. Parsons; Victor D. Roberts, grandson of Cessie Robert; Kenneth J. Schreiber, grandson of John Sorkoff; David Sylvia, grandson of Sherwood "Jim" Sylvia.
Private Enterprise in Big Trouble; Labor Needs New Allies, Says Henning

LOS ANGELES — "The private enterprise system is not working," declared John P. Henning, executive Secretary-Treasurer of the California Labor Federation, AFL-CIO, in a recent speech before the convention of the Oil, Chemical and Atomic Workers.

The system, Henning said, "is failing America and politicians in Washington and Sacramento are finding it beyond their capacities to repair that system."

"The private enterprise system is failing when, year after year in this nation, the richest nation in history, we are plagued by seven million or more jobless workers."

"The only time the private enterprise system in this nation gives us full employment is in times of war, or in the times of preparation for war, and we feel war is too high a price for a civilized nation to pay for the realization of full employment."

"I think, in 1977, we have seen the futility of giving unqualified faith to the Democratic Party as an instrument of social change and social progress."

WHAT TO DO?

"But we ask ourselves at this point in our political history, what can we do about the crisis?"

"We talk also of intensified political action. Well, I can think of no more expressive example of intensified political action by labor than the united and militant spirit we displayed before the elections of November 1976. But to what avail? To what purpose?"

"The political reality is this: The instrument of social change in this nation since the federal days of Franklin Roosevelt has been the Democratic Party but corporate America today has more influence on the Democratic Party than the trade union body, than the blacks, the browns, the consumers, environmentalists, and all the other social-oriented bodies of American life. They run the party."

"So again, we are asked, what is the liberal alternative, and in despair, sometimes we say there is none."

A NEW COALITION

"But this we can do. We can break the political power of corporate America. We can bend this private enterprise system to the needs of the working people of the country. But can we do it through the traditional means? No.

"However, if we can link them all together — the minority community, the consumer community, the environmental community — we can have within ourselves the sinews of success, the sinews of political independence, the sinews of social and economic progress for this nation.

"Without that alliance there is nothing to suggest that we can ever move from where we are today."

Seattle Unions Unite to Win Auto Shop Strike

SEATTLE—More than 500 marched here August 6 in support of members of Local 399 of the International Association of Machinists, who have been on strike since May 17 against auto dealers here. The dealers have refused to sit down and bargain.

"The march, by union men and women and community supporters, was sponsored by the Washington State Labor Council and King County Labor Council and the Automobile Trades Council."

"Joe Davis, president of the Washington State Labor Council, addressing the rally that followed the march, warned that employers are looking for the next union to start on, if they can break this one."

"Other speakers were Jim Bender, president, King County Labor Council, and Stan Jensen, NorthWest vice president of the Automotive Trades Council."

"Buttons were distributed saying "1 Marched—Aug. 6, 1977.

Lines extended around dealers' places like S. L. Savige, Westlake Chevrolet, William O. McKay and Frederick Cadillac, with union songs and cries of "Scab," and "Don't buy that car, they won't be able to fix it."

DEMANDS

"Besides the issue of saving the union, the strikers are asking for wage, health and welfare and pension increases. The employers have offered $1.67 over three years, including all above. If welfare costs go up, these would have to come from the same $1.67, according to the offer."

"Another crucial issue, is a guaranteed 40 hour workweek, which the union has the crisis?"

Job Security Is Key Issue in Longshoremen's Strike

YOKOHAMA, Japan — Longshoremen throughout the Pacific basin area are as concerned as ILWU members about the issue of job security as a result of the last decade's revolution in cargo-handling techniques, report Art Almeida, Local 13, Wilmington, and Willie Zenn, Local 10, San Francisco.

Almeida and Zenn recently attended a seminar on waterfront job security sponsored by the National Council of Dockworkers' Unions of Japan (Zankoku Kazan). The two ILWU delegates were named and authorized to attend by action of the ILWU's 22nd Biennial Convention last April.

Longshore union representatives from Australia, New Zealand and The Philippines also attended—longshore unionists from Fiji had to submit their report without sending a delegate, because their union was on strike at the time.

"The seminar was concluded with a joint declaration that "modernization of shipping and port facilities. . . shall not be permitted to threaten the employment of dock workers, but must provide for improved wages and working conditions, reduced working hours . . . and guaranteed adequate pension provisions."

"The delegates pledged to assist each other to these ends wherever possible, and to continue to promote friendly relations with one another."

FIJI REPORT

Among the more interesting of the reports was that sent in by Tanila Vatia, Industrial Officer of the Fiji Waterside Workers and Seamen's Union. Basic policy established by that union in 1975, Tanila wrote, was that except for one ship which was already operating between Fiji and New Zealand, "we shall boycott all other ships arriving in Fiji with more than 10% of their manifested cargo in containers."

"Because, the union concluded, would be too much for Fiji's "pocket-sized economy" to handle. "As it is, the present availability of cargoes passing through the port of Suva is insufficient to guarantee continuity of work even for a full week for the 500 men now presently registered . . . ."

"Permanently registered men in Fiji now average only about 35 hours per week. Hence, the union declared, "we can't go on when the larger ships arrive with 10% containers.""
presently employed by the stevedoring companies. Their unrest is derived from the structure of the Japanese stevedoring industry: while shippers and shippers are ranking in profits by utilizing modernized port facilities that are constructed and administered by central and local governments, direct employers of dockers are under the control of the shippers and shippers as their subsidiaries and have no financial basis themselves to cope with modernization of the transport system.

"They therefore shift their burden upon dockers they employ. Under these circumstances, the status of dock workers employed by individual enterprises is financially influenced directly by the volume of cargo handled or economic fluctuation, etc. Their employment is unstable and their living unestablished so long as their employers are governors by shareholders or presidents and the latter keep on endeavoring their responsibility for them."

Over the last few years, dock workers have made some progress toward achieving "stabilization of employment and democratization of port administration. However, the weakness of the Japanese

ILWU has taken to deal with the problems faced by Japanese longshoremen. It has sponsored a seminar in Yokohama July 4-6 were organized and developed against employer - trade unionism—has for years prevented a creation of dock workers. "We think that this seminar was extremely useful," they concluded. "The effort, specifically the transfer of men from low -work conditions, poor working conditions, virtually no dock workers' training, low productivity, no efficient standards, no amenities, inadequate health, welfare and safety provisions and, as a consequence, a poor quality of life."

As a result of a study conducted in 1975, the Marcos government established in May, 1977 a tri-partite Philippine Port Labor Council to develop a joint administration to take responsibility for a whole range of problems dealing with the "hard core" dockers. Philippine longshoremen are represented by the Associated Workers Union, organized in 1936. ILWU and Zenn emphasized positive steps the ILWU has taken to deal with the problems of poor working conditions. Specifically, they recollected the development of the Pay Guarantee Plan and recent efforts to correct its defects.

They also reported on the program developed by the recent April longshoremen's pact to protect the job security, wages and conditions of West Coast dockworkers, specifically the last year's efforts by men from low-wage port opportunities.

"We think that this seminar was extremely fruitful," Oca said. "The effects may not be directly measurable, but we have everything to gain by continuing fraternal relations and exchanging information with unions in other nations having similar problems, especially in the Pacific area."

"Our hosts were extremely gracious and the facilities were excellent. We want to thank the ILWU membership for sending us to the seminar, and we hope that this information we've brought back will enable them to see their own situation in a broader perspective."

"Most Notorious" Stevens Firm for Flouting Labor Law

WASHINGTON—DC—One of the nation's biggestail, unionized textile manufacturers, J. P. Stevens & Co., has been held in contempt of court for engaging in "massive violations of its employees' rights" at six plants in two southern states.

A panel of three federal judges on the US Court of Appeals in New York in a recent resolution of the Brisbane Trades and Labor Council, declaring that "the seeing - unionism's claim is a claim for the independent rights of Australian workers to organize, negotiate, and be protected against malfeasance from multinational companies, and is in accord with the best principles of Australia's independence from overseas monopolists."

American Flag Liner

PORTLAND—The Santa Mercedes, first American flag liner to call at this port in many years, arrived September 15 for Puget Sound and Canadian ports before beginning a 55-day cruise to South America.

Originally designed to carry bananas from a number of Pacific Ocean countries, the vessel now carries both passengers and cargo.
Good Spirits Bring Out Labor Day Sun

2,000 Attend Local 50 Picnic At Cullaby Lake

ASTORIA—It turned out to be one of the most fabulous picnics ever hosted by Local 50 at Labor Day. And one of the best attended.

But in the beginning, no one except members of the arrangements committee, headed by Bruce Long, Local 50, their families and a few other hardy souls planned to go.

Rain had fallen for a week on the North Coast. Picnic "regulars" from Portland and Vancouver spoke of the weather reports. Rain, showers, rain! "More than an inch of rain fell on Astoria Sunday," said the Oregonian.

At Local 50, there was no thought of calling off the annual event. Members of the arrangements committee, undeterred by weather predictions, drove out to Cullaby Lake, set up for a picnic and the weather cooperated. They set up a tent, a huge circus-like tent. The tents gleamed in the bright sunshine, and the rain turned to a gentle drizzle. Thechairs and tables, set up five weeks in advance, were covered with large plaid blankets and waterproofed. The tables were set with their finest china, silver and crystal, and the pick pic blankets were adorned with ferns. The sky was bright blue, and the trees seemed to be waving "Hello!"

Cable car and ear of corn seem interchangeable.

Local 12 Picnic
'A Fantastic Success'

NORTH BEND—Local 12's Labor Day Picnic drew 600 people to Tagman Park on Eel Lake.

Robert Colet, arrangements committee chairman, termed it a "fantastic success." The menu featured barbecued salmon, barbecued beef and barbecued ham, fresh corn on the cob, and pop and ice cream for the kids. Entertainment included a horseshoe contest, sack races, swimming in the lake, and a turkey drawing with $100 for the first prize, a hand and dancing.

A second barbecue for members of the arrangements committee was held Septem ber 7 at the Coleten home. Committee members included Wally Robbins, Chuck Forbera, Mrs. Eugene Bailey, Mr. and Mrs. Montgomery, Mike Glover, Dave Mosher, Gary and Marlene Kamazita, Mr. and Mrs. Joe Armstrong, George Atman and others. Colet reported that another picnic is planned before the good weather ends.

LOCAL 6 Patc at Vyepa

SAN FRANCISCO—Local ILWU warehouse Local 6 members at Bayfair of America Inc. have recently signed a new three-year contract tying all wages and conditions to the Northern California master agreement. They also won a guarantee that all increases in wages, benefits, pensions, vacations, holidays and other benefits in the 1979 area negotiations would apply to their house. The negotiations were conducted by BA Don Ruth and steward Jerry Peters.

Former State Rep Seized In Nuclear Sub Protest

BANGOR, WA. — Former Oregon State Rep. Howard Williams was one of 38 persons arrested for trespass during a peaceful demonstration at the Trident Nuclear Submarine base recently.

Williams, a member of the Oregon Legislature from 1961 until 1977 and Chaplain of the House during six of those years, gave the invocation at the Federated Auxiliary Biennial Convention, June 14, in Portland.

Clara Fambro, elected Vice-President for Oregon at the convention, said the auxiliaries adopted a resolution opposing the construction of Trident four years ago, in Torrance, California. "It was sponsored by the Seattle ILWU and passed. It called out that each Trident would cost $2.5 billion."

She called Williams "one of the most con scious people I've ever known on the sub ject of human rights and human need."

Some 200 people took part in the demon stration here, coming by bus from the Fellowship of Reconciliation's annual meeting at Seaback. Williams, a member of the Fellowship, reportedly was climbing over the wire fence surrounding the base, when he was seized and taken to the Tu ron Dona City Jail, where he was held for 24 hours.

If found guilty of the trespass charge, Williams and the other 37 could be fined $500 each and sentenced to serve one month to six months in jail. He is 74.

Ernest R. Baker, Portland, President of the PCPA and a lobbyist at Salem for the CRDC during most of Williams' years in the legislature, said Williams had "one of the best, if not the best voting records for labor and the people he ever represented."

"The thought of holding a man of his moral calibre and religious convictions in jail is monstrous!"

Against Neutron Warheads

EUGENE—Fourth District Congressman Jim Weaver said at a recent conference here he "will lead" the fight in the US House of Representatives against funding to build neutron warheads, bombs which kill people by radiation but leave buildings and other property undestroyed.

He commended Sen. Mark Hatfield for taking the same stance in the Senate.

Organize!

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 write or telephone information to one of the following. An ILWU staff member will be happy to help.

Northwest Regional Office
G. Johnny Parks, Regional Director
405 N.W. 18th Ave.
Portland, Ore. 97239
Phone: (503) 223-1955

Seattle Area
John Bubukov, Organizer
2612 Lawan
Black Diamond, Wash. 98010
Phone: (206) 884-1239

Canadian Area Office
Craig Pritchet, Regional Director
661 E. Hastings St.
Vancouver, B. C.
Phone: (604) 254-8141

Southern Regional Office
Donald Wright, Regional Director
5625 S. Figueras St.
Los Angeles, Ca 90037

Bottle and can of corn since inter changeable.

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Coors Sales Slip in California
As Labor Boycott Takes Hold

SAN FRANCISCO — The impact of the national labor boycott, as measured by APL-CIO Brewery Workers Local 366 in response to the firm's unfair labor practice charges, is clearly reflected in the statistics released this week by the United States Brewers Association. They show Coors beer losing ground in California.

Coors sales dropped 33.7% in June in California when compared to June of 1976. This was the first drop since the boycott was launched in 1974. In addition, Coors has been forced to make concessions in California and Coors in California in June, the data disclosed.

released this week by the United States Brewer's Association, which shows Coors been endorsed by the national AFL-CIO, by refusing to buy Coors beer, the union has caused Coors beer losing ground in California.

As Labor Boycott Takes Hold

The statistics show that although Coors beer had dominated the California beer market, it has now been overtaken by its competitor, Busch. Local 366 sold 31.1% of the beer consumed in California and Coors only 29.1 percent.

Anheuser Busch, which sells Budweiser, Michelob and Busch Bavarian beer, sold 46.2% of the beer in California in June while Coors sales dropped to 33.2%.

The boycott of Coors beer, which was banned by the national APL-CIO, was initiated in July 1974 when the plant April 5 to protest unfair labor tactics by the employer and its anti-human rights stance.

In endorsing the nationwide boycott, the national APL-CIO describes Coors Company for unfair labor practices.

The National Labor Relations Board charged the company with distributing to its workers materials that contained "substantial misrepresentation of the changes in the seniority rights and the production and maintenance employment..." and engaging in "discredit, undermine and subvert the union and to disrupt its status as the bargaining representative of the employees.

Coors' labor boycott in California were heartened by the statistics and said they would continue to plan to steam up the "Don't buy Coors beer" effort.

Calling on all Americans to join the boycott in support of buying Coors beer, the Council said:

"The demands of the company for the contract, right to have a worker to take a so-called lie detector test or to submit to personal checks on the living habits of the workers. This perversor constitutes a gross violation of human dignity.

"The local union acceded to this demand, Coors workers would lose the rights guaranteed by the Bill of Rights the moment they stepped on Coors property.

"Coors adds, but Coors has learned the hard way that other repressive contract changes which would eliminate seniority and shift assignments, job bidding, layoffs and recalls, could force Coors workers the protection of seniority and job protection spellwise change of a worker's investment in his job."

"Coors also seeks to wipe out gains in shift differentials and premium pay for weekends which were won by the local union many years ago," the Council charged.

Late April the union won a major victory when the National Labor Relations Board filed complaints against the Adolph Coors Company for unfair labor practices.

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Coors' boycotters in California were heartened by the statistics and said they would continue to plan to steam up the "Don't buy Coors beer" effort.

"There can be no doubt that Coors has sought to strip its employees of their human rights.

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"Coors also seeks to wipe out gains in shift differentials and premium pay for weekends which were won by the local union many years ago," the Council charged.

Late April the union won a major victory when the National Labor Relations Board filed complaints against the Adolph Coors Company for unfair labor practices.

The NLRB charged the company with distributing to its workers materials that contained "substantial misrepresentation of the changes in the seniority rights and the production and maintenance employment..." and engaging in "discredit, undermine and subvert the union and to disrupt its status as the bargaining representative of the employees.

Coors' boycotters in California were heartened by the statistics and said they would continue to plan to steam up the "Don't buy Coors beer" effort.

"There can be no doubt that Coors has sought to strip its employees of their human rights.

"We will hold firm in defense of these rights and call upon others to participate in this movement and in the public at large—to call attention to the fact that on attack on the rights of some is an attack on the rights of all.

"This strike can be won against the company, which is attempting to maintain control by hiring strikebreakers, if the public expresses its support of the strikers by a massive boycott of Coors beer. Support our right and you will have FULL USE COORS BEER."
...With Clusters!

Union Busting Pays Off

ROANOKE RAPIDS, N.C.—A study of "the economics of unfair labor prac-
tices by employers" has documented what many proponents of labor law reform have said for years: It’s cheaper for employers to break the law than obey it.

B. R. Skelton, a professor of economics at Clemson University in Clemson, S. C., told a House subcommittee considering labor law reform legislation: "The inescapable conclusion . . . is simple. If the benefits from a certain action are greater than the costs, that action will be pursued by a firm. Since the potential benefit from engaging in unfair labor practices appears to exceed the costs to the violator, unfair labor practices occur."

Skelton told the subcommittee that "not only do (employer) violations (of the law) cost little or nothing, but expected benefits can be great."

In arriving at his conclusion, Skelton said union-won benefits of only five cents per hour will cost an employer about $104 a year. If a firm has 16,000 em-
ployees, that adds up to over $1 million a year in labor costs alone.

"If it costs a firm an additional $1 million per year for the employee economic package with a union," Skelton said, "it will benefit the firm that amount to avoid the union. In other words, if the firm is profit motivated only and totally indifferent as to method, it would pay that firm to spend money to fight the union organizing effort."

The House subcommittee on labor-management relations heard Skelton’s presentation during a hearing held on H.R. 818, the Labor Law Reform Act of 1977.

Some elements of the Act would make it more expensive for cost-conscious employers to violate the law, but Skelton warned that "no matter what the costs in the way of penalties and/or remedies, some firms are going to continue to vi-
olate the Act. For them the benefit to avoid a union is almost infinite," Skelton said.

Skelton told the subcommittee the study reflected his own views and not those of Clemson University.

Vital Signs

Buying Power Slips Again

Workers’ buying power suffered another decline in July, even though the rise in consumer prices was held to a relatively moderate four-tenths of 1 percent, the Bu-
reau of Labor Statistics reported.

The average rank-and-file production worker’s real spendable income — take-
home pay expressed in 1967 dollars — edged down one-tenth of 1 percent on a seasonally adjusted basis over the month due to the higher cost of living and a shorter average work week, BLS said.

A married worker with three depend-
ents is now able to purchase in 1977 what could have been purchased for $100 ten years earlier.

Hawaiian Convention

HONOLULU — ILWU Local 142 will hold its Thirteenth Biennial Convention at the Waikiki Sheraton, September 19-24.

Several hundred rank-and-file dele-
eges, elected from the units, will be on hand as well as all four filled Intern-
tional officers. The Convention will be covered in full in the next issue of The Dispatch.

Book Review

Personal Book Title Story of How Asian Workers Built US


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