Ducommun Workers Look to a Secure Future as Members of ILWU Local 26

LOS ANGELES — A 12-year-old non-union tradition quietly ended last month as workers at the Ducommun Metals warehouse here voted by a margin of 85-56 for collective bargaining representation by ILWU Local 36.

Ducommun management held off unionization for many years by convincing its workers that organization was unnecessary. Wages were relatively high, benefits kept pace with those at union shops, and a profit sharing plan made many workers identify their own interest with the company's.

In-plant relationships were extremely friendly. The employees at Ducommun were, and remain, a highly skilled and efficient work force, and supervisors treated them respectfully. "In the old days," says 18-year veteran Frank Double day, "this place was run by Charlie Ducommun and the family. Everyone knew him on a first-name basis, and he knew everyone else. You could take any problem to the office and get satisfaction."

COMPANY'S ATTITUDE CHANGES

But by 1970, Ducommun had become a huge, modern corporation with plants and subsidiaries all over the country, and Charlie Ducommun stopped coming around. Management responsibilities were delegated and the change was felt immediately on the warehouse floor.

"It got to where we just had no communication," says committee man James Hefner. "They would change our benefit plans, like life or medical insurance, without telling us. Then, when we'd start talking about a union, they'd call special meetings and tell us what was going on, but it was clear that they had forgotten all about the people who were making the money for them.

Several unions made organizing efforts in the last few years. The ILWU tried on three separate occasions, the Teamsters and Auto Workers each took a crack at Ducommun. But either the time or the approach wasn't right. Many of the older workers, in particular, were afraid of losing all the equity that they had built up in the profit sharing program.

WAGES FALL BEHIND

Still, the votes were getting closer. Wages were falling behind the levels reached by unionized steel houses in the area as well as behind a Teamster-organized Ducommum facility in Northern California. "The medical benefit was 10 years behind the times," says Hefner. Increasing automation also introduced the shadow of job insecurity for the first time.

Finally, in December 1978 the company announced that the Christmas bonus, usually the equivalent of a full week's wages reached by unionized steel houses in the area as well as behind a Teamster-organized Ducommum facility in Northern California. "The medical benefit was 10 years behind the times," says Hefner. Increasing automation also introduced the shadow of job insecurity for the first time.

FIRST MEETING

The workers at Ducommum first approached the ILWU because they had learned to respect it during previous organizing efforts. The organizing campaign itself, conducted over a 40-day period beginning in late October was conducted fairly and lawfully on both sides. Ducommum declined to use the increasingly fashionable techniques of stalling the election, or playing with its employees' minds. Both sides simply presented their case, and the workforce went decisively for the union.

The memorandum of settlement extends the collective agreement of May 30, 1975 one-year longshore contract by a 60% vote of the membership.

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BC Dockers Score with New Pact

VANCOUVER, B.C.—The membership of the ILWU Canadian Area accepted a new one-year-longshore contract by a 96% vote December 31, 1978.

The memorandum of settlement extends the collective agreement of May 30, 1975 to December 31, 1978. The only changes in the collective agreement are in monetary terms. Basic working conditions and grievance procedure remain the same.

The new contract, which runs from January 1, 1979, includes a wage increase of 9c an hour, an additional 3c an hour employee-contribution to the welfare fund, a $250,000 employer contribution to the pension fund, and a 3c per hour contribution to the supplementary unemployment fund, to a cap of $700,000, with interest to be returned.

The package submitted to the anti-inflation board for approval, however, was rejected. The basic rate will go up by 4c an hour. When the AIB approves the rest of the package everything else will be refractive.

Two contract caucuses were held by the union. The first on November 21 and 22, to formulate a program and the second on December 5, to consider the terms of a settlement brought back by the negotiating committee. Caucus delegates voted 85% in favor of the settlement.

HARD FACTS

The hard cold fact that the membership had learned to respect was that the company was losing money at 8.9% and that it was higher this November than last October. According to the ILWU, all the government would allow was a 4% increase in the wage bill.

Canadian area ILWU members escaped the first year of the wage controls imposed by Prime Minister Trudeau in October, 1975, but were caught in the second, and third year of the control program when wage increases were limited to 4% and 4% respectively.

Last year the Canadian area negotiated a one-year contract providing for a 6% increase, which was within the guidelines and consequently approved by the anti-inflation board. This year the wage increase was limited to 4%.

The wage controls program of the federal government will be phased out beginning May 14, 1978, with a monetary ceiling of $7,250,000. The ILWU, like other unions will have to negotiate a new contract next April with no wage controls imposed by the government.

The working seminar is aimed at improving the effectiveness of ILWU members serving as trustees of such plans. It will feature sessions on fund administration, federal legislation governing pensions and similar problems of a technical nature.
**How US Cash Props Up Apartheid Regime**

The week after the United Nations imposed an economic embargo of South Africa, newspapers and television stations around the world described the embargo as the latest in a string of sanctions against the apartheid regime. But while the embargo may have been the most dramatic, and perhaps the most symbolic, of the sanctions imposed, it is far from the only measure that is aimed at isolating South Africa.

The embargo, which was imposed by a UN Security Council resolution, is designed to cut off South Africa's access to critical imports and to force the regime to change its policies. But while the embargo may have been the most dramatic, it is far from the only measure that is aimed at isolating South Africa.

In fact, the embargo is just one of a number of measures that are aimed at isolating South Africa. These include a ban on the sale of arms to South Africa, a ban on the sale of nuclear technology, and a ban on the sale of gold.

**South Africa Resolution**

The following statement of policy was presented to the International Longshoremen's and Warehousemen's Union (ILWU) at its 22nd Biennial Convention meeting in Seattle, Wash., on December 21, 1976.

The last two years have been momentous ones in Southern Africa: the winning of independence by Mozambique and Angola, the student uprisings in South Africa, and the intensification of guerrilla warfare in Rhodesia (Zimbabwe) have all proven that the days are over in which a rational solution can be found for the problem of South Africa. The black South Africans are setting up new political and economic structures, and are building an alternative society.

For years, the US government has supported the apartheid regime in South Africa. This support has consisted of military and economic aid, as well as political and diplomatic support. But the US government has also provided economic aid to South Africa in the form of low-interest loans and investment incentives.

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Local 142 Pine Workers Focus on Cash

NOW'S the Time To Catch Up

HONOLULU—ILWU Local 142 Pineapple workers yesterday employed the threat of a new contract November 18. The agreement expires January 31.

Negotiating spokesman Tommy Trask says the union will "concentrate on a substantial increase in the pension formula," which puts money in the pocket, including pensions. The industry is doing very well, the Port of Portland is expanding, and now is the time to get money items resolved.

This was the general line agreed to in the September pineapple caucus.

INFLATION HURTS

Port leaders, ILWU agree on safety changes

PORTLAND—The Port of Portland and ILWU Locals 8 and 40 have agreed to "various operational changes" to improve productivity and safety, including equipment and transpacific lane pavement repairs, and correction of traffic signs on the docks.

A joint release noted that a "communications program, including two-way radio on the docks," had been studied and would be submitted to the Port Commission in January.

The release said safety lines had been installed on the shoreside of container decks and passageways to prevent crew and longshoremen from walking under moving containers, and quoted an ILWU spokesman as saying this represented "a major improvement."

An assistant port director of terminal operations informed the Port of Portland's "generally lower container loading production rate since other ports" was due to its "last port of call status on the Pacific Coast."

This was later released, "to Portland's advantage" that shippers have more time to assemble their cargoes before vessels leave for the Orient, "but it also means that we are adding to the load ships already partially loaded and that takes more time than loading an empty ship."

SPEED CONTAINER FLOW

However, the release said, changes have been made to "speed container flow," through separating containers not yet scheduled for loading from those ready to be loaded, so crane operators won't have to "dig for containers which is a discouraging activity and a loss of production."

The questionnaire, which has been sent to the homes of all longshoremen, clerks and walking bosses, asks for specific rank-and-file item negotiations. This is the first step in the division's preparations for the negotiation of a new contract.

PENSION DEMANDS

Pension demands would raise the minimum monthly benefit from $6 to $10 per year of service and eliminate the 35 year maximum. Also:

• Interim benefit "bridge" for the period of retirement between age 62 and 65.
• Company to make full payment of medical premiums.
• Pensioners to continue in company housing.

• Regulars to be credited with years spent as an intermittent or non-regular.
• DeMario of DeMario cannery is chairman of the union negotiating committee.
• Norm Muraskas of Maui Land & Pine cannery is secretary.

Mutual Aid Wins Strong Pacts at Hutchison & Sons

WILMINGTON—New two-year contracts at Wm. Hutchison & Sons, an industrial tank cleaner, have been ratified by a secret ballot of members of ILWU warehouse Local 26, Los Angeles and Local 6, San Francisco.

The Local 36 agreement provides wage increases in excess of 10%, along with continuing in effect a cost-of-living adjustment with a maximum payment of 10% in the second year.

The Local 26, dental, health and welfare and prescription drug plans remain in effect, and an additional life insurance policy, to a maximum of $7,500, was negotiated.

Finally, the pension contributions were increased by an additional 10% per hour effective May 16, 1979, bringing the total contribution to 46% per hour.

The two-year agreement was ratified by a vote of 25-1 after Local 6 shut down this facility for two weeks in early December. Wages are improved by approximately 10% in the first year, and the area pension plan remains in effect. The Local also won management of health and welfare benefits, plus an additional $70 in wages in the second year of the contract.

The strike which began December 3 was successful largely because of the prestige of warehouse Local 26 and shipcapers Local 55, employed at the Hutchinson facility in Wilmington, respected picket lines established by Local 6 members. Members of ILWU shipcapers Local 2 also respected the Martinex picket line. "It would have been extremely difficult to have won this contract without this support," said International Secretary-Treasurer Curtis McLean.

The negotiating committee consisted of Bruce Barry, Bob Presslow, Business Agent Sonny Duvall, Local 6 Secretary-Treasurer LeRoy King and McLean.

Top Line Motor Home Workers Join Local 26

Los Angeles — Workers at Top Line Motor Home Equipment Company voted last month by a margin of 25-1 to join ILWU warehouse Local 26. The brief organizing campaign was conducted by the Southern California Regional Office, and resulted in Local 26's first entry into the motor home industry.
WASHINGTON, DC—On October 6, 1977 the House of Representatives voted overwhelmingly, 357-183, in favor of sweeping reforms of the National Labor Relations Act.

But for the nation's wage earners, it was really only a half-victory—for passage by one branch of Congress isn't enough. It takes two to tango. So until the Senate joins the House in approving Labor Law Reform, workers will have to continue their struggle.

In the wake of the House of Representatives' vote, widespread tributes was paid to the brave battling effort carried on by the cards, letters, and telegrams from the folks back home—the trade unionists and their allies around the country.

Now we'll have to be doing the same thing in the Senate. The Labor Law Reform bill may come up for a vote very early after Congress reconvenes about January 20, or it may be a couple of months later.

The precise schedule isn't known because it depends on whether the Senate takes it up before or after the Panama Canal treaties.

Wherever it is, union members who will be affected first by the law will have to hold on instead of for anti-union employers will have to be getting their message to the 100 members of the Senate. We can't take anything for granted, particularly when Senate has the right to an unlimited debate—call it " filibuster" if you will—to hold up action on a bill.

If, as union members and their Senate representatives will have to make it simple and clear what workers want— favorable approval of S. 1833—earliest possible time.

The labor law reform bill is designed to ensure the legal rights of workers to organize and bargain collectively by doing three things: speeding up National Labor Relations Board proceedings, removing administrative barriers, and giving workers relieved from the pressure and harassment caused by unfair laws at the hands of anti-union employers.

The bill deals exclusively with union representation elections and first contracts. It has nothing to do with existing collective bargaining relationships.

"Law-abiding employers and unions have reason to fear for their future," the way Secretary of Labor Bay Marshall expressed it. And corporate executives themselves have clearly given testimony that it would affect only 5% of the nation's employers—the 5% who repeatedly flout the law.

For that reason, it has been somewhat of a surprise that the respectable employers felt compelled to line up with the labor law reform bill in the consideration of the bill. But whatever the outcome of the bill will be to restore the principal labor law of the land to its former strength and dignity—and to the workers' needs of millions of union members, and millions of their fellow workers who truly desire to become union members. To become law, this bill must be approved by the Senate and the President— and that is the project that will occupy every working minute of our time during the next several months.

In conclusion, let us ask: When the Senate sends a card to a Senator and telling him we've had enough delay. The AFL-CIO Convention here last month listened to the ILWWs assistance during their convention of the ILWW's assistance during their convention of the ILWW's assistance during their convention of the ILWW's assistance during their convention of the ILWW's assistance during their convention of the ILWW's assistance during their convention.
OSHA Fights For its Right to Conduct Workplace Inspections

WASHINGTON — The federal government is battling before the Supreme Court to keep occupational safety and health inspections under attack by small businessmen.

The court recently listened to debate by Solicitor General Wade H. McCree, Jr., and counsel for Barlow's Inc. on whether the OSHA law violates constitutional bans against searches without warrants.

'The BARLOW CASE

Barlow Bill Barlow, president of Barlow's Inc., an Idaho plumbing and air conditioning installation company, rejected an inspection by OSHA on Sept. 11, 1976 on the grounds that it was illegal because he did not bida such an inspection without a warrant. The secretary of labor obtained a court order for the inspection, but Mr. Barlow appealed to a third-judge federal court which agreed on Jan. 20, 1976 that OSHA's warrantless inspections violate the fourth amendment.

Areas of commercial premises "routinely occupied by employees" do not carry the same privacy interest as a person's home, the solicitor general argued before the justices. He argued that just as crime or drug organizations may not be excluded from the work premises, so too many Congress au-
thorize safety inspections.

DIRE EMERGENCY

In fact, Mr. Barlow told Justice John Paul Stevens, Congress has authorized OSHA inspection to prevent workplace hazards that can cause explosions," Mr. Rigney said. A legal expert for the safety agency said that the presumption behind the alert was that at least some of the nation's other 17 million workplaces are in danger of a similar explosion. The government might then impose a similar danger. The Department of Labor, along with other Government agencies, is investigat-

ing the recent explosions, but the inquiries will not be completed for several weeks.

The agency said that a second alert might be issued with more specific instructions when the results of the investigations were available.

Meanwhile, however, the agency be-

lieved it necessary to call for immediate action to provide employers, employee safety committees, and labor unions information in connec-
tion with the alert.

The Brown proposals would change the

The conference is sponsored jointly by the Institute of Occupational Alcoholism and Drug Abuse, the Labor Management School, University of San Francisco, or call (415)

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The death of over 50 workers and the injury of scores more in grain elevator explosions in New Orleans and Galveston late last month serves as a reminder of the need for maintenance of strong safety programs at similar West Coast facilities where many ILWU members are employed.

Five ILWU members were killed in this grain elevator disaster in British Columbia in October, 1975.

Gulf Grain Elevator Disasters Recall Similar Tragedies on Coast

The fatal explosions killed 35 men at Continental Grain in New Orleans, on De-

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Some of the 212 merrymakers who attended the Columbia River Pensioners’ Memorial Association Christmas party aboard the River Queen on Dec. 14.

Columbia River Pensioners’ Blast

PORTLAND—More than 300 merrymakers attended the CRPA’s no-host dinner and Christmas party on the River Queen December 14.

Special guests included James A. Rainey, Astoria, secretary of the Local 50 Pensioners’ Club, and Mrs. Rainey; Area Welfare Director Art Ronne and Mrs. Ronne; Veva Phillips, Millwaukie, First vice-president of the Federated Auxiliaries; J. K. Stranahan, editor of the Local 40 RECAP, and Mrs. Stranahan.

CRPMA President Fred Brown served as master of ceremonies. With him at the head table were Dinner Committee Chairmen John Streiff and Mrs. Streiff; Bud Hyden and Mrs. Hyden, who were in charge again this year of the Christmas basket program (a total of 46 baskets were delivered); Ernest E. Baker, a past president of the PCPA; and Mrs. Brown.

The Stranahans were introduced as a “union couple always there when needed.” Another couple who came in for verbal bouquets were the Bob Coffeys. The latter represented the Local 40 auxiliary when the regular secretary, Ernest E. Baker, was absent from that post due to the illness of his wife.

Dinner speaker Ernie Baker, touched on some past problems with the waterfront, and urged retired members of Locals 8, 40 and 92 to support the active members in struggles that may lie ahead.

Joe Werner, 81, drew warm applause when he recalled that when he came on the waterfront, a longshoreman was an outcast . . . riding the street car down to the docks, people looked down on you if you carried a cargo hook in your pocket!

“Today, because of gains made that have helped all labor, we have gained recognition and community respect.”

The dinner and speeches were followed by a program of songs and music, with Jean Ronne, a professional musician at the piano, and a retired longshoreman, Jim “Scotchy” Murray, singing old time favorites like Roamin’ in the Gloamin’.

Max Haube Retires

PETERSBURG, Alaska—Max L. Haube, secretary-treasurer of ILWU warehouse Local 26, has announced his retirement after 22 years as an ILWU official.

Haube served as secretary-treasurer of the old ILWU cannery workers Local 25 between 1965 and 1969 and became secretary-treasurer of Local 32 in 1969.

Haube was also an official with the United Cannery Workers (UCWAFA), as early as 1939 and was secretary-treasurer of the Alaska Marine District Cannery Workers.

Next Dispatcher Deadline—January 20

ILWU Tour Bus Drivers Continue to Enjoy Highest Wages in Hawaii

HONOLULU—ILWU tour drivers picked a welcome chuckle last Friday night. They got retroactive pay back to April 19 through under settlement of an opening in the current agreement which expires next March 31.

The wage opening was settled with increases ranging from 4.5c to 4.7c an hour, in two steps—the big chunk effective April 1977, the smaller percentage October 1, 1977.

This means that ILWU members continue to be the highest paid tour drivers in the State, with 15c an hour more than Wall-as.

This rate is $6.90 plus tips which are as important as wages.

BAFFLING ISSUES

Negotiations, which began in March, were prolonged while the union tried to resolve internal disagreements about how seniority could be applied in a way that would benefit the majority.

There were several baffling issues. Senior employees argued that they were entitled to preference in scheduling and work opportunity. Others pointed out that this would result in many regular workers falling behind.

Oregon ILWU History

PORTLAND—Ernest E. Baker, secretary of the Columbia River Pensioners Association, former president of the CRPA and a former lobbyist at Salem for the CRDC, has written a history of the ILWU in the Columbia River area.

According to the current issue of Local 40’s RECAP, “it is a well researched volume, based on local union minutes, and causes Novus and many other documents, plus numerous interviews with brethren who played a role in building this union.”

A copyright has been applied for, and “it is hoped the manuscript will find a publisher and be made available to the rank and file, labor, students and the general public.”

Dockers, Widows On Pension List

SAN FRANCISCO—Following is the January, 1978 list of dockworkers retired from various ILWU-PMA plans:

Local 4, Vancouver: Richard Mettner; Local 8, Portland: Herbert Cape; Frank Haube, Arch; Local 10, San Francisco: Stanley Mosqueda, John Haube, John McGowan, (Frank, Local 94); Jessie McGowan, Frank Drayton, Harold Finch; Local 12, North Bend: James Garrison.


Local 25, Anacortes: John Betty; Local 24, San Francisco: Wallace Leong, Raymond Yee, Local 56, Shemin; Arthur Burker, Lawrence Faught; Local 91, San Francisco: David Gonzales; Local 92, Portland: Robert Kline; Local 94, Wilmington: George Pufid, William; Local 32, Seattle: A. W. Fairweather, Howard Smith.

*The widows are: Dona Ashmore, (Larry, Local 94); Betty McInerney, (James, Local 57); Bertha Baas, (John, Local 13); Belle Blair, (Virgil, Local 94); Ollie Ollie, (Harry, Local 91); Olga Eck, (Ture, Local 10); Marguerite Bass, (Howard Smith, (Oscar, Local 19); Dorothy Williams, Baron Witham; Local 92, Tacoma: Robert Braden, Local 24, Aberdeen: Glen Curtis, Walter Heikkinen.

Local 9 Organizing Plan

Local 9 has established a five-member organizing committee. Those serving on the committee will meet at least once a week. They are:

Scotty Haube, the senior member;和

George Haube, a longshoreman who will attend two classes per week on the “Do’s and don’ts of organizing” to be taught by organizer John Bukoskey and Local 9 Business Agent Mike Firth.

These interested members of the committee should call the union office or come by the hall for an application.

CHINESE PLAY — This is a scene from the second show at the Oregon Coast of which bay area ILWU members were invited to attend March 4 beginning at 6:00 p.m. The cost of $10.50 includes the cost of the play and a traditional Chinese banquet. The pro-proceeds will benefit the Youth Educa- tion and Career Development Fund of the Church. For information, contact Viv- ian Yee, 720 Washington Street, San Francisco, 94108, (415) 982-6116.
Caucus delegates.

Both Kinney and Vaux were selected as Mackner, Pete Krolloen and Art Mink. An 18-man nis. The 3 other caucus delegates are Phil Lelli, Jim Norton and J. Johnson.

Rees, Deck: V. Weed; Crane: Evan Barker and R. Skiffington.

Also voted in were 2 LRC men—James Rees, Deck: V. Weed; Crane: Evan Barker and R. Skiffington. The two dispatchers are: president, Joe Jakovac (reelected); secretary-treasurer, Eugene Bailey (reelected); and vice president, Bill Armstrong.

Local 19, Seattle

The final election returns for this local show Dick Moors as president and Ray Reinhardt as vice-president. Del Castle is secretary-treasurer. Dale Kellogg is president of Sam Rosenberg and night shift is B. DeLa (also on Puget Sound Council). LRC men are Jerry Bert and Henry Lunde. The three trustees are: Robert Cranston, Ron Lew, and R. W. Lichtenwald. CRDC delegates are Jim Fout, Mike St Cyr, R. W. Lichtenwald and C. E. Moore. Also elected are six caucus delegates and the 25 executive board members.

Local 12, North Bend

The results of the membership vote of December for officers for the coming year are: president, Joe Jakovac (reelected); secretary-treasurer, Eugene Bailey (reelected); and vice president, Bill Armstrong.

LRC men are: Lou Brock, John Jaehnig and David Mosher (Mosher’s term started July 1, 1977 and will run through June 30, 1978.) Alternate is Nip Montgomery. The relief dispatcher and relief secretary treasurer for this year is Larry Winger.

Local 19, Tacoma

New officials for this year are: president, John E. Johnson (reelected); vice president, Wayne Canada; secretary-treasurer, James Carey; treasurer, Rodger Skiffington. The two dispatchers are Fred A. Miller and Lawrence DePuy. The two LRC men are: R. A. Fox, P. Caso, E. F. Kedalla and Tio Bemson (also dock safety committee).

Representing the area labor relations will be: Ed Donald (also on Puget Sound Council). LRC men are: Jerry Bert and Henry Lunde. The three trustees are: Robert Cranston, Ron Lew, and R. W. Lichtenwald. CRDC delegates are Jim Fout, Mike St Cyr, R. W. Lichtenwald and C. E. Moore. Also elected are six caucus delegates and the 25 executive board members.

Local 21 Pensioners

The auxiliary donated $50 to “help strike威海s out this bewhiskered range over 2,000 but some danger lurks on sea otters in many years appeared off our heard, its numbers were estimated to have been on the rise. Before and after the turn of the century they were on a serious de-cline, their numbers reduced to a few hun-dred or so. Today, thanks to hard work by all scheme of nature and it’s heartening to the horizon with the serious depletion of dangerous wildlife species are making a come-back; here’s a rundown:

GRAY WHALES. Stocks of these enormous mammals which measure from 30 to 40 feet down the back at maturity, have been on the rise. Before and after the turn of the century they were on a serious de-cline, their numbers reduced to a few hun-dred or so. Today, thanks to hard work by all scheme of nature and it’s heartening to see the sea otter. (also on Puget Sound Council). LRC men are: Lou Brock, John Jaehnig and David Mosher (Mosher’s term started July 1, 1977 and will run through June 30, 1978.) Alternate is Nip Montgomery. The relief dispatcher and relief secretary treasurer for this year is Larry Winger.

Local 19, Seattle

The final election returns for this local show Dick Moors as president and Ray Reinhardt as vice-president. Del Castle is secretary-treasurer. Dale Kellogg is president of Sam Rosenberg and night shift is B. DeLa (also on Puget Sound Council). LRC men are Jerry Bert and Henry Lunde. The three trustees are: Robert Cranston, Ron Lew, and R. W. Lichtenwald. CRDC delegates are Jim Fout, Mike St Cyr, R. W. Lichtenwald and C. E. Moore. Also elected are six caucus delegates and the 25 executive board members.

Local 12, North Bend

The results of the membership vote of December for officers for the coming year are: president, Joe Jakovac (reelected); secretary-treasurer, Eugene Bailey (reelected); and vice president, Bill Armstrong.

LRC men are: Lou Brock, John Jaehnig and David Mosher (Mosher’s term started July 1, 1977 and will run through June 30, 1978.) Alternate is Nip Montgomery. The relief dispatcher and relief secretary treasurer for this year is Larry Winger.

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WANGINGTON, D.C.—The social security amendments that President Carter signed into law on December 20 would keep the balance of the Social Security and Federal Retirement Programs in the black for decades to come, according to a technical analysis prepared by the Office of Management and Budget.

To avert a projected deficit and to pay for the Social Security Amendments of 1980, Congress took these actions:

- Changed the formula for computing retirement benefits to remit a technical flaw in a 1972 amendment to the social security law. The recalculation would have been compounded over the years had it left uncorrected.

The new formula is intended to assure that the average worker will get a retirement benefit equal to 42% of pre-retirement wages, with cost-of-living protection after 1982.

- Raised both the payroll tax rate and the maximum income subject to the social security tax. The levels were previously scheduled for the years 1978 to 2030.

- Cut the maximum tax on $10,000 a year which will have a $1.35 a week more deduction for the years ahead to pay for previous improvements in the law.

- Over the coming decade, the new legislation which will result in a relatively modest additional increase in the payroll tax above the amounts previously scheduled for persons earning under $20,000 a year. But a bigger extra hit will come off the paychecks of persons in upper income brackets, largely because the amount of pay subject to the tax will be significantly higher.

Thus, in 1982, the person earning $10,000 a year will have $1.35 a week more deduction for social security. The amount kept by the Social Security Administration will be $40,000 a year will pay an additional $16.30 a week.

- For persons earning more than that, those with higher incomes will be building a bigger future retirement and will have greater insurance protection while employed.

EMPLOYER'S SHARE

The employer share of the social security tax will go up by the same amount, but the net cost will be less since business firms can deduct the cost of social security taxes while workers are taxed on their full incomes, including the amount taken out for social security.

At the White House signing ceremony for the bill, President Carter said the income tax reductions that he will propose to Congress in January will offset the higher payroll tax burden that workers will incur.

Carter predicted that the new legislation will assure the soundness of the social security system through the year 2030.

New Bill Will Keep Social Security Afloat

The following table compares total annual social security taxes scheduled under the old law and under the amendments signed into law by President Carter December 30 for workers at various wage levels.

<table>
<thead>
<tr>
<th>Earnings</th>
<th>Old Law</th>
<th>New Law</th>
</tr>
</thead>
<tbody>
<tr>
<td>$10,000</td>
<td>$8,050</td>
<td>$8,300</td>
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<td>$12,750</td>
</tr>
<tr>
<td>$40,000</td>
<td>$18,400</td>
<td>$18,740</td>
</tr>
</tbody>
</table>

Projections that far into the future involve estimates of such variables as the birth rate over the next decades, unemployment levels and trends toward earlier or later retirement.

The issue of earnings after retirement emerged as one of the more controversial elements of the bill as it moved through Congress.

Under the old law, persons between the ages of 45 and 72 could draw full social security benefits only if their earnings were under $3,000 a year. Above that amount, benefits would be reduced by $1 for each $2 in earnings. After age 72, there was no restriction on earnings.

The theory of an earnings limit is social security is intended to provide last income due to retirement, not as an automatic to be paid on a reduced scale. It would require a substantial increase in the payroll tax to eliminate the retirement earnings limit, as the House initially voted to do.

The final version raises the ceiling on outside earnings to $6,000 for 1978, and then by $500 a year to $6,000 in 1983. There is a limit on how far it will rise in line with the increase in average wages.

Also, starting in 1982, there will be no limit on earnings for persons aged 70 and over. While the ceiling has been set at a relatively low level in the past, it is expected that workers, who will have been married in order to qualify for social security benefits on the basis of a spouse's earnings.