$80,000 Grant

OSHA Sets ILWU Safety Program

SAN FRANCISCO—The ILWU has been awarded a grant from the Occupational Safety and Health Administration (OSHA) of the US Department of Labor to develop and begin implementation of a union-wide health and safety program. This award is the result of the health and safety investigations carried out for the OSHA planning grant awarded to the ILWU in 1978.

The developmental grant of $80,500, effective for one year, will be used to develop health and safety training programs, hold workshops upon the request of local unions, acquire health and safety materials, assist local unions with specific problems, and develop health and safety materials unique to the needs of ILWU members.

ALL DIVISIONS

The grant addresses the health and safety problems in all industrial groups within the ILWU. The initial focus of the grant will be the longshore division due to the very high rate of injuries and illnesses. Work will begin with the development of manuals to assist longshore local officers with health and safety programs. Assistance will be given to longshore locals upon request. This phase of the plan will be carried out under the supervision of the Longshore Coast Labor Relations and Safety Grant.

The ILWU will acquire health and safety materials to be used to develop training programs and develop warehouse, sugar, pineapple, chemical, fishing and other industryspecific health and safety programs. Upon request from local unions health and safety workshops will be held. Assistance, such as the preparation of health and safety studies, and information on chemical substances will be provided to local unions.

EMPHASIS ON HEALTH

Special emphasis will be placed on occupational health problems. Chemicals, pesticides, fertilizers, noise and other health hazards will be identified and evaluated. Recommendations will be made on how to reduce or eliminate exposure to disease-causing agents. "Toxic Sheets," thoroughly explaining the hazards of specific chemical substances, will be developed.

The long-term goal throughout ILWU jurisdiction is to develop a program that will enable the local unions to develop their own health and safety programs to effectively eliminate on-the-job injuries and illnesses.

Russ Bargmann will continue as coordinator for the health and safety program. He will be assisted by Dr. Dean Echenberg who will act as the medical consultant to the ILWU.

Work under the grant will proceed under the guidance of the four titled officers. Bargmann and Echenberg will work under the direction of Vice-President Rudy Rubio, paymaster and administrative assistant, and Research Director Barry Silverman.

SAN FRANCISCO—The ILWU is one of the largest lumber industry unions in the Pacific Northwest. The ILWU has formed a federation to advance the common interests of its members. The new group is called the United Federation of Industrial and Tidewater Labor Organizations.

United in the federation are members of the ILWU, the Association of Western Pulp and Paper Workers (AWPPW), Regional Council III of the International Woodworkers of America (IWA), and the Western Council of Lumber Production and Industrial Workers (LPIW). The chief executive officer of each union plays an instrumental role in the federation.

Jim Herman, president of the ILWU; James Bledsoe, executive secretary of the LPFW; Farris Bryson, president of the AWPPW; IWA International President Keith Johnson, and Vernon Russell, president of the IWA, Council III.

SPECIFIC STEPS

The Federation has scheduled its first formal meeting for December 10 in Portland, Oregon. The unions plan to discuss specific steps toward implementing the Federation's broad objectives "to represent and advance the collective common interest of the Federation membership in areas of collective bargaining, organizing, jurisdiction, and legislation."

Establishment of the new Federation was triggered by last year's bitter seven-month dispute between the AWPPW and the large paper producers, involving 21,000 workers up and down the West Coast.
The following appeals procedure was adopted unanimously by the ILWU International Executive Board November 27-28.

The following procedures are adopted pursuant to Article IX of the International Constitution. These procedures shall govern all appeals taken from actions or decisions of the International or local which are claimed to be illegal.

The procedures must be followed and completed by all union members, union officers and employees of the Union in the International Executive Board, the participating representatives of the International, the National Board, the local and the International Office of the Union; the officer must keep records of any appeals that are received, that are filed, and that are decided by the Board.

Full Text of Appeals Procedure

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**Local 78 Ratifies 2 Compress Pacts**

**FRESNO** — Newly-affiliated ILWU chemical Lords, Local 78 has recently ratified new contracts with two area cotton compresses.

The 76 members of Local 78 employed at Prodo compress picked up a one-year contract which would increase the base rate by an average of 6.6%, an additional holiday (bringing the total to 64), and receive an average of $5 per 64. The Prodo contract was negotiated by Manuel Galindo, James Taylor, Fred Amy, and Local 78 Secretary-Treasurer Ed Turner.

At Cal West Compress, where another 76 members are employed, a one-year contract picked up 64 per across the board plus two additional holidays. The contract was negotiated by George Clark and Ed Turner.

**Big Wage Gain At Foodland**

HONOLULU — Marathons negotiations, which wound up at 6 a.m. November 1, produced a new three-year agreement for over 1,000 Foodland workers on the four major islands.

Negotiations, held by Foodland, spokesman for ILWU, said Federal Mediator Gayle Winer brought the two parties together as the October 31 contract deadline neared, because "we were far apart on the key issues."

Regional Director Tommy Trask and International Representative Eddie Tangen participated in the final stages of the talks.

Foodland is Hawaii's largest supermarket chain.

Wage increases, to be paid out in six increments over three years will bring boosts from 3% to 5%.

Head clerks, who are the highest paid, will see their wages go up from 66.44 to 71.70 in May, with the final increases take effect October.

Clerks will get 67.60 and finally 88.80 (30%); head cashiers -- from 67.60 to 89.59 (32.5%); cashiers -- from 73.30 to 92.39 (25.9%).

The rank and file negotiating committee was composed of: Susumu Fukagawa (Maui), chairman; Harold Miyamoto (Maui), secretary; Kay Fujioka (Hawaii), Patrice Tan (Kauai), Leonard Hoshijo, chief spokesman for ILWU (Maui).

The agreement covered 22 city and rural outlets -- Katherine Nault, Ray Reinhardt, Local 19, Seattle.

For profit-sharing schemes are drawn from any of the successful schemes that have been introduced in recent years. The logic of profit-sharing is often seen by employers as an alternative to union-negotiated pension plans because it creates, according to one recent brochure, a "mutuality of interests" between labor and management.

The logic of profit-sharing is that the company is to set aside a certain percentage of its revenues in an account for each worker, invest those funds on his or her behalf, and distribute the proceeds upon retirement.

**PROS AND CONS**

ILWU members are sometimes called upon to choose between participation in a multi-employer pension plan and a union-negotiated pension plan, or between a union-negotiated profit-sharing plan and a union-negotiated pension plan. While the decision depends on what one's priorities are, both plans have their advantages and disadvantages.

**Pros and Cons**

- **Pros for ILWU workers:**
  - Participants in multi-employer plans have access to a variety of plans and options, allowing them to choose the plan that best suits their needs.
  - Participants in multi-employer plans are covered by the same benefit structures as employed by large employers, ensuring a consistent level of benefits.
  - Multi-employer plans often offer higher contributions, which can result in greater pension income for retirees.

- **Cons for ILWU workers:**
  - Participants in union-negotiated profit-sharing plans may not receive the same level of benefits, as the design of these plans is typically determined by the collective bargaining process.
  - Union-negotiated profit-sharing plans may be subject to changes in the future, as the terms of the agreement can be modified by the union and employer.

**Participants in multi-employer plans must choose between participation in a union-negotiated pension plan, a union-negotiated profit-sharing plan, or a multi-employer pension plan.**

In making this decision, workers should consider factors such as the contributions made to the plan, investment options, and the potential for future benefits.

**Participants in union-negotiated profit-sharing plans may not receive the same level of benefits as those in multi-employer pension plans.**

- **Pros for ILWU workers:**
  - Participants in profit-sharing plans may receive higher contributions, which can result in greater pension income for retirees.
  - Profit-sharing plans often offer flexibility in terms of how contributions are invested, allowing participants to choose between riskier investments and more conservative options.

- **Cons for ILWU workers:**
  - Participants in union-negotiated profit-sharing plans may not receive the same level of benefits as those in multi-employer pension plans.
  - Union-negotiated profit-sharing plans may be subject to changes in the future, as the terms of the agreement can be modified by the union and employer.

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In making this decision, workers should consider factors such as the contributions made to the plan, investment options, and the potential for future benefits.
Court Speed-up

Workers for years have legitimately complained that, due to increasing caseloads, court procedures have taken more time. As a result, many people have endured the delay of court processes and the financial burden of legal fees. Additionally, court procedures can be stressful and time-consuming for those involved.

In response to these concerns, the court system has implemented various innovations to speed up the legal process. One such innovation is judicial arbitration, which is a process in which cases are resolved by a neutral third party, typically a judge or a retired judge.

The judicial arbitration system involves the selection of an arbitrator, who is a neutral third party. The arbitrator is responsible for hearing the case and making a decision based on evidence presented by both sides.

The process of judicial arbitration is less formal than a trial. Attorneys are not required to attend the hearing, and the parties involved can present their case in a more relaxed manner. This permits the arbitrator to make a decision based on the evidence presented, rather than on the formalities of a court trial.

Cases are assigned to arbitrators based on the availability of the arbitrator and the nature of the case. Arbitrators are typically retired judges or experienced lawyers who are familiar with the legal system and have a proven track record of handling cases.

By using judicial arbitration, cases can be resolved more quickly than in a trial court. This is because arbitrators have more flexibility in the way they handle cases and can make decisions based on the evidence presented, rather than on the formalities of a court trial.

In conclusion, judicial arbitration is a valuable tool for resolving cases in a timely manner. It is a less formal process than a trial, which allows parties to present their case in a more relaxed manner. This permits the arbitrator to make a decision based on the evidence presented, rather than on the formalities of a court trial. Judicial arbitration is a valuable tool for resolving cases in a timely manner.
ILWU Says Don't Mess with Dock Comp Blames High Cost on Insurance Firms

WASHINGTON, DC — ILWU spokesmen appeared before a House Subcommittee November 7 to defend the Longshoremen's and Harbor Workers' Compensation Act (LHWCA) against a growing employer campaign to cut it to pieces.

Testifying against passage of legislation introduced in the House of Representatives (H.R. 2837) which would drastically reduce the Act's benefits and scope, were Coast Committee members from ILWU locals and active Union members, Pat Tobin. They charged that the LHWCA is the only safety law in the country which is re-actionary, looking backward, looking isolated, "ever put forward, one that would "wipe out" the LHWCA. "The Act as amended in 1972 is skimmed off by insurance carriers and not the injured worker and what percentage is returned to the employers actually is returned to the insurance companies as profits funds that have no relation with the injury or illness," said Ward.

The ILWU fully prepared to join the employers in the fight to find permutations of ways to put a lid on the premiums charged by the insurance companies.

Unfortunately, said Ward, the employer community will prefer to deprive workers of a "well-deserved" benefit, rather than fight another profit-making institution. The 9-to-0 decision upheld the Fifth Circuit Court, to ship clerks, container freight sta-

SAFETY CLASSES--Local 13's new "B" men went through a series of manda-
tory safety training classes earlier this fall, with full instruction on all aspects of the operation. Five classes have been through two sessions each. Classes were conducted by PHA Safety manager Jerry Fables, with speakers from various specialties in the Los Angeles-Long Beach Harbor. Also on the faculty was Local 13 President Officer Bruce Krieger and Area Benefits Fund Director Harold Schenker.

ILWU warehouse Local 6 employed at the Clorox plant. An employee detected a small leak and rescued his co-worker.

Refusing to the Department of Labor's Fraud Prevention Agency, Ward said the ILWU supports the establishment of this agency and will not support anyone who attempts to use the Act fraudulently.

"We have no evidence of cases of this kind occurring within our jurisdiction," he said.

Ward said that although complaints still arise that injured longshoremen must wait too long to collect benefits and obtain a final settlement of his claim, the LHWCA governs has provided "an adequate, prompt, and equitable system of compensa-
tion for the over 800,000 workers who depend upon its protection.

"We realize that sustaining an adequate compensation program has become ex-

WASHINGTON -- The Supreme Court on November 7, unanimously ruled that workers in the maritime industry who don't work on the shore or on ships are still covered by the Longshoremen's and Harbor Workers' Compensation Act.

The 9-to-0 decision upholds the Fifth Circuit Court of Appeals and clearly de-

Persons moving cargo directly from ship to land transportation are engaged in "maritime employment" regardless of the time lapse between the two functions or employer-union agreements that laborers may not contact with the ships, Justice Powell said.

The case involved workers in two Texas ports, a warehouseman and a cotton load-
hed, who were injured in 1973 while loading cargo from inland transportation to ware-

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No Speeches. Just Good Eats at Local 6 Party

SAN FRANCISCO — The holiday season got off to a good start for 300 retired ILWU members and national President James Herman. This is a retirement party for a special person within the ILWU family. A person who has contributed an awesome amount in the building of this union.

"George Lee wasn't elected to office and time and again because he used the power of the union to fuel an ego. He had a low profile, uncluttered with his own self-importance and singularly preoccupied with doing what had to be done to first build the union, then advance the union, and then struggle to preserve it."

Joe lbarra took over as Master of Ceremonies December 1 when 200 of his union brothers and sisters gathered at a testimonial dinner.

George's wife Thelma, their relatives and friends in the community also joined in celebrating his long and faithful career in the union. Currently vice president of Local 26, Joe is retiring at the end of this year.

Guests were welcomed by Local 26 Secretary-Treasurer Max Aragon and treated to a fine meal before Local 26 President Joe Ibarra took over as Master of Ceremonies December 1 when 200 of his union brothers and sisters gathered at a testimonial dinner.

George's wife Thelma, their relatives and friends in the community also joined in celebrating his long and faithful career in the union. Currently vice president of Local 26, Joe is retiring at the end of this year.

A 'Very Special' Party for George Lee

HAWTHORNE, CA — George K. Lee, a 35-year veteran in the leadership of ILWU, received a glowing tribute December 1 when 300 of his union brothers and sisters gathered at a testimonial dinner.

George's wife Thelma, their relatives and friends in the community also joined in celebrating his long and faithful career in the union. Currently vice president of Local 26, Joe is retiring at the end of this year.

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George first became active in the labor movement while working in the cotton compressor industry in Southern California. His leadership abilities were recognized in 1969 when ILWU Local 60 merged with Local 26. He was elected vice president in 1949, and has since served as president, business agent and as a trustee of the Warehousemen's Health & Welfare Fund.

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Most fans are quick to celebrate the individual achievements of athletes, analyze their non-loss records or gape at the million dollar contracts awarded to the players of the NFL, the hotdogs, the coffee, that's all profit. Some say we're demanding too much money. The owners make somewhere between $5.5 million and $9.5 million a year. They've all been signed for the next two or three years, records or gasp at the million dollar contracts they're all fighting for. So no superstar is going to have the union pushing them to do it. It was only through, I would venture to say that not many new players have on any job. From the time they're in high school, all the way through the college and that's why we're here and that's why we're talking about their union?

Gene Upshaw, First Vice-President of NFL Players' Association, and Oakland Raiders' offensive line release the injury. We go to a neutral doctor and take the case to a grievance committee which consists of two players and two club representatives. If there's a split decision, it goes to an arbitrator. The procedure is probably very similar to what other unions have.

Other grievances occur when players feel they've been fined unjustly or cheated out of a bonus. Some players have incentive clauses in their contracts which guarantee an extra thousand dollars, say, if they play nine consecutive games or make All-Pro. Well, sometimes the man will start for eight games and then for some reason he's benched on the ninth game. Or another player will make the All-Pro list in a couple of magazines, but not in the Associate Press. So they're both denied credit. These are the kind of things some teams try to pull.

It was revealed recently that Ed Garvey, the Executive Director of the Players' Association, considers the NFL a "monument to racism." Do you agree?

Members and officers of the Players Association have been disturbed for years about the denial of front office and coaching jobs to blacks in the NFL. You're referring to the draft press statement and confidential memo Garvey sent to player reps for input and copies to all clubs before our balloting was completed. A week later the story broke in the newspapers. Why they leaked the memo is their business. The membership, lawyers, trainers, public relations men, and Unions for Youth, for example, taking 700 to 800 youths out of the inner-city and into campsites for a couple of weeks. We get them out there by saying that, but I am sure it kind of correlated together from the standpoint that Tom was coming off an injury and he had been very involved in the union. Probably figured it was a good time for him to go. But the way the collective bargaining agreement is written, it's very difficult to get those jobs.

When did you become active in the union?

I've been active in the union ever since I've been a player in the National Football League. There were some great teams in the NFL in those days. I was in the union and as a rookie I didn't have a choice. It was, 'You're going to join the union and you're going to take this way I got involved. And I'm sure that's the way a lot of unions are run today. When a new man comes on the team, the old guys get together and agree on the guy who's been around for a while, tell him he's in the union and that's it. It's a very, very, especially naive. Growing up in Texas, I had never been involved in unions. But I respected the guys like Dave Grayson and Tom Keating. I trusted their judgment, and I'm glad I did.

Weren't Keating blackballed as a result of his union activities? And does that type of discrimination still exist?

I'm not really sure if they phased him out because of that, but I am sure it kind of correlated together from the standpoint that Tom was coming off an injury and he had been very involved in the union. Probably figured it was a good time for him to go. But the way the collective bargaining agreement is written, it's very difficult to get those jobs.

How else is the Players' Association active in the American Labor Movement?

We're just affiliated with the AFL-CIO. We finally affiliated with the AFL-CIO. We finally affiliated with the AFL-CIO which is the most prestigious union in the labor movement. We are one of the most progressive unions there is, for the simple reason we do have that celebrity status and can attract attention. We participate in the Better Boys Foundation and Unions for Youth, for example, taking 700 to 800 youths out of the inner-city and into campsites for a couple of weeks. We get them out there by saying that, but I am sure it kind of correlated together from the standpoint that Tom was coming off an injury and he had been very involved in the union. Probably figured it was a good time for him to go. But the way the collective bargaining agreement is written, it's very difficult to get those jobs.
Political Alternatives

Some thoughts on the San Francisco election... The poor showing of labor supported candidates such as Feinstein and Prentis, raises some important questions. Obviously, the members of organized labor must improve the recommendations made to them by their leadership bodies - in our case, the San Francisco Legislative Committee. The case of the Mayor, the rank and file has not forgotten that the anti-labor and anti-union attitude has taken in the past as a member of the Board of Supervisors.

In the discussion of the policy of choosing the lesser evil (and there is no doubt that Kopp is a greater evil), or rewarding your so-called "friends," leads to a situation where the labor movement becomes impotent in the political arena. There are currents developing nationally and statewide that are moving in the direction of a more leading and affirmative role for labor in electoral and political action. How would Seattle's Labor Legislative Committee, state councils and international leadership should devote their energies to helping to nourish these trends so that mass based working class and people's organizations adopt the present system of choosing and supporting candidates can develop.

George Kaye
Local 10, San Francisco

Correction

While those of us involved with the development of Parkway Plaza in Fairfield are pleased with the article in the November 2 Dispatch describing the project, I was upset to see an error in the story having to do with Parkmen as a longshoreman.

The story briefly describes longshore conditions prior to 1944 having to do with the "f proper legal or legal.

We did not, as the story states, tote 360-lb. copper plates for three days straight. While longshoremen were routinely ordered to hand handle extremely heavy weights, and were sometimes ordered to work extremely long hours with little break or relief, The Dispatch story does exaggerate the actual difficulty of the involved.

Nils Langen #1764
Local 10, retired

Congratulations

I want to extend to you my congratulations and deepest appreciation for the recent action taken by the International Longshoremen's and Warehousemen's Union in Oregon in refusing to cross a picket line to unload imports from Chile.

Once again, your union has shown not only a great sensitivity to the issues of human rights, but your members have also shown a willingness to sacrifice some of their personal comfort for this effort. I understand that there were at least 50 workers involved who sacrificed around $5,000 in pay for that day, justifying their 50 workers involved who sacrificed around internationally recognized human rights.

While longshoremen were routinely ordered to handle extremely heavy weights, and were sometimes ordered to work extremely long hours with little break or relief, the Painters show our friendship and appreciation for the union's help in protecting against the unloading of logs from Chile in Coos Bay and Newport a week or so before this fall (See the Dispatch, October 5, November 2.)

At one time murals covered almost all the streets of Santiago," explained Brigadista member Jose Letelier, son of the Chilean diplomat who was murdered in 1972 when a bomb exploded under his car. "But after the coup they were prohibited by the junta who felt they expressed too much."

"Our paint shows our friendship and appreciation for the people of this town, for the longshoremen who have so gallantly and humbly supported us and the struggle of our people and our workers," the Brigada Orinoco member continued.

The brigada constructed a 12' x 20' mural, depicting longshoremen at work, as a gift to Local 12 for the "Brigada Orlando Letelier" - a gesture of appreciation for the union's help in protesting against the unloading of logs from Chile in Coos Bay and Newport earlier this fall. (See the Dispatch, October 5, November 2.)

Information Regarding the ILWU-PMA Pension Plan

NOTICE TO:

All Employees who are interested parties to the ILWU-PMA Pension Plan, including Employees presently covered by the following Collective Bargaining Agreement: Portland - Longshore and warehousemen's Agreement; Portland - Longshore and Warehousemen's Agreement; and Seattle Gear and Lockermen's Agreement.

An application is to be made to the Internal Revenue Service for an advance determination on the qualification of the following employee retirement plan:

Name of Plan: International Longshoremen's and Warehousemen's Union - Pacific Maritime Association Pension Plan

Plan Identification Number: 001

Name of Applicant and Plan Administrator: ILWU-PMA Pension Plan Trustees

Benefit Subcommittee

Application Number: 84-068875

The application will be submitted to the District Director of the Internal Revenue Service at 400 Golden Gate Avenue, San Francisco, California 94110, for an advance determination as to whether or not the Plan qualifies under Section 401(a) of the Internal Revenue Code with respect to the Nineteenth Amendment to the Plan.

The Internal Revenue Service has previously issued a favorable determination of the qualification of the Plan for social justice and the right to organize, and concluded by saying that solidarity between working people particularly would bring "a day when the flag of freedom would wave throughout the world."

Then, under the direction of the artists, he signed the mural with his handprint.

North Bend, Ore.-The stunningly attractive mural now covering an inside wall of longshore Local 12's headquarters is "not only a great work of art, but one which conveys to us the principle of solidarity," said International President Jim Herman keynoting dedication ceremonies here Sunday, November 18.

The 12'x 20' mural, depicting longshoremen at work, was a gift to Local 12 from the "Brigada Orlando Letelier" - a gesture of appreciation for the union's help in protesting against the unloading of logs from Chile in Coos Bay and Newport earlier this fall. (See the Dispatch, October 5, November 2.)

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Hiring Halls Defended

Oakland—Union officers came to the defense of Local 6 Dispatch Halls in a Federal hearing here November 15 and 16. The case grew out of charges brought by former Dispatcher and Business Agent Joe Villegas following a rank and file trial costing the decedent his life and his recall from office by the East Bay Membership.

The Dispatch Hall charges were brought by Villegas after an earlier charge—that the Union failed to represent him fairly on his discharge from Safeway Preserves—was thrown out by the National Labor Relations Board.

Defending Union practice and contract obligations on the witness stand were Local 6 President Keith Eickman and Business Agent Pat Heide and Al Lannon. Under cross-examination by Local 6 attorney Jed Gladstein, Villegas first denied that he was ever involved in the case, and his recall from office by the East Bay Membership.

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