We call for full diplomatic recognition in the ILWU Constitution, this will be the last issue of The Dispatcher for 1978. The next issue will appear January 12, dead-line is January 8.

**Mineral Changes in Guidelines**

WASHINGTON, DC—The Carter administration, as expected, the changes include two major modifications and a number of minor ones that don’t alter the basic thrust of the President’s program. “We’re still talking about the same program,” says anti-inflation chief Albert Kahn.

One of the significant revisions tightens the profit margin under the price standard by placing a ceiling on the actual profit increase in dollars a company can experience and still be in compliance.

**FRINGE CHANGES**

The other major change eases the wage standard marginally by counting only part of the cost of maintaining health benefits as part of the existing limit of 7% on increases, while discounting entirely the cost of maintaining — not improving — pension benefits.

Nothing the government has announced changes the basic price standard which calls on companies to keep their price increases in the year ahead at least 3% below the average annual price increase in 1976 and 1977. The basic pay guideline remains 7%, but the Carter program changes in its liberalized treatment of fringe benefits means that actual increases could average “as high as 7.2%” under the program.

**MAINTENANCE COSTS**

The initial standards counted all increases for fringe benefits against the overall 7% ceiling, whether or not these increases produced an improvement in those costs.

The revised standards still require charging an increase due to an expansion of benefits against the 7% ceiling, but they have been liberalized to permit:

- The counting of only the first 7% of health care cost increases not attributable to broader benefits, with amounts of such increases above that level not chargeable against the 7%.
- No charging of pension program cost increases due to legal requirements, such as additional funding burdens imposed by federal pension legislation, or to actual requirements, against the 7%.

**ILWU Stand on China**

The ILWU reaffirms its stand in favor of elimination of restrictions on free trade between the United States and the People’s Republic of China. The union also reiterates its opposition to the two-China policy.

“We call for full diplomatic recognition by the US of the People’s Republic of China. The US is long overdue to recognize political reality,” says President James Herman.

**Holiday Greetings from ILWU Officers and Staff**

DENVER — “I’m not going to hang my people on a clothesline to dry and wither. There may be a confrontation,” says Al Grouspiron, President of the Oil, Chemical and Atomic Workers (OCAW) who is leading his union in the first major set of negotiations since President Carter announced his “voluntary” 7% wage guideline.

“I’m going to negotiate (the membership’s program),” he adds. “I have no responsibility to negotiate a voluntary program of Mr. Carter. We’re not going to do anything about that.”

The ILWU support to the President’s program was “voluntary,” and it has already taken a strong position in opposition to “the guidelines approach to inflation.”

OCAW members have improved their position considerably since 1966 when the base rate in the industry was only $3.02 per hour. The straight-time hourly rate is $8.02. “Our wages are good, no question. But we want them to stay good,” Grouspiron said.

The OCAW membership has already adopted by a 9:1 vote a bargaining program which calls for a two-year contract with substantial wage increases and other improvements, particularly in the health and welfare area.

HONOLULU—Negotiations for a new agreement between ILWU Local 142 and the Hawaiian Sugar Industry began December 6. Higher wages—to protect living standards—top the list of ILWU proposals.

After a two hour session at the Hawaii Employers Council to explain Union proposals, talks were recessed until early January, while employers prepare a response.

The current agreement expires January 31, 1979. Just before negotiations began, ILWU International President James Herman told reporters that the Union is “optimistic” that an agreement can be reached.

ILWU Hawaii Regional Director Tommy Trask, who will head the Union’s negotiating team, added that “ILWU is committed to the collective bargaining process. Unless the industry ducks behind guidelines or some other fraudulent criteria, we ought to be able to work things out.”

Meanwhile, as they always do, Union members on the plantations are mobilizing and collecting medical plan payments three months in advance, “just in case.”

The newspapers are off-target when they say we are talking tough,” Herman said.

**RESPONSIBLE MEMBERS**

“We are simply being responsible to our members when we say that we refuse and won’t be bound by any wage-price guidelines which would prevent us from meeting the special problems of sugar workers.”

“We know the industry has problems, and we have been helping on those at the workplace and in Congress. It is our members who are the real victims of the industry’s problems of low prices for sugar and inflated prices for everything else.”

“As to guidelines,” Herman says, “we just can’t go along with President Carter when he tries to make the workers scapegoat for inflation, because they are really its customers.”
**New Drive for RTW Hit**

In accordance with action taken by the International Executive Board, meeting in Long Beach, November 9-13, the ILWU International Officers have issued the following statement opposing the efforts to pass "right-to-work" legislation in New Mexico and elsewhere.

"Right-to-work laws are a menace to working people and to their unions. When they are permitted to take effect they have the result of dramatically depressing workers' living standards. Although the voters of Missouri recently received the bad news that such a proposal at the polls, the threat that other states will pass similar legislation remains strong. Employers of course will be the major beneficiaries of such laws for that union is forced to operate in an area of which the ILWU is now trying to organize a labor fair as one way to inform the public of this.

The committee's efforts also are concentra-

trated on stopping the repeal of Section 14(b) of the Taft-Hartley act, which al-

ows states to enact right-to-work laws.

Missouri organized the committee in 1955. Despite its failure earlier this year in New Mexico is now trying to make peo-

ple aware of the latest batch of lies spread by the NRWC.

New Mexico has no unionized labor as Missouri—only 12% of its population is unionized and only 40% of that actually has an agreement with a union. However, a similar coalition of labor and community groups in New Mexico is now trying to make peo-

ple aware of the latest batch of lies spread by the NRWC.

New Mexico workers defeat Right-

to-Work amendment as a full-em-

ployment plan.

A list-minute coalition of blacks, femi-

nists, environmentalists, farmers, and re-

ligious, community and labor organizations in Missouri defeated the measure by a 3-2

margin. Missouri's right-to-work amendment as a full-emp-

loyment plan.

The ILWU will do everything possible to assist the labor movement and its allies in New Mexico and elsewhere. They comprise a labor fair as one way to inform the public of this. They are the National Right-to-Work Legal Defense Foundation, Inc., a tax-exempt arm of the National Right-to-Work Committee, which are extremist right-wing organiza-

tions.

The NRWC's main method of propa-

ganda is direct mail, which flows in such high volume that the committee has a large postal zip code. The NRWC publishes an eight-page newsletter, and last year it started the "Right-To-Work Digest," circ-

ulating to more than 7,000 state legisla-

tors and governors. It bears no resemblance to genuine public officials and party chairmen.

Working in tandem with the committee is the National Right-to-Work Legal De-

fense Foundation, Inc., a tax-exempt arm of the committee that specializes in litiga-

tion, as opposed to publicity and lobbying. The committee's efforts also are concen-

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ployment plan.
Plans Proceed For Boycott at Chile, Nicaragua

WASHINGTON, DC—Labor leaders from North and South America will meet at AFL-CIO headquarters January 8 to draw up final plans for a trade boycott against Chile and Nicaragua.

The Inter-American Organization of Workers (ORIT), of which the AFL-CIO is a member, voted last month to lead a boycott of these nations because of "systematic, repeated violations of trade union rights and human rights."

The AFL-CIO’s primary boycott weapon would be for dockworkers to refuse to load or unload ships carrying goods to or from those countries. Thomas W. Gleason, president of the International Longshoremen’s Association, supports the boycott. The ILWU has been on record in favor of such action.

The ORIT has also called for a boycott of Cuba. But an American union boycott would have scant impact on Cuba, which is still the subject of a government-sanctioned trade embargo. But Chile and Nicaragua have substantial trade with the United States.

Urge Pardon for Last Member of Wilmington 10

SAN FRANCISCO — ILWU Secretary-Treasurer Curtis McClain sent letters of protest this week to President Carter and to North Carolina Governor James Hunt, urging the pardon and release from prison of the Reverend Ben Chavis, the last Wilmington 10 defendant still in custody.

“Our review of the facts in the case,” said McClain, “convinces us that Reverend Chavis is the victim of a gross miscarriage of justice, falsely convicted of a crime he did not commit.”

Chavis was a civil rights activist charged with the fire-bombing of a Wilmington, NC grocery store in 1971 during a time of racial disorder. Last month the Justice Department asked a federal judge to overturn the conviction, which the Department said was based on inflammatory and irrelevant testimony by non-witnesses and the subsequently recanted testimony by one eyewitness.

Local 6 Wins Printing Ink Pact

SAN LEANDRO, Calif.—ILWU Warehouse Local 6 and US Printing Ink ratted a three-year contract last week, calling for a $1.65 hourly increase over the term of the agreement. Health and Welfare and personal leave will follow the area contract and will include whatever fringe improvement the area contract, in negotiation this year.

The settlement also includes a cash payment of $130 to each of the 14 employees, 13 paid holidays, 7 days of sick leave and cash payment for unused sick leave, extended vacations for senior employees and a number of other improvement measures. Business Agent Pat Heide negotiated the contract along with committee members Daniel Schobe a Bruce Parker.

ILWU Testifies for Reduced Military $ 

LOS ANGELES — “The war economy is costing us jobs, feeding inflation and taking away from our national security,” said Luisa Gratz, president and legisla- tive representative of the ILWU Southern California District Council, in testimony before a Senate Committee on Defense, Spending and Economic Conversion, November 29.

Gratz said that the US has the ability to decrease the world 40 times over, so continued war production is meaningless in contrast to the need for peacetime production and jobs. She cited the $1 bil- lion spent for the B-1 bomber, which she said will generate only 55,000 jobs, where- as the same amount spent for mass trans- it would create 80,000 jobs.

Big Win for ILWU Oregon Fish Workers

EMPRISE Ore.—A contract victory with tremendous poten- tial for future organizing in fish was chalked up November 30 when Local 42 reached agreement with Peterson’s Seafood, ending an 18-weeks’ strike.

The new agreement is retroactive to August 1, 1978, and will run until August 1, 1979. It provides for a 25-30% increase in wages, higher in some instances where the scale was unbelievably low, reports Joe Jakovac, president of Local 12, who served as chairman of the fish workers’ negotiating committee.

The contract also establishes a model hospital and medical plan, and provides for improved vacation schedules.

The old contract expired last August. The fish workers hit the bricks October 7 when it became apparent negotiations were deadlocked. They returned to work December 1, after ratifying the new agreement by an overwhelming majority vote.

“They ran their strike in a dignified manner, and came out of it with a good, strong union, something they didn’t have before,” Jakovac said.

The local presently has 60 members, but Jakovac expects in the next two years “there will be 200 workers in the plant,” and turnover and expansion and on a year-round basis. “You can process bottom fish any time of the year.

“This organizing potential is enhanced by the fact we won a good contract, better than any in existence in the Oregon-Northern California area.”

Aiding Jakovac in negotiations were Beverly Sandine and Marvella Long, both of Local 52; Larry Wingert and John Jaehling, also of Local 12.

Local 6 Strikes Merchants’ Ice

SAN FRANCISCO—Some 250 years’ worth of seniority at Merchants Ice and Cold Storage was summarily dumped here on December 1 when 24 Local 6 mem- bers, some with seniority going back to 1941, were notified at 1 p.m. that at 4:30 they were out of a job as the company went on strike.

While Assistant Steward Lancaster Park- er called the union office, Business Agents Al Lannom and Don Ruth immediately went to the plant and called a stopwork meeting, resulting in an unfair labor prac- tice strike which went into full swing on Monday, December 4, and which continued at The Dispatcher deadline.

The story begins some time back when Merchants Ice went into receivership due to financial problems. Local 6 and warehouse workers continued to work uncertain of what the next day might bring.

In October, Merchants was to be sold, but needed court approval. Business Agent Henry McKnight coordinated a campaign which resulted in Judge Ira Brown refus- ing to okay the sale. A reprise had been secured, and union members continued loading and unloading frozen meat and other perishables in and out of sub-freez- ing lockers.

SNEAK PLAY

On November 29, company attorneys, without notice to the union or the em- ployees, and without informing Judge Francis Mayer to approve the sale, with specific instructions that the “Re- ceiver shall remove his employees from the premises.”

New owner Ron Dreischbach arrived the morning of December 4, but found some 130 Local 6 members — Merchants Ice em- ployees assisted by the Hiring Hall and other concerned members — standing in front of the gates with picket signs. But Dreischbach told Local 6 executive officers Keith Hickman and Lefroy King, the West Bay business agent, and stewards Parker and Davis Jones, that he intended to open with a contract from another union.

At The Dispatcher deadline the strike continues Local 6 has filed unfair labor practices before the National Labor Relations Board. The company has gotten a temporary restraining order from Judge Mayer and talks continue.
**Bakke Fallout**

It has been announced that the Supreme Court will consider a case in which a white employee is challenging an affirmative action program instituted by Kaiser Aluminum Company and the United Steelworkers Union on the ground that such a program, designed to overcome the effects of past discrimination against minorities and women, violates his rights.

**BACKGROUND**

The difficulty posed is seen in a recent decision in the Bakke case, which dealt with this problem, not in the field of employment, but in education. In that case (Regents of University of California v. Bakke), the Supreme Court sustained a faculty appointment on June 24, 1978, on the ground that the facts were that in 1970, after the University of California Medical School at Davis had been in existence for two years, it was clear that there were very few, if any, minority applicants. In order to remedy this situation, the school set up a special admissions program to recruit minority students.

This program, provided, in essence, that of the 100 slots open to applicants each year, 16 were to be reserved for "diversity groups," the concept of which was turned out, meant non-whites. Bakke did not qualify for one of the remaining 84 slots, but some of these admitted under the special program had lower overall scores than he did. He filed suit against the University to admit him to the Medical School, claiming that its failure to do so was an act of racial discrimination.

Without reviewing the history of the case in the lower courts, it is enough to note here that the United States Supreme Court, although ordering Bakke's admission, none-the-less held that the concept of "race" could be taken into account as a factor in the allocation of limited resources. The extent of the difficulty of the issue is seen in the fact that four members of the court pointed out that Bakke could have been admitted if he had applied for and that four other members of the court plan one (also Powell) voted that "race" could be taken into account. The difficulty is further evidenced by the fact that six separate and distinct opinions on various phases of the case were written. Obviously, the last word in this is yet to be said.

**ATTACK ON EQUALITY**

The Bakke decision has, as the Steelworkers case evidentiated, an attack on the fight for racial equality. Under the name of "reverse discrimination," white workers have attacked affirmative action programs which seek to train and upgrade women and minorities on the ground that such activity discrimi-nates against whites. Up until last week, the unions were in the lower courts and decisions went in various directions. With the Supreme Court agreeing to review the Steelworkers case, we may have some definitive statement concerning these problems in the area of employment.

**But whatever the outcome of these cases, it is not the policy of this Union to divide workers on the basis of skin color, white and black or brown, men against women. In this University, as in all others, we are against all discrimination on account of race, sex, creed, politics, etc. We intend to keep it that way.**

**Repression Wave in Guatemala**

SAN FRANCISCO—A leading Guatemalan trade union member was arrested by ILWU International headquarters last week, with a disturbing report of stepped up repression of workers in that Central American nation.

According to Miguel Angel Albiarez, a member of the Committee for Trade Union Unity, Guatemalan workers enjoyed a brief decade of democratic government, which the board has found Stevens guilty in various cases, all but one of the board's decisions went in various directions. With the Supreme Court agreeing to review the Steelworkers case, we may have some definitive statement concerning these problems in the area of employment.

**HITS Unions, Benefits Multinationals**

And at least one of the companies, says union lawyer Ronald Rosenberg, has in-formed its striking employees that signing a contract with them that exceeds the wage standard would subject the company to "severe penalties," presumably the loss of federal contracts. Some of the West Coast pulp and paper companies involved are Weyerhaeuser, Crown-Zellerbach, Boise Cascade and Georgia-Pacific.

What's most disturbing to the union is that 25% of the plants in the industry and either the AWPP or the United Paperworkers International have already signed agreements, some of which are now con-sidered to be in violation.

**NY Newspapers Back on Stands**

NEW YORK—The New York Times and the Daily News resumed publication on November 3 after the resolution of disputes with Presmen's Local 2 and other striking newspaper unions that had shut down publication of the two major dailies for 18 days.

The two unions struck New York city's three major newspapers on August 9 after the publishers unilaterally posted new provisions work rules in an effort to re-duce manning costs. The New York Post resumed publication on October 5 after promising its unions it would abide by whatever terms the Times and News accepted.

Under the Presmen's six-year settle-ment, the two papers have agreed to hire all at new newspapers are guaran-teed through March 1984, while the paper-ners are entitled to reduce manning levels through attrition and to reduce over-time payments.

Three-year contracts with the News-paper Guild, Paperhandlers, Machinists, Typographers, and Stereotypers provide weekly pay increases of $23 in the first and second years and $22 in the third. Presmen also receive $50 over three years and may reopen negotiations on wages in April 1981.

J. P. Stevens GUILTY AGAIN

WASHINGTON, DC—The National Labor Relations Board last week ordered that J.P. Stevens was guilty of bad-faith bargaining with unionized employees at the textile firm's Roanoke Rapids, NC, plant.

The decision marked the 16th case in which the board has found Stevens guilty of labor law violations in its bitter 13-year fight to prevent the Amalgamated Clothing and Textile Workers Union from organizing the company's plants. In the 15 previous cases, all but one of the board's decisions were subsequently upheld by federal ap-peals courts.

Stevens is the nation's second largest textile company, with about 88 plants that employ 65,000 people. The New York-based company quickly moved to appeal yesterday's decision in a federal appeals court in Richmond, Va.

The board's decision is the latest chap-ter in an ongoing dispute dating back to 1965 at Roanoke Rapids, where Stevens employ-ed 3,000 workers at seven plants.

**Proposed Merger**

International executive boards of the Retail Clerks and the Meat Cutters have directed their merger committees to "pro-ceed as rapidly as practical" toward merger.

The two unions said they are in agree-ment "on all major principles" and have "substantially completed merger docu-ments." Clerks' President William H. Wynn would head the new 1.6 million mem-ber union, the parties said.
Standards Won in 30 Years of Struggle

They own homes, cars and refrigerators. They go on vacations. They can see the company. They are respected members of society. They are no longer treated like slaves. They no longer have to work overtime pay and seniority—benefits most workers in grade 1 are paid $4.59 per hour, and skilled carpenters were making $5.20 an hour. They had no job security. Inadequate medical protection was provided at the option of individual companies. Most workers had no pensions. Some workers could look forward to benefits of $15-20 per month, paid holidays, overtime pay and seniority—benefits most workers might have taken for granted today—were pipe dreams.

A BETTER PLACE

But over the next 30 years, finally united, workers who were driven from their homes, arrested and even killed. The workers who were not properly sub-divided in terms of skill. They were divided into eleven separate labor grades. Field workers in grade 1 are paid $4.59 per hour; lift drivers, lab analysts and irrigators in grade 5 are paid $5.20; skilled maintenance men in grade 11 are paid $6.00 per hour.

Some Pensions: The current plan, which expires January 31, provides minimum benefits of $8.50 per month per year of service up to 35 years and an additional $4.25 for each year thereafter. In addition, these plan provides for monthly new hires, paid vacations, of 24 weeks.

Stock: Sick pay: The plan provides for up to 60 days per year at a rate of $2.30 per day, plus $55 per week at 55%.

Health and Welfare: Complete pre-paid plans covering hospitalization and drugs for regular workers and their family members, pensioners and spouses, with annual money dues.

Job Security: Language under several sections of the current agreements provides strong job security protection. Workers are first of all protected by seniority in layoffs and reassignment. They must receive 90 days notice or pay if laid off because of technological or operational changes. If laid off because of reductions in the workforce, they must get first crack at any vacant positions. The workers are entitled to eight days severance pay per year of service if they do not go to work elsewhere in the industry. There is a voluntary unretired early retirement option, plus a bridge benefit to age 62, in the event of reduction in the workforce. Sales workers are also protected against reductions in the workforce.

Local 142 members have fought hard and sacrificed a great deal for the conditions they now enjoy today, and they also wish to see the Hawaii sugar industry survive. They recognize that the sugar industry generates directly or indirectly, nearly 30,000 jobs on the Islands. They recognize that the collapse of the industry—a continuing threat ever since 1975 when the world market price of sugar dropped dramatically—would mean economic disaster for the entire state.

Indeed, in recent years the tremendous profits produced by the planters, allowed the Big 5 to branch out and become multinational corporations—often exhibiting a rather cavalier attitude toward the fate of the sugar workers who made it all possible.

But the ILWU has continued to work in the state legislature to protect sugar land and keep agriculture strong. With assistance from the International and from a coalition of other unions, Local 142 has also worked hard in Congress for the passage of legislation to protect the huge sugar market from worldwide dumping of imports from countries where wages are a mere portion of what they are in Hawaii.

MUCH TO BE DONE

When prices hit a low point of 8c per pound in 1978 the union negotiated a short term agreement with no wage increase—while protecting existing benefits—and then played a vital role in winning federal price supports for the sugar industry and guaranteed profits in 1977 and 1978. And today, as legislative efforts to protect the industry continue, sugar specialists and even employer officials agree that the industry's fortunes will soon improve.

"While our members take considerable pride in the agreements they have been able to win over the years, there is still much that needs to be done to secure and improve the living and working conditions of Hawaii sugar workers," the ILWU International Executive Board said last month. "Negotiations to renew our sugar agreements will be complicated by the current 244 specific instances of safety and health law violations, indicating the injury-accident rate for Oct. 1 to Oct. 30, in which an employee was gravely injured, might have been cut. (See The Dispatcher, November 3.)

Schneider said that the maximum civil penalty per violation is $24. One of the six serious violations, two of which relate to the injury-accident:

• Not guarding head pulleys on a belt conveyor so that a worker could not be caught on a nip-point between the pulley and the belt (three instances).

Nearly all of the violations occurred in the refrigeration department. Only a few minor problems were found in the warehouse, where ILWU Local 6 has jurisdiction.

Reminder on Chemicals

New and hazardous chemicals are arriving on the docks every day. Longshore workers will have to watch the game by reading the labels and checking for leaks from the containers. Also check all containers for spilled or overflowing chemicals before shipment. If there are chemical hazards, make sure management has the correct protective gear (respirators, goggles, rubber gloves, or coveralls), and state the proper procedure for cleaning up any spills. (See PMA Safety Tip II in double, call your Business Agent.)

C&H Cited for Safety Violations

CROCKETT, Calif. — The California and Hawaiian Sugar Cane Labor Association said December 4 for 59 violations of safety and health laws during the calendar years 1977 and 1978. The violations during the calendar year 1977 and 1978. The violations were mainly in the C&H Hawaiian Sugar Company was cited on December 3.

Local 12, Coos Bay (chairman); George Kaye, Local 10, San Francisco; Pat Leonard, Local 13, Wilminton; Don Bone, Local 8, Portland; and Howard Fry, Local 9, Olympia.

Dock Safety Code Agreement Near

SAN FRANCISCO — The members of the committee charged with negotiating the collapse of the sugar industry continue to be the longshoremen to negotiate improvements in the Pacific Coast Marine Safety Code, have returned to the table that they are close to an agreement. They report that they have negotiated "an improved safety code, with new rules agreed to that cover many of the changes that occurred during the agreement negotiations."
NEW WATCHMEN.—The unusual thing about this photo of newly sworn-in members of ILWU watchmen's Local 75, San Francisco, is the presence of Loretta Thurling, front row, center; the first woman to be fully registered in the industry in California. Ms. Thurling came on the job as a casual last May after her husband, Joe McKeehan, passed away December 11. Also in front row are Leonard Retta and Joe Toth; in back row are Samuel P. Napier, Frank Defanti and John Day.

Local 40 Vets Share Some Laughs

PORTLAND — "O'Malley was a character who loved to [play cards]. He was working on a ship in Astoria—counting the fish that went aboard—he asked four longshoremen to take over the count while he went for coffee. Each of them came up with a different figure, of course. So the supercargo went looking for O'Malley and found him in the coffee shack — as he thought—playing poker. Asked to explain why, he said, "Well, as I was passing that table they dealt me a hand, and I picked it up only to see what kind of cards I would have held if I had been playing." The Executive Board must have been sympathetic; they only fined him $2.

This was just one of the many yarns spun December 10 at the 22nd Annual Pensioners Banquet sponsored by ILWU Local 40. More than 40 retirees, wives and widows attended the dinner. And after wards, Local 40 Secretary-BA Larry Clark, who was Master of Ceremonies, moved among the old-timers with a microphone, asking each one to recall a humorous incident from his years on the waterfront.

A LOOK AT '78

Clark also recapitulated the triumphs of the year, beginning with the negotiation of a "fine new coastwise contract" with gains for active members and pension increases. The MC read a telegram of greeting and best wishes from the International Officers, and introduced a number of special guests. They included Fred Brown, president of the Columbia River Pensioners' Memorial Assn., and Mrs. Brown; Ernest Baker, secretary of the CRPMA; Mabel Sickinger, widow of Mike Sickinger; Art Ronne, area director of the ILWU-PMA Benefit Fund; Dorothy Petrina, office secretary, and Dorothy Petrina, office secretary, and

Depressed? It's Time of Year

Nobody likes to admit it, but the holiday season is often a humbug. Oakland psychologist Dr. Michael Lerner points out that many working people feel "down, frustrated and depressed this time of year."

Lerner, director of the Institute for Labor and Mental Health, points out that most workers "have the same problems and heartaches around Christmas and New Year's as during the rest of the year, but now television and newspapers tell them they should be happy and that there's something wrong with them if they're not."

"In addition, working people of moderate means get promoted to spend more than they have. They get in debt over their heads. They work overtime, knock themselves out, and then feel exhausted and unappreciated if everyone around them isn't super-happy."

Lerner points out that this strain to keep up an image produces profound emotional stress. "Working people are made to feel they have failed if their incomes don't allow them to buy all the expensive gifts they see advertised, or if they don't get invited to lots of ex pensive parties. In short, they are pushed to feel it's their own fault if they're not rich."

TALK ABOUT IT

To counteract this yearly anxiety attack, Lerner suggests that those feeling the strain should talk about it with colleagues, neighbors and family. "They'll find they're not alone."

Dr. Lerner also suggests that people "who are really in need of having their former lives return to a normal state. With their families, they can make their own gifts, and that neighborhoods might work together to come up with a community organization and the schools to make Christmas a little less competi tive."

Finally, "if your kids tell you that they didn't get what they wanted, don't take it personally. TV has created such high expectations that almost anything in the real world would be inadequate."

Labor Took Lumps in 95th Congress...New Group Doesn't Look Any Better

WASHINGTON, DC — The last session of Congress, with a heavy liberal-democratic majority, proved among the most disappointing in memory. Good intentions aside, extremely high-powered, sophisticated and expensive lobbying by big business made the reform system fell two years ago.

The details of the defeats suffered in Congress in the last two years have been detailed in these pages. But a list of business victories is still impressive: they fil barked our labor law reform bill into the ground; they de-regulated natural gas; they got rid of an obscene "labor reform" bill which will almost exclusively benefit business and the upper middle class; they dragged out picketing and cargo interference; they passed on outrageous military budget.

The Ninety-Sixth Congress looks even worse, with business interests having the most to gain from the fact that only one out of every three eligible Americans voted – the lowest turnout since World War II. The only exceptions were in local contests—the labor movement brought out the crowd to defeat a right-to-work posi tional in Missouri and Philadephia re trieved Frank Rizzo with an 80% turnout.

BETTER MONEY CAN BUY

The big campaign spenders were elected to the US Senate in an overwhelming ma jority of states. Among the Senate million aires is Jesse Helms (R-NC), arch-prince of the new right, outspoken in opposition to labor, abortion, the Equal Rights Amendment, and the Panama Canal Treaty. Helms' main campaign theme was to attack his opponent as the choice of the "big labor bosses," to call for stronger measures against the Soviets, and to attack federal interference and govern ment spending.

Helms received 600,000 votes in North Carolina while his Democratic opponent, John Ingram, received 505,000. Helms paid close to $11 for each vote, and a whopping total of $6.7 million in campaign ex pense for re-election. In contrast, Ingram spent little more than $200,000, an average of only 66¢ per vote.

Extraordinary campaign expenditures of this kind could lead to legislation which would prohibit private campaign contribu tions and federal candidates from funding with the US Treasury. Obviously, not everyone feels that this is the solution to campaign funding in US elections. Meanwhile, when the 96th Congress con venes in January, there will be at least two new Congressional members welcomed to Washington.

WASHINGTON

NO MAJOR CHANGES

The AFL-CIO, UAW, and the Teamsters indicate that the recent elections resulted in no significant changes on labor's legislative front. The Low voter turn-out did not help labor's po sition in the upcoming 96th Congress. The vote of the small "liberal" majority on many labor-supporting issues will be even less dependable than in the 95th Congress.

In the House, Republicans picked up 12 seats. The Democratic majority now holds 250 seats to 109 GOP seats. Senate elec tions indicate that labor and "liberals" suffered a loss. The Republicans gained 3 seats in the Senate. The right-wing and conservative political organizations concentrated on defeating six "liberal" Demo crats with good labor-voting records; they succeeded in beating five of them: Haskell, Campbell, Sparkman, Hruska and Wagner.

The 96th Congress will seat 26 new Sen ators, which could mean a shift in US for eign policy. It is imperative that President Carter begin to vigorously organize support for labor and liberal causes. With the kind of effort put forward by the admin istration to secure the Panama Canal Treaty, the going will be easier in the Senate. At some point in this session, key roll call votes will establish the direction of this new Congress.

RESPECTIVES FOR NEW SESSION

Labor Reform will be re-introduced in the 96th Congress, and will receive the support of a large labor-citizen's coalition.

The Sugar Stabilization Act, which will be introduced, will be re-introduced, will be introduced. Efforts are being made at present to obtain support from the Caribbean countries.

Senator Edward M. Kennedy (D-Mass) will introduce a new comprehensive and secure bill that is agreeable to the entire labor movement and a broad people's coalition. He is presently holding a meeting around the country on this issue.

Efforts to cut back the wasteful military spending in the form of a transfer amendment and in direct cuts of military expenditure will need support for the SALT II agreements, which could face strong opposition in the Senate.

Legislation will be introduced to strengthen the watered-down Humphrey-Wadsworth Law. This and other actions will include specific aid to the unemployed.

The Longshore & Harborworkers' Compensation Act of 1972 will again come up for debate. Employers, attorneys and lobbyists. Legislation will be introduced to set federal standards to improve state workers' compensation systems.

Legislation will be introduced to weaken OSHA and safety regulations on the job.

A bill will be re-introduced which would help retired workers distribute their pensions. A bill was passed by both Houses last session, but the conference report got lost in the shuffle during the extended recess.

It is anticipated that Senator Edward Kennedy (D-Mass) will introduce the McGovern amendment to the Senate Judiciary Committee, will intro duce a grand jury. Similar legislation in the 96th Congress will be introduced in the House Judiciary Committee.

Ore. Pensioners Unite

PORTLAND — A drive to organize the senior citizens of Oregon under one banner is under way, according to Ernest E. Baker, Secretary of the Columbia River Pensioners Memorial Association, who reports that a convention to found such a coalition will be held at the Blunk Angus Restaurant in Salem, January 27, starting at 10 a.m.

Baker attended a preliminary meeting at Portland on December 11, when it was proposed that James Carbray, head of the National Council of Senior Citizens be invited to be the organization's chairman and adopted.

A proposal that the Oregon group affili ate with the NCSC will be before the convention.

The Oregon group will be an advocacy group. Objectives listed in announcements which were distributed included:

• Enactment of a national health care plan for all Americans.
• Lengthen the average life span to meet the special needs of Seniors.
• Abolish of any form of legislation in Salem and in Washington, DC for evaluation of its effect upon older Americans.
• The development of a member groups, when action is called for.

The CRPMA will elect delegates to attend the convention at its January meeting, Baker indicated. It will be held in the Longshore Hall at 1 p.m., January 19.
SAFETY—They got to see Disneyland, the Golden Gate Bridge and the wine country. They did all the things that normally are viewed only from the lunch bunch with the new Mayor of San Francisco.

Judge by the expressions on their faces, most of them were quite pleased with this visit. And they made it very clear they have not lost any enthusiasm for union work since mid-summer.

They received a similarly warm welcome in the world today, peace among nations. This can be possible if the union leaders work together to insure that the peace signs are made and not broken. This is a policy we in the ILWU feel to our hearts.

For some informal talks with Local 7's President. The Odessa Regional Council Secretary of the Odessa Regional Council bilingual Local 10 member Pete Dorskoff.

Local 6, San Francisco

In a run-off election held December 7, West Bay re-elected members re-elected in the officers. President, Richard A. Billeci; vice-president/business agent, Frank Billeci, Richard A. Billeci; secretary-treasurer, Joe T. Spagnoli. This is a policy we in the ILWU feel to our hearts.

Local 17, Sacramento

ILWU Warehouse Local 17 will hold a mail referendum election to select officers. Local 17 rank and file members are: trustees, William J. Dernbach, Howard L. Bowes; executive secretary, Anne L. Perry, (Clifford, Local 13); treasurer, Steve Fitterer, Harold C. Dillon; sergeant-at-arms, LRC men are Jim Sanders, (Perry, Local 12); Alta-gracia Uribe, (Pedro M., Local 13).

Local 10, Astoria: Annie L. Perry, (Clifford, Local 13); Lottie Cole, (Alex, Local 10); Gen- nifer Mosley, (Alton, Local 10); Frank Lazorisak, John Longdon and Wil- liam Bernet. Local 10 members re-elected with the help of bilingual Local 10 member Pete Dorskoff.

Dockers, Widows On Pension List

SAN FRANCISCO—Following is the December, 1978 listing of dockers' widows retired under various ILWU-FMA plans.


The widows are: Margaret Anderson, William (Local 9); Julia Barry, (Timber, Local 10); Doris E. Boardman, (William, Local 13); Lenora Bowen, (Harry, Lillian, Local 2); Victor Bragg, (George, Local 13); Cora Calvi, (Alton, Local 10); Lottie Cole, (Alex, Local 10); Gen- nievieve Cordova, (Mamie, Local 29); Dorothy Dernbach, (Raymond, Local 8); Zola M. Gilberth, (Millard, Local 13); Letitia Gunderson, (William, Local 50).

Mary Johnson, (Curtis, Local 10); Joan Riordan, (Alton, Local 10); Violet Macnaytis, (Walker, Local 8); Jennifer Garland, (Curtis, Local 10); Juanita Martinez, (Narario, Local 30); Annie L. Perry, (Clifford, Local 13); Hazel Grant, (Harry, Local 2); Linda, (Local 50); Lydiah Radia, (John F., Local 10); Laura E. Rubin, (Frank, Local 18); Lorene N. Sams, (William, Local 50); Nettie Schneidmeyer, (Harry, Local 10); Margaret H. Seabe, (Harry, Local 10); Bonnie Smith, (Robert, Local 21); Mary Summerville, (Frank, Local 18); Paula Tracey, (Harry, Local 10); gracia Urbe, (Pedro, Local, 13).

"Names in brackets are those of the local where the widow resides."

Stocker Sufffering

PORTLAND—Local 8 sent a Christmas greeting to Portland stockers, employees of the Pendleton Grain Growers Association, who have been on strike since December 15.

The elevator is near Hermiston on the upper Columbia.

WASHINGTN, DC—Record high bills could mean harsher winters for re- sidential customers who can’t afford to heat their homes.

Hardest hit by soaring home utility costs are the nation’s elderly, who have little money to spare from their Social Security checks to make ends meet on low, fixed incomes.

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Fight to Save Historic Mural

SAN FRANCISCO — In the last 30 years, Arthur Refregier's mural in the Buena Vista Annex Post Office has been altered by city authorities, covered with sheets by warehousemen, painted over by pickets and threatened with whitewash by an act of Congress.

Mysteriously, the controversial mural which depicts the history of California — including the 1934 San Francisco Maritime Strike — has survived and is in excellent condition. But its troubles aren't over, and the US Postal Service is planning to close the building and sell the valuable Mission Street property.

Emmy Lou Packard, a San Francisco artist, along with Refregier and ILWU activist Betty De Losada, persuaded the Landmarks Advisory Board to take the first step toward declaring the building a landmark. "But even that doesn't guarantee it won't be destroyed," said Packard.

WRITE A LETTER

She asks all ILWU members to write personal letters to the Landmarks Board and the US Postal Service at 100 Larkin Street, San Francisco 94109, stating why the annex and the mural should be saved.

Somewhere in the maze of skyscrapers, upstairs of special collections, the post office's light and air space. ROMA, the urban design firm now managing the area, suggests that even that portion of the city preserve the lobby area of the annex as a public museum and convert the vast back area of the annex into an open, landscaped plaza. The planning commission will consider the proposal in late January.

NO ROMANCE

Instead of promoting the glorious, romantic, folk-tale vision of California, Refregier chose to paint a realistic picture of the hardships and struggles of the people. He felt this approach was more accurate, more interesting, more dramatic.

As a result, the 27 panels that make up the mural combine to tell a larger, greater story. They portray the proud coast Indians, the conquistadores, monks, and goldminers. The mural goes on to detail the experience of working people, showing the building of missions, railroads, bridges and ships. The paintings include the persecution of the Chinese, and also the unity among workers of different races.

The panel entitled "The Waterfront—1934" shows the shape-up, and a union rally of whitecapped longshoremen on the bricks. The panel also depicts a medical service for the martyrs of Bloody Thursday, in the corner a headline says, "Strike Won."

Controversy surrounded the mural during the "red scare" of the late '60s and early '60s. The labor-hating Hearst press, superpatriots, and certain veteran organizations conducted a number of drives to erase the mural. Attacks centered on the incidents portrayed and the alleged "subversiveness" of the portrayal.

In 1947, even before it was completed, the mural was ordered by the Truman Administration, which forced the artist to remove the face of Franklin Roosevelt. And after the mural was unveiled, the strike panel was covered up by federal order from April to August 1948.

"IT was only an accident that the murals weren't painted out then," said Packard. "I just happened to read in a gossip column that they were going to be removed and we organized a picket line of warehousemen and artists."

"THE BRIDGES SCHOOL"

In 1953, Rep. Herbert Scudder tried to remove the mural through an act of Congress. "It's the Harry Bridges school of art," he complained. "It has no place in California history and California art."

Rep. John Shelley came to the rescue of the paintings, saying, "It's factual history. You can't change it." Nevertheless, a total of 922 changes were forced, says Packard.

"Some strange things I ask: why all this concern about an artist and his picture?" wrote Refregier in a 1971 letter to the ILWU. "I would say because you saw and recognized your own past struggle—on the walls of the post office."

The Facts Refute Minimum Wage Scare Stories

WASHINGTON, DC—Contrary to earlier business forecasts, overall employment has increased substantially to new heights as the new minimum wage floor took effect last January.

Even more startling is the sharp hike in teenage employment since the end of last year. Further evidence that the higher minimum wage did not discourage employers from new hiring.

Labor Department figures show an expansion of total national employment by 2.2 million jobs since December, including an increase of 2,000,000 jobs in retail trade.

After being a bitter campaign for a youth sub-minimum wage and against an increased federal wage floor at the end of last year, fast food giants forecasted that hundreds of thousands of teenagers would be "thrown out of work."

But April had changed their tune. Kentucky Fried Chicken, McDonald's and Hardee's representatives announced they had no intention of laying off their minimum wage workers.

The recent Labor Department statistics also prove wrong the Congressional testimony presented by the U.S. Chamber of Commerce last summer in opposition to the new minimum wage increase.

FAKE STATISTICS

AFL-CIO President George Meany recognized that testimony as fraudulent even then. "Further evidence that the higher minimum wage did not discourage employers from new hiring."

In its estimate of job loss because of an increased minimum, Meany said the Chamber — relied on the most extreme study it could find — a study disputed by other economists and belied by the repeated studies of the impact of minimum wage increases conducted by the Department of Labor in both Republican and Democratic administrations.

"They're the same old so-called fake statistical story wrong and Meany correct. June 1978 marked the first time in our history that the jobbale rate fell below 6 percent since October 1974, according to the Bureau of Labor Statistics."

Carter May Cut Minimum Wage

WASHINGTON, DC—The Carter Administration is considering asking Congress to postpone the January 1980 increase in the minimum wage or to let employers pay less than the minimum wage to teenagers, Administration officials said today.

The officials acknowledged that any attempt by Mr. Carter to win such legislation would run into heavy opposition from organized labor. But they said the prospects for passage in 1979 would be improved by public support for President Carter's campaign to check inflation.

The Council of Economic Advisers has calculated that creating a "subminimum" wage rate for teenagers might create up to 50,000 extra jobs over several years. However, Labor Secretary Ray Marshall, who is very much opposed to this proposal, has argued that the principal effect would be to induce employers to replace adults with teenagers.

The form such a proposal would probably take, officials said, would be to let the minimum wage for teenagers rise in January 1980 to $3.10 an hour from $2.90 while creating at that time a teenagers' "subminimum" at $2.90. Under 1977 legislation, the minimum wage, now $2.55, is scheduled to rise to $2.90 on Jan. 1, 1979, to $3.10 on Jan. 1, 1980, and to $3.35 on Jan. 1, 1981. (See related story, this page.)

ILWU Credit Unions Invite You to Join

ILWU credit unions in Northern and Southern California have moved into attractive new headquarters and invite members to come by for a visit.

The Southern California Credit Union is now located at 1344 North Avalon Boulevard, Wilmington. The San Francisco office is now at 2300 Fillmore Street, at the corner of Francisco at Fisherman's Wharf.

All ILWU credit unions have federal insurance of $100,000 for each account. "There are a variety of special certificates and accounts which will meet or beat any interest you are earning elsewhere," says Bob Sharp, manager of the northern California Credit Union.

For further information call your nearest ILWU credit union.

Investment Can't Keep Up With Prices

Wholesale prices rose sharply again in November, and businessmen expect that the capital spending in the first half of 1979 will be no faster than inflation, the government reported this week.

The Commerce Department said its index of producer prices for finished goods climbed 0.8% last month, with the greatest increases in non-food items.

The index, which has risen 0.9% in September and October, offers little hope of a decline in the inflation rate.

The report on capital spending came from the Commerce Department which said its most recent survey of business intentions indicates a 4.9% growth in spending for the first half of 1979. However, if you discount increases due to an inflation dollar, Commerce commented, what remains is "virtually no increase in real spending" during that period.

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