New Data Discredits Guidelines

WASHINGTON, DC—The credibility of President Carter's voluntary wage-price guidelines was eroding rapidly last week as government statistics revealed that the program was totally ineffective.

Prices increased in February at an annual rate of over 15%, the highest in four years. Profits, it was revealed, had surged by 36% in 1978, and were up 8.4% for the fourth quarter of 1978, compared to a similar period the year before.

Returning from the middle east, President Carter was reportedly huddled with advisors in an effort to cook up a new program, stopping short of mandatory wage-price controls. But the alternatives were few and far between. Tighter budget cuts are likely to alienate voter support that Carter needs for 1980, and further tightening of interest rates would bring on a too-sharp recession, advisors feared.

"How long will labor be willing to demonstrate restraint while prices are rising at a rate several points higher than the one at which we are asking labor to settle and while every indication is that profit reports are going to be extremely high in the months ahead?" asked Albert Kahn, chairman of the Council on Wage Price Stability.

More and more, Kahn added, the Carter Administration's voluntary 7% guideline "looks for the moment like a decline in real income."

In this environment, attention has settled on the negotiations between the Teamsters and the trucking industry for a new contract covering 300,000 over-the-road drivers. The negotiations are widely viewed as the first real test of the Carter Administration's ability to hold labor within the 7% guideline figure, an effort dealt a body blow by the recent inflation statistics.

As this issue of The Dispatcher went to press, talks, broken off after Teamsters and their employers had rejected one another's offers, had resumed in the presence of Wayne Horvitz, director of the Federal Mediation and Conciliation Service.

Dock Caucus Set

Following the ILWU 23rd Biennial Convention, the Longshore Division Caucus will convene on Monday, April 30, at the Islandia Hyatt House, 1441 Quivira Road, San Diego.

In those cases where a Local's caucus delegates differ from its convention delegates, credentials should be sent to the Coast Committee before April 9, 1979, otherwise convention credentials will serve for the caucus.

"Inasmuch as this is not a contract caucus, it provides us with an opportunity to review the work of the division for the last two years. Resolutions from the locals should be directed accordingly," the Coast Committee said in a letter to all dock locals.

Resolutions adopted at local membership meetings should be submitted in triplicate to this office before April 9. The rules adopted by the December, 1974 Caucus provide that resolutions may be submitted by the delegates up to 5:30 p.m. on the second day of the Caucus. No resolutions submitted after that deadline will be accepted for consideration except by unanimous vote of the delegates present.

Warehouse Year Begins

"Warehouse Year-1979" got off the ground March 10 when over 550 delegates from ILWU Local 6 and Local 17—some of whom are pictured here—got together to work out a solid set of demands for this year's Northern California master warehouse negotiations.

The current three-year ILWU-Teamster agreement with area warehouse employer associations expires June 1, and negotiations will begin next month, under the auspices of the ILWU-IBT Northern California Warehouse Council.

ILWU warehouse demands will include a large wage increase, a cost of living allowance with no "cap," improved hospital, medical and dental coverage, expanded pension benefits and provisions to protect employees at runaway shops.

Full report on convention, see page 5
'Mind Control' on the Job Investigated

WASHINGTON, D.C. — The House Subcommittee on Labor-Management Relations is beginning to look into the phenomenon of "mind control" in the workplace. With an eye toward future hearings, the subcommittee is gathering materials covering the substantial growth of psychological and sociological techniques used by management to control, condition and manipulate workers.

The subcommittee will study the use of polygraphs (lie-detectors) and wire-tapping; application forms and psychological tests that probe people's private relationships; and the use of consulting firms to keep secret sources.

These practices have already received legislative attention—the Senate Judiciary Committee has hearings later this month, sponsored by Birch Bay (D. Indiana), that would make it a misdemeanor for any employer to coerce an employee or job seeker to take a polygraph test. The bill proposes to give the federal courts the power to issue injunctions against polygraphs and to allow unions to bring suits with an employee's consent. A House Judiciary Subcommittee is presently considering a similar bill.

NEW DATA NEEDED

The extent to which lie-detector tests are becoming popular is not known. Estimates of 200,000 per year are quoted, but these figures are at least five years old. It is known that polygraphs are often used where management is worried about employee loyalty, or that the retail industry in general and in government security organizations.

Commercial polygraphs have been joined recently by another type of lie-detector, the Minnesota Multiphasic Inventory Test or MMPI, PSE, PSEs, are used like regular lie-detectors and in similar industries, but they have one alarming difference. Unlike the polygraph, which requires the cooperation of the subject, a PSE machine doesn't have to be attached to the interviewee, so it can be used with or without his or her knowledge. These tests are supposed to measure the "stress" in a person's voice. Better ask a series of questions (for example, "Have you stolen anything in the past ten years?") and the machine supposedly evaluates the level of "stress" (innocence or guilt) in the subject's response. Although professional polygraph operators and the CIA report that such tests are less than 35 percent effective, PSE tests are becoming popular.

There has also been some attention devoted to the growing use of personality tests and wire-tapping as "stress" indicators. These are used by employers is not known — application forms and psychological tests that probe personal relationships, and the use of consulting firms to keep secret sources.

KEEPPING UNIONS OUT

Another major concern is the rapid expanding and highly profitable business of management consultants, who have become significant in defining union organizations. Hired by firms facing unionization, these consultants advise management on how best to prevent or resist unionization. This is often used where management is worried about employee loyalty, or that the retail industry in general and in government security organizations.

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Late plant overwhelmingly ratified an existing contract, ending a long period of division and uncertainty in this ILWU Local 6 house. The mediocre first contract they finally worked for in recent years, it's a well-deserved victory.

Workers have been through in recent years, it's a well-deserved victory.

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Strikers May Collect Jobless Insurance

WASHINGTON — The Supreme Court, finally resolving a long-running dispute over whether strikers should be able to collect unemployment benefits, ruled that federal law leaves it up to individual states to decide the question.

The court voted six to three to uphold a federal law which provides that unemployed strikers among those eligible for jobless pay. In a series of cases over the past several years, the court has ruled that employers didn't have to pay union members during a strike, but it had been generally considered the unions could pay them.

The case arose when the AT&T units protested $49 million in jobless pay given to New York phone workers who struck for seven months in 1971 and 1972.

In this Dispatcher feature, ILWU attorney Wm. Leonard and his long-time partner, Mr. Maloney, comment on the case and the rank and file. An important word of caution — these articles will deal with raw data in its present state. They are not, and are not to be taken to be editorializing in any fashion or applying to any specific person in any specific situation.

In deciding in which a person has a legal problem it should be taken to do so that and to do so for the ILWU.

This is particularly true for persons outside the State of California. Members, Leonard and Maloney are licensed only in California.

Shipyard Strike Hits 2-Month Mark, Employers Hiring Permanent Scabs

NEWPORT NEWS, Va. — The steel workers at Newport News shipyard on Friday for the eighth straight week of their strike, successfully petitioned the company to hire back those workers who had filed for unemployment benefits. The strike is expected to last until May 15.

The shipyard employs about 1,000 workers, and the company contends the strike can be settled by taking the workers back to work.

They made it clear that they intend to carry out the strike as long as it lasts, and they expect that proportion to increase as soon as they process the 1,000 or so premarked ballots.

The company's refusal to bargain with the union was elected bargaining representative last year in a representation election a year ago in which the union was bargain- ing with the company, thus losing the union's right to a re-election.

On March 14 a meeting of the IWA Weyerhaeuser local was held in Portland. All of our locals were represented, according to IWA regional president Vernon Russell. They made it clear that they intend to fully support the struggle being waged by the 2,469 fellow workers against a com- pany which is one of the major employers in the Pacific Northwest.

The struggle is for the following:

"Many of our people," Russell said, "regard the company's recalcitrance as the opening shot in our own negotiations to open soon the next round of collective bargaining this year, and a lot of them want to return to work to that." I hope Weyerhaeuser is not join- ing the national trend toward union bust- ing." He speculated that if the dispute lasts much longer it might spread to Can- ada where most of the Weyerhaeuser stuff is also under IWA jurisdiction.

In the meantime members of AFWPP Local 1000 on strike against Menasha Paper Co., in North Bend, Oregon, since July 15 were slated to return to work March 21 after ratifying a three year contract.

What Price Pollution?

What does it cost to clean up the nation's water and air? For the Environmental Protection Agency and the President's Council on Environmental Quality.
OAKLAND—In what has become a traditional exercise in ILWU rank and file democracy, over 300 delegates elected from Northern California master contract warehouses engaged in a spirited exchange of ideas at the 34th Annual Constitutional and Contract Convention March 19 and came away united behind a strong set of contract demands.

The current eastern California master warehouse agreement expires June 1. Negotiations for a new contract will be conducted by the Northern California Warehouse Council, representing area ILWU and Teamster warehouse locals.

The delegates, representing members of warehouse Local 6 from all over the Bay Area, as well as from Local 17, Sacramento, voted to demand a hefty wage increase, greater job security and improved health, welfare and pension benefits in their next master agreement.

These demands evolved out of a solid day of serious effort on the part of delegates and union officers. They began work at 8:30 sharp in Goodman's Hall in Jack London Square following an invocation by Reverend Joseph Myller of the Whittington Temple Church of God in Christ and then were addressed by Oakland Mayor Lionel Wilson.

SOBERING REPORT

Local 6 President Keith Eickman opened the session with a sobering officers' report. He detailed the present general condition of the Union as "stable," but added that "organizing remains a priority issue of the ILWU." Many plants are going out of business, going bankrupt or moving their operation to other parts of the country or even to distant parts of California or the United States.

Seventeen companies have left Local 6 jurisdiction in the past year, reported Eickman, but "membership in the Union has basically stayed stationary" because "a number of plants have increased their number of employees." Winning elections in four new houses also helped soften the blow, he said.

Much of the work of the Union since last year's convention has been set up for a number of resolutions submitted by grassroots councils and officers agreed to seek a 75c-65c cost-of-living adjustment. The delegates also shooed "Aye" to proposals calling for improved hospital, medical and dental coverage, and expanded benefits for retirees, with particular emphasis on obtaining prescription drug coverage. New pension language would allow any member to retire after 30 years' service, regardless of age.

JOB SECURITY

To discourage companies from pulling out of a community and disrupting the livelihood of its workers, the delegates demanded that new sections on job security be added to the master agreement. These provisions would make it more expensive for a company to shut down its operations. The delegates approved demands that 180 days' notice prior to closing, increased severance pay, the right to transfer to another facility, extended fringe benefit coverage, and other such guarantees.

Also adopted were contract demands regarding sick leave, overtime, vacations, grievance procedures, funeral leave, maintenance work and job injuries.

Still to be considered are the attenda -appeal board and general and legislative resolutions. The General Executive Board, expanded to include the delegates, will hold a special meeting later in March to complete this unfinished business.

Herman reminded delegates and officers that they "must carefully assess the needs of our members, their priorities for bargaining, and their ability not just to mount a strike, but to mount a winning strike. Unless the employer is impressed by our unity, success is remote, if not impossible."

SUCCESS OF ALIANCE

McClain, who co-chairs the joint ILWU-IBT Northern California Warehouse Council with Teamster Local 853 Secretary-Treasurer Al Costa, pointed out the ILWU pay hikes have kept up well with inflation. He credited the ILWU-Teamster alliance with this success over the years.

Local 6 Secretary-Treasurer LeRoy King delivered the financial report for 1978 and proposed the 1979 budget, which the delegates approved. The budget committee recommended that there be no dues increase at the present time, and that the entire dues structure be examined after the master negotiations are completed.

When the time came to discuss contract demands, the delegates took to the floor to debate a large number of proposals. By the day's end, they had reached a decision on nearly all of the contract changes suggested by the officers and a large number of resolutions submitted by the membership.

There was relatively little debate over the wage proposal, as the rank and file representatives agreed to seek a 15c-45c-$65 annual wage increase over the life of the three-year contract, plus a no-cap cost-of-living allowance.

The delegates also shooed "Aye" to proposals calling for improved hospital, medical and dental coverage, and expanded benefits for retirees, with particular emphasis on obtaining prescription drug coverage. New pension language would allow any member to retire after 30 years' service, regardless of age.
ILLUSTRATION 1

So. Africa Attempts to Buy Goodwill Exposed as Major Scandal Erups

JOHANNESBURG—Recent revelations into South Africa’s Information Ministry scandal indicate an elite group of con-
spirators within the South African government spent $73.7 million between 1973
and 1978 to buy politicians and news outlets to promote its policy of apartheid included
the Washington Star, the Sacramento Union, and KBHK-Channel 44 television station in San Francisco.

The station’s vice president said “vari-
ous inquiries were made” when the station was purchased by Field Enterprises from
Kaiser Broadcasting in 1976, and there “could possibly have been some kind of a
bribe.” (Direct foreign ownership of a US TV station is a violation of government policy)

Reinforcing Sampson’s story, the Johan-
nesburg Star reported that Rhoodie
“was purchased by Field Enterprises from

McGovern strongly denied this charge, but an international news service based in
Berkeley, California, reports that the Justice Department is conducting a preliminary investigation into McGoff’s alleged use of the South African money.

The report by the Johannesburg Star February 19 charges that McGoff also used secret South African money to
be purchased in December 1974 at the Sac-
ramento Union, the second largest news-
paper in California’s capital.

Don Heenoll, the Union’s vice-presi-
dent, said McGoff was a “bogus” and
know whether this story is true or false.

The Union’s editor, Mort Saltman, said
there was a “bogus” and “bogus” in the newspaper’s cover page, but acknowledged that the editorial page was “bogus” in the first place.

The significance of McGoff’s half-million-dollar payment for the Star coincides with reported plans by the South African Department of Information to run its propaganda campaigns on California.

“California was the object of very spe-
cial attention” because “it is the home state of the South Africa Information Office in Los Angeles, which was very aggressive and un-
conventional in its methods. At one time it is thought Rhoodie was actually able to capture a TV station in San Francisco, and he was released as a Crisis on American-filmed band.”

MIND BOGGLING “But Rhoodie had more than ambitious schemes in California, which remain un-
documented. After his retirement he often looked
for ways to return to the stage and his wife, I should be able to do so,” said Rhoodie. “If it was necessary for me to purchase
a share in the South African Information Office in Los Angeles was very aggressive and un-
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Climatic showdown scene between heroine of "Norma Rae" (Sally Field) and the boss. See review below.

Inspiring Film on Textile Workers and Their Struggle for Union Rights

by Vince DiGirolamo

Hollywood producers don't often dirty their hands making movies about the working life. And when they do, their typically slick style of storytelling doesn't usually jive well with the subject. "Norma Rae," the emotional story of a southern woman — Crystal Lee Sutton — is an example of such a film. It's a bold but not altogether convincing portrayal of contemporary unionism.

To be fair, the film is thoroughly entertained and undermined by its subject. The naive view of the labor movement is not glaringly obvious, and the actors seem even to make up for the film's weaknesses. And when the picture's attributes far outweigh its shortcomings.

"Norma Rae" is an inspiring movie, similar to "Rocky." A cynical, outspoken working woman with a scarlet past, Norma Rae (Sally Field) has all but resigned herself to a weary life in the mill. But when she befriends Reuben (Ron Liebman), a brush, likeable union organizer from New York, she is encouraged to challenge the system. Norma Rae "goes the distance," successfully organizing her co-workers. This showdown in the mill is the single most powerful scene in the movie.

The movie is loosingly based on the life of real workers — longshoremen, truckers, boxers who fought to organize workers at the J.P. Stevens plants in Roanoke Rapids, North Carolina. Two key episodes in the film are based on actual events: Crystal Lee Sutton, who told her story about her reputation and the illegitimacy of one younger, as well as her defiant, pro-union stance in front of workers and management. This showdown in the mill is the single most powerful scene in the movie, Director Martin Ritt ("Hud," "The Long Hot Summer") builds the suspense masterfully and Sally Field's display of frightened rage is awesome.

Another notable performance is turned in by Jack Blyder, who played the cold-hearted step-father of Crystal Lee. Blyder, incidentally, is better known around the coast waterfront as "Ted Whitey," Kielm, former of Local 10, now a member of Local 32.

Due to the simplistic script, however, "Norma Rae" tends to romanticize union work. Its too-brief ending almost reduces the dynamic story to a kind of fairy tale about giant slaying.

the employers come off as brainless brutes, capable of intimidating the workers but continually confounded by the shrewd J.W. jobber well-versed in labor law. The fact is, employers, armed with attorneys, are quite capable of manipulating the law to their own advantage.

WEAK ENDING

The film's major flaw is its weak ending. The supposedly dramatic ballot-counting scene, culminating in a union victory, is somehow anti-climactic. Then something terribly wrong happens: Norma Rae and Reuben bid each other a clumsy farewell, and Reuben leaves town.

This ending implies that the struggle is over once the workers vote union. There is absolutely no indication that the fight may well have just begun, as is often the case.

J.P. Stevens is notorious for ignoring representation elections. In fact, to this day the company has been unable to negotiate a contract.

Unfortunately, "Norma Rae" tends to romanticize union work. Its too-brief ending almost reduces the dynamic story to a kind of fairy tale about giant slaying.

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. 97209
Phone: (503) 223-1955

Seattle Area
John Bukowski, Organizer
5501 - 4th Avenue South,
Seattle, Wash. 98106
Phone: (206) 762-8640

Canadian Area Office
Craig Frichot,
Regional Director
1311 E. Hastings St.
Vancouver, B. C.
Phone: (604) 440-0111

Southern Calif., Regional Director
Donald Wright, Regional Director
4255 South Figueroa St.
Los Angeles, Ca. 90717
Phone: (213) 753-5594
Lorena Gonzales, Organizer
P. W. Nagel, Jr., Organizer
Phone: (213) 753-5594

Northern Calif. Regional Office
1148 Franklin Street
San Francisco, Calif. 94109
Phone: (415) 775-3533
Fallax Rivera, Int'l Rep.
Vr Lajos, Int'l Rep.
Phone: Crockett Ave.: (415) 775-3533
SACRAMENTO AREA: (916) 571-5638

Hawaii Office
Thomas Trask
Regional Director
451 Atkinson Dr.
Honolulu, Hawaii 96814
Phone: (808) 949-4161

Ask NYC Investigation
S. Amenn, Regional Director
2833 S. E. 3rd Place
Portland, Or 97202

"Lil Guy"

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. 97209
Phone: (503) 223-1955

Seattle Area
John Bukowski, Organizer
5501 - 4th Avenue South,
Seattle, Wash. 98106
Phone: (206) 762-8640

Canadian Area Office
Craig Frichot,
Regional Director
1311 E. Hastings St.
Vancouver, B. C.
Phone: (604) 440-0111

Southern Calif., Regional Director
Donald Wright, Regional Director
4255 South Figueroa St.
Los Angeles, Ca. 90717
Phone: (213) 753-5594
Lorena Gonzales, Organizer
P. W. Nagel, Jr., Organizer
Riley Moore, Organizer
Phone: (213) 753-5594

Northern Calif. Regional Office
1148 Franklin Street
San Francisco, Calif. 94109
Phone: (415) 775-3533
Fallax Rivera, Int'l Rep.
Vr Lajos, Int'l Rep.
Phone: Crockett Ave.: (415) 775-3533
SACRAMENTO AREA: (916) 571-5638

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"Lil Guy" or hunting scene — and a few words as to what the snapshot is about. Send it to:

The offer is open to all members of the ILWU, the members of the family and, of course, retired members. Please mention Local number.

Fred Goetz, Dept. TDLG
3835 S. E. 2nd Place
Portland, Or. 97202
Insecurity, Broad Union Support Demonstrated

A recent study by the University of Michigan Survey Research Center documents the fear and insecurity imposed on workers by a decade in rising employment and high inflation. These eco-

nomical pressures are creating new changes in how workers feel about their jobs that could affect politics and collec-
tive bargaining patterns in the future.

Fifty-seven percent of those interviewed in the study, "The 1977 Quality of Employ-

ment and the Public," said their take home pay wasn't enough to meet normal monthly family needs.

Significant majorities reported they had neither time nor energy after work for leisure time activities with their families. Large numbers of people reported serious and health hazards on the job: 46% of the workers in the survey reported serious air pollution; 30% named fire haz-

ards; and 29%, dangerous chemicals as serious and health problems.

Seventy-six percent of the workers sur-

veyed felt that workers should have a stronger say regarding health and safety practices where they work.

THE REAL WAGE GAIN

Comparing the 1977 survey with earlier sur-

ey, most workers showed no real gain in real wages. Even though modest increases had increased, inflation had erased most wage gains. But many people reported that they were placing a greater importance on fringe benefits such as medical and dental insurance and vacations. Many among the workers interviewed wanted to see im-

provements in some of their fringe bene-

fits.

Fifteen percent of those surveyed thought it likely they would lose their jobs in the next year or two. But a majority (56%) reported a shortage of available jobs in their fields, yet 30% thought they would have no trouble finding another job. In a similar survey in 1969, 40% thought it would be easy to get another job.

UNION SUPPORT

The survey also showed that workers depend heavily on their unions to help solve work-related problems. And they are basically satisfied with the services they get from their union.

Substantial majorities of union members said they would go on strike if their union was handling grievances (79.0%), winning wage increases (73.6%), and providing the health care plans their families could be the decisive swing vote. San Francisco, April 3. The ILWU

endorsed Holsinger for Rep. Ryan's Seat

SAN FRANCISCO — The San Francisco Legislative Committee urges all ILWU members in the 11th Congressional Dis-

trict to vote for Joe Holsinger in the spe-

cial election Tuesday, April 3. The ILWU has 2176 members in the 11th Dis-

trict, which covers most of east Palo Alto, Woodside and Atherton. The members and their families could be the decisive swing vote, says the committee.

Committee members Keith Eckman, Local 6 President, and Willis Zenn, Local 39 Vice President, say the issues of infla-

tion and taxes loom large on the ILWU agenda and Holsinger has a long history of progressive, pro-labor political action. Holsinger is also supported by the AFL-

CIO, the building trades and auto workers.

An enormous amount of interest has been focused on the election because the seat was last held by Rep. Leo Ryan, who was assassinated last year.

The national and California Democratic party is throwing all its resources behind Hol-

singer's candidacy.

Pension Power Demo

ILWU pensioners in California are urged to attend their Annual CalPERS Mass Rally for Seniors on May 17, 1979 at the State Capitol in Sacramento. Wil-


dam Knudsen, Executive Director for the National Seniors Council, Congressman Jody Powell, and Senator Sargent, President, California Congress of Sen-

iors, will be the main speakers.

This rally is co-sponsored by Califor-

nia Legislative Council for Older Ameri-


cans and the American Federation of Citi-

zens and the National Council of Senior Cit-


ILWU Endorses Holsinger for Rep. Ryan's Seat

San Mateo County traditionally has been a Republican stronghold. The national Rep-

ublican party has raised an estimated $400,000 for its candidates, compared with 15 times more than the Democrats. The legislative com-

mittee come to San Mateo County to volun-


The active campaign in the dis-

trict are Dave Jenkins, ILWU legislative coordinator; Bob Edwards, president of Shop Stewards Local 2, and a team of Business Agents Henry McKnight and Don Ruth.

Local 8 Helps Maritime Museum

PORTLAND — A board party led by Lloyd Knudsen, Secretary of the Metal Trades Council, and Jim Collins, Earnings Clerk of ILWU Local 8, visited the historic Maritime Museum at Terminal 4 on February 2.

The two men are part of a group from business, labor, political and historical cir-

cles interested in developing a Northwest Maritime Museum and Cultural Center in Portland.

The Swiftsure, union-built in 1929, is presently owned by Schnitzer Steel, which is considering donating the 133-foot vessel to the museum.

"It would be the 'centerpiece,' and we would build around it to house exhibits," said Collins.

The center would feature murals depict-

ing on- and off-shore and offshore ships, including longshoremen, boiler makers, machinists and sailors. There would also be old-time cargo trucks and other objects of historical interest.

Next Dispatcher Deadline — March 30