Warehouse Unity Pays Off!

Wages and COLA

Hourly wages increased by a total of $1.60—80c on June 1, 1979; 40c on June 1, 1980; and 40c on June 1, 1981... Revised and greatly improved COLA language could produce another $1.15, depending on inflation rate. See pages 4-5 for full explanation of COLA.

Pensions

Retired members immediately receive increase of $1 per month per year of service... Members retiring after June 1, 1979 will receive over the next two years a $2 increase in their rate of accrual bringing the benefit up to $420 per month after 35 years of service.

Health and Welfare

Entirely new approach to dental protects against rapidly increasing costs, producing an average 40% increase in benefits effective January 1, 1980 and another increase in 1981... Fully employer-paid prescription drug plan for pensioners and dependents... Improved medical benefits for pensioners covered by insured plan is particularly important in areas where Kaiser is not available... New orthodontia benefit.

Contract language

Extended health and welfare benefits for three months in the event of plant closing... Elimination of first day waiting period for sick leave—coverage starts from first day... Five days jury duty pay per year.

79% Vote Outstanding Warehouse Pact OK'd

SAN FRANCISCO—ILWU and Teamster Northern California warehouse workers have won an outstanding three-year agreement, featuring a solid hard money package, greatly improved cost-of-living protection, and important fringe benefit increases.

The agreement was ratified by a vote of 79% at membership meetings held over the June 9-10 weekend by ILWU Local 6, San Francisco, Local 17, Sacramento and seven Northern California Teamster locals.

PREPARED

“The size of the package is a direct reflection of the fact that our members were prepared,” ILWU International Secretary-Treasurer Curtis McClain—who was ILWU spokesman on the joint negotiating committee—told the Local 6 ratification meeting. “We were not looking for a strike, but we were fully prepared to do whatever was necessary. The members were well-informed and unified.

“The agreement also reflects the continued strength and viability of the alliance between the ILWU and the Teamsters in the warehouse industry,” he concluded.

THE COMMITTEE

The new pact, which will either directly affect or set a pattern for some 20,000 warehouse and production workers, was negotiated by the ILWU-Teamster Northern California Warehouse Council, of which McClain and Al Costa, Secretary of IBT Local 853 are co-chairmen.

Representing the ILWU were Local 6 President Keith Eickman, Secretary-Treasurer LeRoy King and business agents Al Lannon, Joe Figueiredo, Paul Martin, Leon Harris, Abba Ramos, Pat Heide, Frank Magallanez, Jim Pinkham, Ken Tasconio and Nick Jones.

Local 17, Sacramento, was represented by President Obie Brandon.

The Local 6 advisory board was chaired by George Booth, and consisted of Barbara Young, Franklin Alexander, Bobby Berlanga, Bob Bennett, Maxine Turnbo, Geno Corral, Joe Guidrey, Juan Rivera and Rick Shalcan.

Teamster members of the committee included George Harrington, Local 12; Herb Suraco and Bob Patterson, Local 860; Ken Hill, Local 655; Mercy Gomez, Local 287; Jim Kincaid, Local 315; Bruce Henricus, Local 315.

Technical assistance was provided by ILWU Research Director Barry Silverman and IBT economist Harry Polland. ILWU International President Jim Herman and Teamster First Vice-President George Mock also assisted.

Big Canada Pact

As this issue of The Dispatcher went to press, it was announced that Canadian Area longshoremen had voted to accept a new three-year agreement, featuring a big wage increase and additional cost-of-living protection. The agreement was concluded after the British Columbia dockers had mounted a solid, week-long strike. Full story on page 3.

Details on Pages 4-5
Labor Issues Explained
Do you know why the repeal of Taft-Hartley is also a women's issue? Or why the trade union movement is a women's movement? These and other issues are discussed in this series.

Labor Studies
The Labor Studies Program of City College of San Francisco is offering courses dealing with labor education for the Fall Semester, beginning September 9th. These courses are designed for union officers, stewards and for the active union member. All courses are offered for credit. For information call (415) 239-3090.

Labor Films
A series of recent Labor films will be shown on Tuesday nights, July 20-27 at 7 p.m. by the University of California Center for Labor Research and Education. Films will be shown in 155 line for these customers includes classes on the different types of union security agreements, and reprints on the history of the National Association of Manufacturers and other right-wing anti-labor groups. For this informative materials write the clearinghouse at 500 Grand NE, Albuquerque, New Mexico 87104.

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Local 142
Isle Dockers Won't Touch Nuclear Cargo

HONOLULU—Longshoremen will "re- tain to handle in any way, including tying up and loading or unloading of any kind, the Pacific Harbor, the nuclear ship from Japan," said President Carl Danman, in a statement issued on June 5.

ILWU joined other groups within the community to keep the British freighter—loaded with 70 tons of radioactive waste from nuclear plants in Japan—from docking in Honolulu Harbor.

The ship docked at Pearl Harbor on June 3 and is scheduled to enter into Honolulu Harbor, for a five-hour stop to take on crew and supplies.

**KEEP OUT OF HARBOR**

When it was revealed that the ship would sail into the harbor, immediate action was made by community organizations and a coalition of other concerned community organizations to keep the freighter coming in because there is no con tingency for a possible radiation leak accident.

The ILWU statement noted that even if an accident and evacuation plan were in place, workers and residents from the dangers of an accident. It pointed out that: "closing the barn door after the horse has escaped does not take the place of a hard fact at what we are doing with nuclear wastes and power."

**IN LINE WITH RESOLUTION**

The union said the action taken by Hawaii stedevores is in line with the resolution of the International Longshoremen's Association held in April, which says in part:

> "Those who regulate and set standards for the nuclear power industry persistently opposed the lowering of radiation exposure standards; they failed to carry out safety research that is essential to the public interest; they used studies showed to be badly needed; they consistently misrep resented to the public hazards of nuclear power plants and mishandled such grave problems as the safe disposal of radiactiv e waste.

> "We are not going to participate in any activity that jeopardizes the health, safety and life of the hundreds of thousands of Hawaiian residents," Local 142 President Danman said.

Local 142 Wins New Pact at Macadamia Co.

HULL—A new three-year contract, which brings wage increases, language improvements in various sections of the agreement, and worker benefits, has been negotiated and ratified by the gen eral membership of Macadamia Line Ltd. at the Macadamia Line Ltd. ILWU Unit 1135 in Honolulu.

Business Agent Akira Omonaka, who serves as the union's chief spokesman, noted that the settlement was the culmi nation of 12 days of intensive sessions with management, the involvement of a mediator, and a brief extension of the agreement.

Omonaka also credits the solidarity of the Unit 1115 members and their support behind the negotiating committee for the success of the talks.

**3-YEAR PACT**

The new pact runs from May 1, 1979 to April 30, 1982.

Wages will be paid out in three increments as follows: for regulars and intermittents—an eight per cent raise as of May 1, and seven percent on July 1, 1979; and for workers between regulars, will get an across-the-board raise on a scale from 34-cents to 36-cents on May 1, 1980, with all other increases at 30-cents at the same time.

Other highlights of the agreement include:

- A five-hour premium for night shift work, effective May 1, 1980; an additional premium paid for 36 hours in a week, regulars will receive an increase at the rates of $8.55.
- An additional premium wage increases will be paid on a 70%-by-company and 30%-by- employee basis.

Local 17 President Obie Brandon discusses first ILWU contract with Manuel Martinez, Jim Cantrell, Larry Johnson, Tim Mello and Rick Garman, newly organized members at the Rice Growers Association's Welco rice plant, in Woodland.

**Local 17 Ends Cheap Labor Scam, Brings Union Benefits to Rice Plant**

WOODBAND, CA—A first-time ILWU Local 17 contract will provide a substantial wage increase and introduce a full pro gram of fringe benefits and union protection for 25 employees who will be making only between $4-$6 per hour at the Rice Growers Association's Welco plant.

The unionization of the Welco plant has ended the drain of work from the Sacramento area—where rice industry workers have enjoyed excellent Local 17 wages and benefits for many years—to what had been a non-union stronghold in this lower Sacramento Valley town.

**GENEROUS INCREASE**

The three-year agreement provides, effective March 1, 1979, that wages shall be raised immediately to between $7.50 and $8.25.

Additional wage increases will follow the pattern set by negotiations for a new rice industry agreement between RGA and Local 17, which normally follows the pattern set in Northern California master warehouse negotiations.

The agreement provides a full range of health and welfare benefits—hospital, medical, dental, prescription drug, vision care—eleven paid holidays, funeral leave, sick leave, life insurance and other bene fits bringing the Welco plant in line with the other area rice plants. A cost-of-living clause will kick in during the second year of the agreement.

Aside from dramatically improving the standard of living of the employees here, the new agreement provides other important benefits. Manuel Martinez was particularly enthusiastic over the seniority pro visions of the agreement, pointing out that until it was negotiated he had very little to show for his 16 years at the plant. Tim Mello, Local 17 steward, adds that "relations at the plant had been excellent since the agreement was signed and that having the wages set by contract, in black and white, gets rid of even the suspicion of discrimination and favoritism."

**VOLUNTEER PICKETS**

Organizing was conducted by Local 17 President Brandon with the assistance of the Northern California Regional office. Volunteers from the RGA plants in Sacra mento did a tremendous job helping out on the picket line in February. "For near ly a whole month they would organize themselves and came up here in relays to make sure a 24-hour picket was main tained," Brandon said. The agreement was negotiated by then-Secretary-Treasurer Lupe Martinez.

Canadian Area ILWU pickets, from left, Bill McMach, Local 500; Bill Levine, Local 506; Earl Commodore, and Al Hendricks, Local 500; Jim Kelly, Local 506.

One Week on Strike

**BC Dockers Win Big Three-Year Pact**

VANCOUVER, BC—After better than a week on the pickets, ILWU Canadian Area Local 142, voted by a close ma jority June 14 to ratify a new contract which provides healthy wage increases and strong protection against runaway in flation.

Terms of the three-year agreement, ratified by a vote of 1,380 to 1,110, are as follows:

- Wages are increased by 90 cents in each year, bringing current wages up to $10 per hour retroactive to January 1, 1979, to $11.80 on January 1, 1980 and to $11.80 on January 1, 1981.
- A new COLA formula provides for a 5 per cent increase for every half a percentage point increase in the Vancouver area consumer price index in excess of 10 per cent from November, 1978 to No vember, 1980.

If the Vancouver area consumer price index increases by better than 20 per cent during the same period, the contract will be open for re-negotiation of the third year wage increase. Notice of intent to renegotiate must be given by December 31, 1980.

- Maintenance of premium rates for overtime.
- All vacation percentages for employ ees from six years to 25 and over will be increased by 1%.
- Employer and employee contributions to welfare to be increased 1% each year beginning with the following rates: January 1, 1979 employers 34c, employees 21c; January 1, 1980 employers 35c, employees 21c; January 1, 1981 employers 36c, em ployees 32c.
- Employer contributions to the pension plan to be $725,000 a month in 1979 (up about 25,000); the same figure for 1980; and $390,000 in 1981 (up about 80,000).
- Automation protection pensions to be increased to a maximum supplementary pension of $1,000 (from the present $1,000) effective January 1, 1979.

**FRUSTRATION**

The close vote, Canadian Area President Bob Peabody said, "reflects the failure of our membership."

"First, they have been frustrated by the long process of negotiation, which began last October, and the difficulty of arriving at an agreement. Second, they share the frustration of all Canadian working people with the outrageous spirit in the cost of living, and the fact that for two years under Premier Trudeau's wage-price controls, workers' wages have regularly held back while prices skyrocketed.

"Finally, they have been frustrated by the labor relations climate in this country, in which local and provincial legislatures feel free to intervene on a wholesale basis in labor disputes. Third party government intervention in this set of negotiations, has certainly not been productive."

"Our membership made the decision to accept this contract because it speaks to their need to be protected against inflation, but also out of regard for the interests of other elements in this society, particularly farmers and others involved in the export of grain and other commodities."

**DEMOCRATIC PROCEDURES**

The Canadian ILWU has had some titanic struggles in the past, and no doubt will do so again. But we would like all the public to know that under our democ ratic procedures, the membership has had the final say, and we will always de fend their right to do so in this not-so-free society."

"Peabody was chairman of the negotiating committee. Obie Brandon, Canadian Area Vice-Presidents Dave Lomas, Al Saunder, Darrel Harris and former President Frank Kennedy, with Don Lane vil, Bill Kemp, John Cordedko, Alec Point and Denny Allan, all from Vancouver; Conn Ferguson, Local 502, New Westminster; Willard Galie, Local 503, Port Alberni; Gus Stilling, Local 504, Vic toria; Stan Dahlgren, Local 506, Prince Rupert; Stu McPadyen, Local 508, Van couver; and Frans Vandenbrink, Local 508, Chemainus.

Also assisting were Bob Pickering, Local 514; Marion Chorney, Local 518; John Tal ler, Local 517. International President Herrmann also assisted in the final stages.

The previous longshore agreement expired December 31, 1978. The new contract, which runs until June 15, 1979, was the result of the Anti-Inflation Act, a wage control program which had held wages down during an extremely inflationary period.

Negotiations began in October, 1978 and significant progress was made on wages, vacations, pension and welfare fund commitments. The major problem area had to do with the length of the contract.

A memorandum of understanding was rejected by an area caucus early in January. A revised agreement was sent to the membership and rejected by a caucus re- versioned caucus later that month and rejected by 52%. After another revised agreement was rejected by a cau cus in February, the membership auth orized the negotiating committee by a vote of 78.9% to call a strike if and when necessary.
1. Duration
Three (3) year agreement — June 1, 1979 thru May 31, 1982.

2. Wages
(a) Previous cost-of-living allowance adjustments to be made a permanent part of all wage agreements effective January 1, 1980.
(b) The following wage adjustments shall apply to all contract classification rates following effective dates as follows:

<table>
<thead>
<tr>
<th>Effective Date</th>
<th>Wage Adjustment</th>
</tr>
</thead>
<tbody>
<tr>
<td>January 1, 1980</td>
<td>Forty cents (40c) per hour increase.</td>
</tr>
<tr>
<td>June 1, 1980</td>
<td>Forty cents (40c) per hour increase.</td>
</tr>
</tbody>
</table>

3. Cost of Living Adjustments
Effective 6-1-80 and 6-1-81:
Based on the preceding April to April change in the Consumer Price Index, wage increases shall be increased by 1 for each .3 point increase in the CPI beyond 7.2 points. This formula does not apply to increases in the Consumer Price Index beyond eleven percent (11%) each year. (See additional explanation below.)

4. Pensions
(a) Additional contribution effective 6-1-79 of 10 to 15 cents per hour for a total of eighty-five cents (85c) per hour.
(b) Benefit increases:

<table>
<thead>
<tr>
<th>Effective Date</th>
<th>Benefit Increase</th>
</tr>
</thead>
<tbody>
<tr>
<td>January 1, 1979</td>
<td>Increase the pension benefits by a monthly amount equal to $1.00 per year of service. (Maximum benefit $301 per month.)</td>
</tr>
<tr>
<td>June 1, 1979</td>
<td>Participants retiring on and after June 1, 1979, increase the pension benefits by $1.00 for each year of credited service. (Maximum benefit $51 per month.)</td>
</tr>
</tbody>
</table>

5. Health & Welfare
(a) Dental Plan:

<table>
<thead>
<tr>
<th>Effective Date</th>
<th>Plan Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>January 1, 1980</td>
<td>Participants will be reimbursed for reasonable fees.</td>
</tr>
<tr>
<td>June 1, 1980</td>
<td>Participants will be reimbursed for eighty dollars (80$) per month.</td>
</tr>
</tbody>
</table>

(b) Hospital Medical Benefits for Actives:

<table>
<thead>
<tr>
<th>Effective Date</th>
<th>Plan Description</th>
</tr>
</thead>
</table>
| January 1, 1980 | Participants will be reimbursed for the following:
| June 1, 1980 | Participants will be reimbursed for:

6. Sick Leave
Eliminate the first day waiting period, coverage starts from the first day.

7. Jury Duty
Employees with at least one (1) year of service will be entitled to the difference between jury duty pay and their regular daily rate of pay for up to five (5) days per year in any twelve (12) consecutive months.

8. Qualifying Hours
Paid vacation hours in the previous anniversary year will count as qualifying hours in determining an employee's entitlement to a vacation and sick leave.

9. Extended Health and Welfare Benefits
In the event of a plant closing, the health and welfare benefits of employees will continue to be paid by that employer for up to three (3) months beyond the month in which they are entitled to receive benefits, and they may continue to use any eligible benefits they obtain coverage as a result of other employment, whichever comes sooner.

10. Shift Preference
When a vacancy exists on any shift, the Employer, prior to hiring to fill that position, will give preference consideration on the basis of seniority to any request which may have from present employees on other shifts who may wish to apply for a shift change. It is recognized that employees new to their assignment may have to be trained on the day shift for up to ninety (90) days before their transfer to another shift.

11. Sunday Holidays
Holidays falling on Sundays will be observed the following Monday.

12. Seniority Defined
Three (3) month of employment is defined as 300 straight-time hours worked.

13. Job Injuries
Employees are entitled to the services of their personal physician or the Employer's compensation doctor.

14. Maintenance Rates
Shall be adjusted in accordance with Machinists' rates. ($11.60 per hour effective June 1, 1979. Master Contract increased June 1, 1980 and June 1, 1981.)

15. Minimums
The minimum hour requirements are waived in the event of a mandatory power shut down, or to acts of God such as fire, flood, or explosion.

16. Arbitrators
The Union and the IEDA will name a new panel of arbitrators covering grievances arising under the Master Contract.

17. Written Understandings
(a) Warning letters issued prior to June 1, 1979 will not be used relative to any disciplinary action imposed by an Employer or on or after June 1, 1979.
(b) The "Non-Discrimination" clause in the Master Contract, Section 5, shall be interpreted to apply to people with physical disabilities or veteran's status.
(c) The Union and the Association will meet periodically to review the legal status of the Pension Plan and the accuracy of the actuarial assumptions.
(d) Hospital-medical benefits for active employees and their dependents who are eligible for Medicare will be integrated with Medicare.

The cost-of-living escalator clause takes into account the effect of inflation in protecting the employees. Wages will be adjusted June 1, 1980. The amount of the cost of living adjustment (2%) increase in the Consumer Price Index (1) in 1921 for April 1979, which is not adjusted for the CPI increase in April 1980. Therefore, the cost of living escalator varies the actual rate of inflation between 2% and 3.5%.

In sum, if the rate of inflation is COG, an escalator clause will generate $1.1 to $1.5 per hour across-the-board. The following are examples of how this differential inflation rate applies.

<table>
<thead>
<tr>
<th>Rate of Inflation</th>
<th>Escalation Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>0%</td>
<td>$0.00 per hour</td>
</tr>
<tr>
<td>0.1%</td>
<td>$0.001 per hour</td>
</tr>
<tr>
<td>2%</td>
<td>$0.02 per hour</td>
</tr>
<tr>
<td>3%</td>
<td>$0.03 per hour</td>
</tr>
<tr>
<td>4%</td>
<td>$0.04 per hour</td>
</tr>
</tbody>
</table>

### Notes
- COG: Consumer Price Index
- CPI: Consumer Price Index
- COG: Consumer Price Index for April 1979
- COG: Consumer Price Index for April 1980
- COG: Consumer Price Index for April 1981

If inflation should increase by 1% in April 1980, an escalator clause will generate $1.6 per hour. If inflation decreases by 1% in April 1980, the COG escalator clause will generate $0 per hour.
Northern California warehouse pact was negotiated by joint ILWU-Teamster Northern California Warehouse Council, headed by ILWU Secretary-Treasurer Curtis McClain and IBT Local 853 Secretary Al Costa. At right tentative pact is signed by Peter Cook, of the San Francisco Employers Council, Costa, Ray Smardon, President of the Industrial Employers and Distributors Association, and McClain.

<table>
<thead>
<tr>
<th>COLA Adjustment</th>
<th>Hard Money</th>
<th>Total Increase</th>
<th>COLA + Hard Money</th>
</tr>
</thead>
<tbody>
<tr>
<td>11c</td>
<td>40c</td>
<td>51c</td>
<td>91c</td>
</tr>
<tr>
<td>18c</td>
<td>46c</td>
<td>54c</td>
<td>100c</td>
</tr>
<tr>
<td>25c</td>
<td>46c</td>
<td>51c</td>
<td>97c</td>
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<tr>
<td>32c</td>
<td>46c</td>
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<td>39c</td>
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<td>53c</td>
<td>46c</td>
<td>51c</td>
<td>97c</td>
</tr>
</tbody>
</table>

1,500 Local 6 members met at Oakland Civic Auditorium June 9 to discuss pact.

Members of Local 17, Sacramento, also turned out in force to check out agreement.

**Questions and debate were followed by a 79% "yes" vote by ILWU and Teamster warehouse workers.**

### Silkwood Case

**OKLAHOMA CITY** — The five year campaign to vindicate Karen Silkwood, a union activist who was contaminated by radiation in 1974 while employed at the Kerr-McGee plutonium plant, culminated May 18 in a court decision that may drastically affect the future of the nuclear power industry.

A jury ruled Kerr-McGee responsible for Silkwood's mysterious "off-site" contamination, which investigators found lethal plutonium sprinkled on a bologna and ham sandwich in her refrigerator. The court awarded $595,000 in actual damages to Silkwood's three young children, and $10 million punitive damages.

The record-setting amount may be trimmed on appeal, but even so, the decision, if allowed to stand, will set a precedent that holds the nuclear industry absolutely liable for the escape of low-level radiation.

That is, a company responsible for a radiation leak must pay damages if people outside the plant are harmed, even though the company met government safety standards and did its best to prevent the radiation from escaping. Negligence does not have to be shown.

**NO LEGAL SHIELD**

The verdict, in effect, will remove government standards as a legal shield for the nuclear industry.

Daniel Sheehan, an attorney for the Silkwood estate, which brought the suit, said the verdict even opens the way for lawsuites by persons whose "personal property has been contaminated by nearby operations." Thus the path may be cleared for a stampede to the courtroom by residents near the Three Mile Island plant.

Charges and counter-charges during the trial centered on the origin of the plutonium found in Silkwood's apartment. The jury apparently decided that it stemmed from contamination at the notoriously hazardous plant, which has since been shut down.

**LAX PROCEDURES**

Safety procedures were so lax at the facility that an estimated 40 pounds of plutonium was missing from the plant before it closed. In addition, workers were never told that exposure to radioactive uranium could cause cancer. Employees testified that they once threw chunks of the stuff at each other.

The death of the 28-year-old laboratory technician remains as much an enigma as her contamination. Silkwood died in an automobile crash outside Oklahoma City on November 13, 1974 while driving to meet a New York Times reporter and an official of the American Federation of State, County and Municipal Employees, of which she was a member. Silkwood had with her records documenting Kerr-McGee's violations of safety laws and falsification of government documents. The records were never found at the crash site.

**FOUL PLAY**

Oklahoma City police believe Silkwood fell asleep at the wheel, but the union claims it has evidence that the car was bumped from behind just before the fatal crash. They suggest that someone may have tried to frighten her or stop her car.

The recent court decision was only a partial victory for the Silkwood estate, and the many environmental, labor, feminist, religious and civil rights groups supporting the lawsuit. The verdict dealt with only one facet of a complicated case. Further charges accuse Kerr-McGee of violating the civil rights of Silkwood and other employees by wiretaps, electronic surveillance and harassment. Yet another charge alleges that both the FBI and the Oklahoma City Police Department conspired to conceal the conspiracy.

These cases were dismissed, but Silkwood's father, Bill Silkwood, plans to take out a loan against the $10 million judgment, to help finance an appeal of the civil rights conspiracy counts.

Nonetheless, the question that is not addressed directly by any of these suits may be the most important one: Was Karen Silkwood murdered?
Dave Thompson—‘He Exemplified What Is Best About the ILWU’

HAWAII—David E. Thompson, the long-time education director of Local 142 and editor of its monthly newspaper, The Voice, died of cancer June 6 at Kaiser Hospital.

Thompson, 69, joined the staff of the ILWU 35 years ago, and got involved as a union representative during the 1946 Big Island sugar strike and the 1957 pineapple industry lockout.

“He's one of those guys who was a part of helping to change Hawaii from a feudal serfdom operation into a state where people had equal rights. His life was dedicated to that,” said ILWU International Representative Eddie Tangen.

Thompson became director of Local 142's extremely active and effective adult education and leadership training program in 1969. In that capacity, he was also involved in local education issues, calling for smaller classes, improved programs in English and vocational training.

“In everything he did, Dave was a teacher,” ILWU President Jim Herman told a large crowd of mourners at a memorial service. “He was not only a teacher, but a guide.”

II. Thompson led a rifle platoon at Guadalupe and Iwo Jima, where he lost part of his right leg. He received a Purple Heart.

While hospitalized in Honolulu, Thompson accepted an invitation from Regional Director Jack Hall to work for the ILWU. In 1962, during Hall's Smith Act trial, Thompson exposed an FBI plot to split the ILWU. Two agents told Thompson that they could guarantee immunity to Hall if he would lend a revolting against the International. Thompson secretly recorded the offer and broadcast it through the Islands.

Besides his ILWU and civic work, Thompson was a teacher in English and vocational training. He was also a part-time salesman, calling for smaller classes, improved programs in English and vocational training.

In other words, do you know workers who don’t make union wages? Who have no fringe benefits? Who have no security on the job?

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United Airlines Strike Settled

Ending a 55-day strike against United Airlines, the International Association of Machinists has approved a new three-year agreement by a three-to-one vote. The 18,600 Machinists will vote on the contract today.

The new contract will raise hourly pay for mechanics, the largest classification of employees, from $2.19 to $2.39 an hour. Maximum cost-of-living adjustments of 13 cents per hour, based on a formula of one cent for each one percent of inflation, will be payable in June 1979 and 1980. An additional percentage wage increases were negotiated for other employees.

Monthly pension benefits per year of service for mechanics are increased to $27 by the agreement. Medical coverage included in the agreement will be payable to any employee retiring after November 1, 1978. There will be no repayment of some $30 million to employees who contributed toward pensions before 1972, which became noncontributory in the late 1960s.

Guidelines and Strikes

WASHINGTON, D.C.—The Carter Administration's wage guidelines have been guilty of "spawning more strikes than would otherwise have occurred," according to Elliot Bredhoff, general counsel for the AFL-CIO.

Addressing a conference on the anti-inflation program in Washington, D.C., on May 18, Bredhoff said the National Affairs, Bredhoff said the Administration's program is too "inflexible" becaus of the insistence on "freezing" wages and salaries.

He suggested that employers and workers "get off the sidelines" and "join" in keeping up with inflation.

The conference dealt only with the nationwide strike last April by 300,000 Teamsters and the current strike by 8,400 Rubber Workers. But Bredhoff said the guidelines caused "almost exclusively" by "government pressure" to stay within the 7% wage limit.

He said "the Administration to "loosen" the wage standard and advised having "the right to press for cost-of-living adjustments."

Clarks, Butchers Merge for Strength

WASHINGTON, D.C.—Delegates representing nearly 1.5 million union members sealed a history-making merger to create the United Food & Commercial Workers, the largest retail union in the country.

Separate conventions of the Retail Clerks and the Meat Cutters voted to join forces, creating the UFCW International, which brought more than 700,000 active members into the merger.

Harry R. Poole, who became president of the 525,000-member Meat Cutters in 1977, is one of two executive vice presidents of the UFCW. The other is Thomas G. Whaley, who has been secretary-treasurer of the Retail Clerks.

The secretaries-treasurer of the new union is Samuel J. Tarnow who held the same position in the Meat Cutters. Wynn told the delegates that he sees the UFCW as "a giant in labor's mainstream," that will bring collective bargaining to hundreds of thousands in need of union strength.

It will also be, he pledged, "champion the cause of the powerless and speak up for those who have no other effective voice."

R-T-W Bills Dumped

Anti-union forces seeking to enact or strengthen "right-to-work measures" this year have been dealt a "devastating" blow, according to Senator John J. Exon (D., W.Va.), chairman of the Senate Labor and Public Welfare Committee. Exon said the 64 bills that were introduced in the early stages of the current session have failed to pass the Senate, and 16 of them have already been voted down.

Anti-union legislation was introduced in response to the West Virginia coal miners' strike in 1972 and the steel workers' strike that same year. Since then, support for anti-union measures has been growing, Exon said, and the Senate has been divided on the issue.

Exon said the Senate voted early in June to kill an R-T-W bill that was introduced in the House. The vote was 49-48, with 32 Democrats voting against it. The bill had passed the measure 177 to 165 in April.

In an open, shop bill before the Senate, Exon noted that the bill was "the first test of the R-T-W idea."

Wynn concluded by saying that "the floor bill was defeated after it got into the Senate."
Delegates to the recent ILWU Biennial Convention came out strongly in support of SALT II, the Strategic Arms Limitation Treaty between the US and the Soviet Union. Delegates said that ratification would reduce the danger of nuclear war and help preserve stability and disarmaent.

Treaty negotiations have recently been completed, and the agreement will soon be presented to the Senate for ratification. Paul Warnke who was special assistant to the President, Agency, served as chief US negotiator for SALT II. In the following DISPATCHER page, Paul Warnke discusses the treaty and why it ought to be ratified.

What are SALT's chances for passage?

A common misperception is that the treaty will be ratified because I think the issue is going to be a very simple one. Prior to that, it was generally believed that the treaty fell somewhere between somebody's ideal and a treaty which was not yet completed, and no negotiated agreement was realistic. But the issue now will be whether SALT II improves the security of the United States and the Soviet Union. And the terms of the agreement are so clearly in the interests of the United States that the Senators will vote for it.

Is it likely to be amended?

Certainly no amendment that made the treaty unequal in favor of the United States would be acceptable. You could get amendments, I suppose, that ease up the terms on both sides, but anything that would endanger the treaty would be unacceptable. The Soviets of an equal deal obviously would not be accepted.

How would you characterize the opposition to the treaty?

First of all, I'm not really sure that so-called "dovetarians" really oppose the treaty. You enter up some of the arguments that are used to try to persuade the negotiators to strike as tough a deal as possible. But there are some people who would argue that the treaty is too moderate, that the US has given the Soviets an equal deal.

Is the treaty fair?

This treaty is so much better than we've had any right to expect. If you look at the objectives of SALT II, you've got a first step for nuclear forces (which will require the Soviets to dismantle 250 nuclear systems), put constraints on weapons with multiple warheads, and restrict deployment of Soviet strategic forces below what they oppose SALT.

ILWU Delegates backed SALT II

Following are excerpts of the resolution adopted by the delegates. They point out that certain of the arms control conditions.

ILWU's recent 23rd Biennial Convention urging ratification of SALT II. They want the United States and the Soviet Union to ratify a second Strategic Arms Limitation Treaty (SALT II) and continuously the process of moving toward arms controls, reduction and disarmament.

IVLWU delegates backed SALT II

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