IBU members feel great about it. We feel more at home with the ILWU, and we know the affiliation will give us more bargaining power when we have our wage re-opener at Dillingham next fall. It’s like having a big brother.

John Schultz  San Pedro
I knew about the ILWU from my days in the LA Harbor Department, when Local 13 helped us try to get organized. They’ve always had a solid grip on the basic principles of what unionism is. They were always people you could depend on. We had a five-week strike at Pacific Towboat, where I work some time back, and we couldn’t have won it without the help of the ILWU. It’s a great honor to be in this union. I’m just hoping we can help you guys out when the time comes.

Joey Romero  "Pedro"
Joining the ILWU was the best thing we’ve ever done. We like what the ILWU has always stood for. This harbor area has always been solid union, but we’ve got to face the fact that things have slipped a little lately. But I’m sure that we can get it back together. The employers we bargain with and the non-union workers who are looking for some help will understand now that with the ILWU’s help, the IBU is here to stay.

John Fawcett  Seattle
I consider it a great personal victory to be able to affiliate with the ILWU. The whole experience we had with you during the Puget Sound ferry strike was magnificent. I don’t think it’ll ever be fully known how much the ILWU support meant in winning that strike. Many of us had known of the ILWU for years, but for some of the younger people, the whole experience was an eye opener. We really went through something together. It was like having a good friend back-to-back with you in a bar room brawl. Despite all our problems, we’re looking at the future, particularly at the prospects of increased organizing, with much greater optimism.

Eddie McHugh  Honolulu
Our guys here feel great about it. We feel more at home with the ILWU, and we know the affiliation will give us more bargaining power when we have our wage re-opener at Dillingham next fall. It’s like having a big brother.

Ron Urmini  San Francisco
The best way to explain how we feel is that the affiliation will give us much more credibility in this port. People on non-union jobs will have to look at us more seriously, as an ILWU affiliate. So will the employers. I work out of the hall, I meet a lot of the IBU members and they’re 100% delighted with this move. The other main point has to do with democratic union, and we think that the affiliation will become official with the unanimous approval of the ILU International Executive Board, meeting here November 18-19.

IBU members okayed the affiliation in October by an 82% margin in a secret ballot vote. "For us, this is a historic turning point," IBU President Don Liddle told the Board. "The ILWU is an organization in which we feel at home, with the same traditions of aggressive representation, internal democracy, local autonomy and progressive politics. We’ve already benefited from our close relations with the ILWU. We’re ready to play a full role in the affairs of our new International, and to be of any assistance possible to ILWU locals in the coming years."

FULL AUTONOMY
The new affiliate will be known as the Inlandboatmen’s Union of the Pacific, Marine Division of the ILWU. The agreement on affiliation, worked out by Liddle and International President Jim Herman, guarantees the maintenance of the IBU’s current jurisdiction, along with whatever new organizing it is able to accomplish. It also provides that the IBU is to continue to have full control over its own affairs according to its own constitution and bylaws, and over its own funds, property and assets.

Members of the IBU will be entitled to participate fully in International affairs, to run for International office, to vote for candidates in International elections, and on all referenda on ILWU policies and programs. They will have full voice and vote.

---Continued on Page 6---

Holiday Greetings from ILWU Officers and Staff
**Washington report**

**How Orrin Hatch will change your life**

*By MIKE LEWIS*

WASHINGTON, DC—One of the most ominous results of the 1980 elections will be the elevation of Senator Orrin Hatch (R-Utah) to the chairmanship of the Senate Committee on Labor and Human Resource.

The Labor Committee has jurisdiction over most of the federal legislation that directly affects workers, including minimum wages, unemployment, retirement and health and safety standards, workers' rights and unionism. (For a taxpayer filing an individual return, the average employer's disbursements with union activities and 'thereby discourages such activities in the future.' employers still can communicate with workers during a union campaign, in which case the Labor Department will impose a federal hiring freeze. But according to a recent Labor Department report, women are rapidly entering the workplace in unprecedented numbers. (Columbia River District Council President John Irving calls the ruling on just about every major issue a 'raid on the salaries of some practical and much symbolic importance.' With mere strokes of a pen, he will abolish wage and price guidelines, which are the 'carrots' offered to win union support. He will abolish the Department of Energy, he will avoid the transfer of all programs back to the states at least 5% a year, and he has come out for a war against inflation that is 'worse than the war.'

**Minimum wage peaks out**

When the minimum wage rises to $3.35 an hour on January 1, it may be the final nail in the coffin for the federal minimum wage. This is the final step in the current law, and Washington insiders predict that future increases will depend on the New Republican-dominated Senate.

**Try giving the usher a stop-watch and a watch**

According to International Management magazine, the latest corporate craze is 'stop-watch' training. Appar-ently, the problem is that if the executives have to actually keep track of how much time the executives are taking to do mundane tasks, they'll be more likely to get around this tough dilemma.

**Budget Cuts**—Reagan can hardly wait to tear into the $650 billion spending total he would like to see. He wants a 5% reduction in growth of federal spending 7% over the next four years, beginning with a 2% cut in fiscal year 1981. The estimated $13 bil-lion savings can be achieved solely through the elimination of waste, he says. He is confident that the essential government programs won't be sacrificed. Reagan also says he wants to see the Department of Energy and Education as unneeded bureau- cratic memorials.

**Tax Cuts**—Reagan is firmly com-mitted to lopping personal rates by 10% next year and 30% over the next three years. This first installment on the Kemp-Roth bill, plus a $4 billion improvement in depreciation allowances for business, would cost $22 billion.

**Tax Reform**—Reagan will reduce the number of income tax brackets to prevent taxpayers from avoiding taxes by being allowed to deduct from the $550 billion income tax; he would discourage quality care. Thereafter, he will abolish the 14% tax on long-term capital gains.

**Overshadowing all this, he wants to see the Department of Energy and Education as unneeded bureau- cratic memorials.**

**Regulatory Reform**—The President-elect has pledged to abolish "thousands" of government regulations, but he has not yet identified which ones are to go. His reform plan provides that no new rule could be put into effect without a detailed cost-benefit analysis; that Congress could veto any new regulation it didn't like; and that violations would be automatically overturned after several years unless renewed.

**Defense Spending**—Reagan has put a price on his proposed military build-up. He plans to increase defense outlays by as much as 40% a year, and he has come out for a war against inflation that is 'worse than the war.'

**Rationing**—Reagan insists that medical savings can be achieved solely through the elimination of waste, he says. He is confident that the essential government programs won't be sacrificed. Reagan also says he wants to see the Department of Energy and Education as unneeded bureau- cratic memorials.

**Tax Cuts**—Reagan is firmly com-mitted to lopping personal rates by 10% next year and 30% over the next three years. This first installment on the Kemp- Roth bill, plus a $4 billion improvement in depreciation allowances for business, would cost $22 billion.
OSHA renews grant for ILWU’s safety program

WASHINGTON, DC — The ILWU has been awarded a grant from the Occupational Safety and Health Administration (OSHA) for the continuing development and expansion of a union-employment and safety program. This is the second “developmental” grant the ILWU has received, in addition to a “planning” grant received in 1978. The total amount of the grant is $67,254, which will fund the program through October 31, 1981. Final approval of the grant is pending.

The guidance manual will provide training, direction and advisory assistance to local officers when handling health and safety problems. Such assistance will be carried out under the supervision of the four titled officers. The arbitration manual will provide guidelines for plant operating and arbitration procedures. The training program will focus on working conditions, hazards, cranes, cargo, rigging and other related subjects. The arbitration manual will provide guidelines for local officers on how to recognize hazards and what to do about them. The training program will be carried out under the supervision of the Longshore Coast Labor Relations and Safety Committees.

SAFETY MANUAL

The first order of business is the development of an ILWU guidebook on health and safety. The guidebook will cover hazards such as how to recognize hazards and what to do about them; health and safety committees; workers’ rights under OSHA and how to use them; protection from discrimination; and other related material. The book will be distributed to all local union officials and used as the basic training manual for health and safety workshops. Upon request from local unions the International will develop and conduct health and safety workshops for local officers, stewards and rank and file members, such as the workshop for Local 26 in July. Each workshop will be tailored to the specific needs and problems of the local.

Work will also continue on the development of a longshore health and safety training program and arbitration procedures. The training program will focus on walking-on, walking-off, hazards, cranes, cargo, rigging and other related subjects. The arbitration manual will provide guidelines to local officers for the handling of work-related health and safety disputes. This phase of the plan will be carried out under the supervision of the Longshore Coast Labor Relations and Safety Committees.

SPECIFIC PROBLEMS

The International will continue to provide assistance to local unions on specific health and safety problems. Assistance will include providing information and guidance on specific chemical substances, recommended contract language, identification and correction of workplace hazards, and assistance to locals in matters of workplace justice.

The International Executive Board of the ILWU will work under the direction of Vice President Rudy Rubio and the administrative supervision of Research Director Barry Silverman.

Columbia Council sets ’81 legislative agenda

PORTLAND — The Columbia River District Council last month adopted a 16-point legislative program featuring support for local to call for closure of the plant or to compensate the community for loss of economic activity that would result from a closing of it.

“This is only the beginning,” said Local 6 Business Agent Al Abron, “the beginning of a struggle to convince Colgate management in New York to take care of our members. Colgate does not claim the Berkeley plant is unprofitable. The company simply thinks it can make more profits elsewhere.”

The plant, one of the first organized in the ILWU’s March Island, has been under contract to Local 6 since 1938. Some 300 of its employees are members of the Local 6 bargaining unit. The other 150 are salaried personnel.

The International Executive Board of the ILWU offered its full support to Local 6 and its members at Colgate in dealing with the possible shutdown. (See the board’s full statement below.)

The starting announcement last month that the Colgate-Palmolive Co. was considering closing the 65-year-old plant followed a management study that recommended a “restructuring” of the firm’s distribution system to reduce cost and improve productivity on a nationwide basis.

Colgate plant manager David Ruenholl has stated that the company hopes to reach a final decision on the closure by May of 1981. Should the plant close, he said, it would most likely be phased out over a period of several months. Issues such as transfers and severance pay would have to be negotiated before the plant can be closed.

Colgate is the second largest private employer in the city, and according to Dick Jenner of Berkeley’s Business Incentive Program, a shutdown would result in several million dollars of income loss to the city, as well as a sizable loss in taxes and losses to other companies that do business with Colgate.

“We are here to say to the company that we intend to keep the plant open, that we want to do everything we possibly can to let them know that the city of Berkeley and the workers in the Colgate-Palmolive plant and ILWU Local 6 stand together to keep this plant open,” said Colgate assistant chief steward Rick DeGolia.

Also speaking at the demonstration were Colgate Chief Steward Rose Arnold, rank and file committee member Bob Selzer, International Research Director Barry Silverman and Iron Workers Local 790 Recording Secretary Frank Soifer. Letters of support were read from Teamsters Local 17, Service Employees International Union Local 325, and Berkeley Citizen’s Action.

According to Local 6 President Keith Eickman, Colgate management and Local 6 are scheduled to meet on Dec. 12 to explore in detail just what the Company has in mind and to receive answers to several key questions. Local 6 has raised having to do with Colgate’s reasons and rationale for the closing.

Board statement on Colgate

The following statement of policy was unanimously adopted by the ILWU International Executive Board at its meeting in San Francisco November 18-19.

Warehous Local 6 has been notified that Colgate-Palmolive intends to close its plant in Berkeley, California. The plant, under contract to Local 6 since 1938, presently provides jobs for some 400 workers, 300 of whom are members of the Local 6 bargaining unit. The Colgate closing comes on the heels of several other closings and relocations in recent months within Local 6’s jurisdiction, among them Thrifty Drug, Bay Cities Wholesale Hardware, and Clorox.

Colgate has for years been an important source of jobs for Local 6 members, and played an important role in the economic life of Berkeley and the entire East Bay. The closing will create a crisis in the lives of many ILWU members, several of whom have as much as 20 or more years of seniority at the plant, and adversely affect economic conditions throughout the Bay Area.

Local 6 is now in the process of developing a program to deal with the problems thus created, a program which includes both an immediate response through collective bargaining and what might be described as a political response which calls into play local politicians and members of the East Bay community who share the burden in Colgate continuing in business in Berkeley. Given the gravity of the situation and existing Union policy on plant closings, the International Executive Board of the ILWU offers its full support to Local 6 and its members at Colgate in dealing with the difficult situation it confronts.

Local 6 maps response Colgate shutdown threatens 450 jobs; Berkeley Council seeks alternatives

BERKELEY—“We want our jobs. That’s why we’re here,” said Laszlo Lunker Robin- son as he stood with co-workers on the steps of the Berkeley City Hall.

Robinson, a member of ILWU Warehouse Local 6, is one of 450 Colgate-Palmolive employees who may be thrown out of work if the company follows through with its announced intention to close its Berkeley plant.

Robinson and more than 100 Colgate workers, their relatives and neighbors, and other ILWU members and local trade unionists rallied in front of the City Hall November 25 and then met with the City Council chambers. The council, acting on a program of action that was approved at the request of Mayor Eugene Newport, adopted unanimously a five-point resolution in support of the workers, which was initiated by Loc- cal 6.

CITY ACTIONS

Among the actions called for by the reso- lution were:

• A city investigation of the reasons for closing the plant and a report to the com- munity on the legitimacy of those reasons.

• An investigation of the economic and social effects of the shutdown.

• The establishment of a committee of union representatives, city council members, members of city agencies and the community to discuss what steps could be taken to insulate the city from the plant.

• Proposals by the committee to Col- gate-Palmolive to cushion the impact of a closing if steps cannot be taken to keep the plant operating.

• An investigation of possible federal and state assistance to either assure con- tinued operation of the plant or to com- pensate the community for loss of econom- ic activity that would result from a closing of it.

“This is only the beginning,” said Local 6 Business Agent Al Abron, “the begin- ning of a struggle to convince Colgate man- agement in New York to take care of our members. Colgate does not claim the Berkeley plant is unprofitable. The com- pany simply thinks it can make more profits elsewhere.”

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According to Local 6 President Keith Eickman, Colgate management and Local 6 are scheduled to meet on Dec. 12 to explore in detail just what the Company has in mind and to receive answers to several key questions. Local 6 has raised having to do with Colgate’s reasons and rationale for the closing.

Part of the crowd of 100 Local 6 members and other Berkeley residents who attended a rally on city hall steps before city council met.

“The only thing that is changing is the location of the jobs,” said Dave Berrac, a member of Local 40, with the assistance of former lobbyist Bob Schenck and State Rep. Jim Chrest, also a member of Local 40.
Strong safety unit wins respect at Kerr-McGee

TRONA, Ca. — On November 23, George Avila, chairman of the Workmen's Safety Committee at the Kerr-McGee potash plant, filed two routine complaints with the company's safety department. One concerned the quality of drinking water in the plant and the other was about the practice of painting identification badges on the front of workers' helmets with rivets that poke into their foreheads.

"We won't stand for that," said Avila. "We brought the problems to their attention and if they're not resolved we'll call OSHA. We have other things for the inspectors to look at anyway."

As head of one of the most effective safety committees in the ILWU, Avila does not make idle threats. His routine filing of the two complaints ten days ago reflects a direct, no-nonsense approach to job safety that has met with remarkable success.

In the last decade, Local 35's safety committee has fought for and won significant improvements on a wide range of health and safety issues. The Local even took the company to court last year in a dispute over air pollution emission standards.

HAZARDS

Particular in-plant problems have included potash dust and electrical shock hazards, product leaks, poor lighting, excess noise, extreme temperatures, and unsafe scaffolds, walkways, vehicles and product handling methods.

"We go the gamut," said Avila.

At 61, Avila has been a member of the Local 35 safety committee since 1945. Over the years after workers there affiliated with the ILWU, 100 Local 35 members work in Kerr-McGee's Mojave Desert facility. Despite their accomplishments, Kerr-McGee employees aren't protected by exception contract language on safety. Their agreement allows for safety committees for both plant and lake operations. It grants them regular inspections and meetings with the management safety department, and states simply that:

"The Company, the Union, and the employee will comply with applicable State and Federal laws concerning the maintenance of proper safety, health and sanitation programs, and that the employer will reduce hazards and maintain the best possible safety record."

What is it, then, that makes Local 35's safety committee so successful?

According to Avila, it's the few unwritten rules of thumb they have developed over the years:

• Have a representative group on the committee.

Our committee includes people from several sectors of both maintenance and production, including a member of the electrical workers union," said Avila. "Each person usually has a pet project or area of expertise, but we work together and talk a lot among ourselves. Every member has his say during committee meetings with the plant safety engineer. There are no holds barred, and we tell it like it is."

• Keep continuity in the program.

"That way no project is forgotten during shifts in membership. The company wanted a rotating system where people are in for three or four months and then out. But it really takes a committee member about one year before he feels he's worth something. All our members have considerable experience. They don't pull any punches. They're chosen from a list of volunteers and appointed to indefinite terms at regular meetings."

• Keep things confidential.

"Any member of the union who has a safety problem can come to any member of the safety committee and report the hazard. His name is never brought up. We insist on anonymity. Committee members will often file the complaint so we won't have to talk around anything or be afraid of revealing the name of the complainant. If a person is afraid to file a complaint, we pick up the ball and run for him."

This is especially important for new hires because there is a 90-day period when they're not protected by the union. Since they can be fired during this period without union representation, they're reluctant to complain. They also don't know anything about safety. What 19-year-old kid does? They assume everything they see is normal."

• Don't dismiss any hazards or accidents, no matter how trivial they seem.

We report everything at our monthly meetings with management. The minutes is our record of complaints and grievances. Everything on the minutes is committee action. We add to the list every meeting and expect management to move quickly on high priority items.

NOT SUPER MILITANT

"We try not to be super-militant. We have pretty good rapport with the company safety representatives. They respect us as equals in our minute-by-minute case and get the hazard on the minutes. Most of the time they're willing to go on with improvements. It's the various supervisors who are sometimes slow in getting to the hazard. There we enforce foot-dragging in the past, though."

"We never lie or exaggerate the seriousness of a problem, and we always mean what we say. Even if it means you get a point too long. If it's something covered by OSHA, we call OSHA rather than argue. We call for inspections about three times a year, and whenever there is a serious accident where we might have a claim against the company. Since OSHA has to come 135 miles out here, we usually have anywhere from three to a dozen items for them to look over at one time.

"We don't get much flak for being nitpickers. If it's obvious someone is reporting a hazard to get back at his boss, we don't handle it. We don't let that happen. We always go under the assumption that if you're right, you don't have to be afraid."

Other plant committee members include Bill Geren, Richard Buters, George Cast, Ed Watkins, and Richard Buters of the electrical workers. The Lake division consists of chairman Don Wright and Loren McNamara.

The hourly wage increases are 10% during the first year and 9% during the second year. Top-rated maintenance workers will receive a total increase of $2.58—bringing wages up from the current level of $9.91 to $12.19 by the conclusion of the agreement. Trainees on the low end of the scale will get a total increase of $1.51—up from the current $7.58 to $9.09 over the life of the agreement.

The other major improvement is an increase in the income protection plan for an injured worker which kicks in after state disability and workmen's compensation run out. The benefit goes up from the current level of $160 per week to $290 per week.

The negotiating committee consisted of Local 35 President Tom Garrison, George Avila, Harvey Crandall, Kenny Knowles, Jim Davenport, Cary Dabbs, Don Wright, Sr., and Southern California Regional Di- rector Don Wright.
Local 6 contract at Ashworth Bros.

SALINAS — Thirty members of warehouse Local 6 at Ashworth Brothers, a California-based food manufacturer, have ratified their first ILWU contract, a two-year agreement featuring excellent wage increases and improved pension plan coverage all employees and dependents.

Wages are increased by 84c to 85c in the first year and 74c to 75c in the second year. In addition, six members of the Local will receive a 25 percent increase in their weekly wages.

The agreement includes an additional holiday, bringing the total to 11. Other economic gains include a first-time vacation schedule of one week after six months, two weeks after two years and three weeks after seven years, and a 30-year pension plan.

Local 6 members also gain access to free room and board at two all-white area hotels. The hallmarks of Ku Klux Klan activity. The agreement, ratified overwhelmingly, is the father of three school-aged children. His father, Roosevelt Presley, is the father of three school-aged children. His father, Roosevelt Presley, is the father of three school-aged children. His father, Roosevelt Presley, is the father of three school-aged children.

The ILWU committee also agreed to the formation of a reward fund for the perpetrators of these actions to be held by the sheriff's watch groups to work with the sheriff's watch groups to work with and get the legislature mad enough to have a good excuse to break our union.

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Other economic gains include service cutbacks. Claiming the ferry system has been repeatedly turned down in its request for a new ferry to carry passengers, the public, the State Transportation Commission also scheduled an additional public hearing December 2 to hear the ferry system's response to the public's concerns. Other economic gains include jury- days two weeks after two years and three weeks after seven years, and a 30-year pension plan.

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The Inlandboatmen's Union (IBU) has always been a proud and independent union, which we are proud to have as an affiliate,” Herman told the International Board. “It feels of the IBU rank and file.” Herman said. “They had some jurisdictional problems in some kind of bargaining, and this was a strong presence in Alaska, Puget Sound, the Columbia River, Northern and Southern California and Hawaii.

The affiliation is a reflection of the feelings of the IBU rank and file,” Herman said. “We have issued conditional problems in some California, which we helped them work out, and of course we joined other unions in helping to shut down Puget Sound when the Washington State Navigation Company attempted to bust their union last spring. But our assistance was always on a non-string basis, without expectation of anything in return. Things like that were taken at the initiative of the IBU rank and file.

Since its formation in the fall of 1918, the IBU has made outstanding progress on behalf of its members, who are employed on ferries, tugboats, barges, tour boats and other miscellaneous craft.

According to Minor.

“Outside workers were herded into the whole coast. They were shrewd and soon put together a strong organization. The IBU cast off on its own, which electrified the country in the late '30s and early '40s. The IBU grew rapidly in the late '30s, extending its jurisdiction to cover the growing commercial towing industry — including "inside" towing at Puget Sound, the Columbia River, San Francisco Bay and elsewhere.

The IBU personnel numbers over 700 workers employed by the members of the Seattle-Tacoma Association of Watermen and Longshoremen (ATO) per day—a man at sea for thirty days, for example, will get paid for an additional 15 days. The straight time rate for able-bodied seamen, a basic classification in most IBU jurisdiction, is about $8 per hour, or $120 per month.

"Inside employees of the Northwest Towboat Association, employed primarily in moving oil to upstream communities. They receive wages comparable to or slightly higher than the current rates for the job, based in the Columbia River area. Other workers working in the Pacific Northwest.

Other negotiations later in the year will cover the 300-old employees of Harbor Tug and Barge, who had and perform "inside" towboat and ship assist work in the San Francisco Bay area and the 50 tankers employed by Coastal Towboat and Lighterage Co., also in San Francisco. The negotiations covering this year covers 80-100 members employed at San Francisco Towing, engaged in coastwise and deep-sea towboating work out of Oos Bay, Oregon. Wages here are not as high as those enjoyed under the North West Towboat agreement, but the agreement provides an additional 8/10 of a day for each day of outside work, is a model for other bargaining units.

The Independent, tough-minded IBU—our people are strong on local autonomy, and their bargaining rights protected under the 1914 Clayton Act. That's what's kept this little outfit together. Our people are strong on local autonomy, and their bargaining rights protected under the 1914 Clayton Act. That's what's kept this little outfit together. Our people are strong on local autonomy, and their bargaining rights protected under the 1914 Clayton Act. That's what's kept this little outfit together.

The Inlandboatmen's jurisdiction covers about 60 Seattle-based tankermen. About one occasion the ferry boat workers set up a three year pact covering 60 members of the Columbia River Towboat Association, primarily engaged in moving grain down the Columbia River and carrying oil to upstream communities. They receive wages comparable to or slightly higher than the current rates for the job, based in the Columbia River area. Other workers working in the Pacific Northwest.
ceeed by John Fox, the organizer who had put the IBU together in Puget Sound. Delegating up as secretary of Local 8 of the Masters, Mates and Pilots, Fox put to-
gather a strong bargaining coalition between the two unions. Aggressive IBU organizers, continuing to go after the growing deep-sea towing com-
panies, ran them into conflict with the longshoremen's union, the then -
dominant affiliate of the Seafarers Inter-
national Union, AFL, successor to the old
Sailors Union of the Pacific, the then -
organized in the area of the various state
additional states, to protect
merchants, and tourists, and to
in the Puget Sound area. A primary
ferry service, which is a pas-
takers earn $10.21 while terminal
leadership — before an acceptable
while, ordinary seamen and wipers
throughout the '50s and '60s, the IBU
another public sector unit
another public sector unit
as commerce between the
loads Neo-Tea's 7000 ton steamers, and
in the Puget Sound ferries, with some 85
injured sailors are ticket sellers, earning
the leadership — before an acceptable
injury, and those who earn substantially
Another 400 members, depending on the season, are employed on the
operations, earn just short of $12 per
enact an agreement with the state workmen's compensa-
tions. Ocean-going work which takes
Looking on as International President Jim Herman, second from right, presents new ILWU charter to Inlandboat-
look like for fun" riders yearly. But, as both
months, to a total of about 12 to 15
health and safety. Among the
illegible on the page.
Alcohol Problems?

If you are a longshoreman, clerk or boss with an alcohol problem, or know one, contact the ILWU-PMA Alcoholism Recovery Program representative in your area. They are trained to offer personal and family counseling, referral and other services—all on a confidential basis.

Southern California
Ed Torres, Local 13
1314 North Avalon
Wilmington, CA 90744
Phone: (213) 549-9667

Northern California
George Cobb, Local 10
400 North Point St.
San Francisco, CA 94133
Phone: (415) 776-8351

Columbia River/Oregon Coast Area
Jim Copi, Local 8
Phone: (503) 231-4882

Puget Sound/Washington Area
Lon Reich, Local 21, Longview
No. 2 dispatcher and two relief dispatchers

Local 37 sets stage for renewal

SEATTLE — The installation of new officers to head ILWU cannery workers Local 37, held at the Washington Plaza Hotel here November 1, drew 450 union members and community guests.

Newly installed were President/Business Agent Silme Domingo; Secretary-Treasurer Larry Cotter, who detailed the Council's thanks to Local 37 for its assistance in the current ILWU organizing drive there.

The evening concluded with champagne and other festivities; dancing to the live music of Juan Medina’s band “Hari,” and a surprise performance by the dance troupe “Kaisahin,” directed by Manila Paz.

Local 24, Aberdeen
Local 24, ILWU, Aberdeen will hold the final election for 1981 officers December 16, 1980, to fill the offices of president, vice president, secretary-treasurer, recording secretary and executive vice president. Nominations will be held at the regular meeting on Thursday, February 26, 1981, at 7:30 p.m. at the Union Hall, 600-4th Street, Aberdeen. Written nominations will be accepted up to the time of the election meeting, Monday, March 16, 1981. Written nominations will be accepted at the meeting.

Polling will be between the hours of 6 a.m. and 6 p.m. at 427 Fourteenth Avenue, Longview, Washington.

Local 17, Broderick
Local 17, ILWU, Broderick, will hold a mail referendum election for officers, executive board members, trustees, NDC delegates and caucus/convention delegates. A nominating petition accompanied by 20 signatures of members in good standing for the offices of president, vice-president, recording secretary, financial secretary, labor relations director, labor service director and the board of trustees, must be in at the end of each meeting.

Nominations will take place at the regular membership meeting on Thursday, February 26, 1981, at 7:30 p.m. at the Union Hall, 600-4th Street, Broderick. Night shift employees will meet at 12 noon. All candidates must be at the February meeting or be represented by written proxy. Nominations will be closed at the end of each meeting.

Changes of addresses should be sent to the union to insure adequate representation.

WITCHHUNT

Caughlin also recalled the history of Local 37 during the McCarthy years, specifically the legal battle that he and attorney Barry Hatten had waged against attempted deportation of a family workers returning from Alaska, many of whom were officers of Local 37. The battle ended in an important Supreme Court victory, in which Local 37 succeeded in clarifying the status of all Filipinos who had emigrated from the Philippines as "wards of the US" before 1934.

DUTCII HARBOR

Local 27 President Baruso, commenting on the youth of many of the new officers, said he anticipated a stronger and more active union. He specifically pointed out Local 37's commitment to organizing in Cordova and Dutch Harbor as an example of this resurgence.

The situation in Dutch Harbor was also described by ILWU Alaska Council President Larry Cotter, who detailed the companies' inhumane treatment of nonunion workers, and expressed the Council's thanks to Local 37 for its assistance in the current ILWU organizing drive there.

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International Vice-President George Martin swears in new officers of Local 37. See below.
BC labor fed takes care of business

VANCOUVER, BC — The 25th anniversary convention of the BC Federation of Labor was a relatively quiet gathering. There were few major fights over policy or leadership. In an efficient and businesslike way, the 958 delegates dealt with major issues facing the BC labor in the eighties. The ILWU was represented by fifteen delegates.

The tone was set by the report of the executive council of the federation delivered by its president, Jim Kinnaird.

"The past 25 years have been marked by tremendous struggles with employers, provincial and federal governments and energy from Canada and required that any Canadian or foreign corporation with a continuously operable investment have to be broken up by the provincial or federal government; to limit the employment of any women who have worked

The ILWU delegates at 25th BC Federation of Labor convention. Front, left to right: Frank Kennedy (delegate from the Vancouver Harbor Labor Council); Don Garcia, who attends as a federation officer; Harvey Elder, Scotty O'Donnell, Rod Daran, Les Copan. Back row left to right: Damon Metcalfe, Lee Jantzen, Jim McKinley, Larry Mannix. Missing are Local 514 (Foremen) delegates: Dan Gunther, Don Parr-Pearson, Doug Sigurdson and Local 500 delegate Lonne Papon.

Employees of the provincial and municipal governments, as well as other public bodies make up a large percentage of the membership of the BCFL. The convention reflected their concerns when it agreed that the federation would make every effort to organize a major issue in the year ahead.

WOMEN'S ISSUES

The women's rights committee of the Federation reported to the convention on its activities in the past year concerning sexual harassment on the job. It also reported that it had reached one of its objectives in that it had reached one of its objectives in that the women active in all levels of the labor movement. It listed two goals, to bring to the attention of the major women still not organized, and 2) to overcome the situation in which many women still face discrimination on a day-to-day basis. The convention agreed that the convention should support candidates who are supportive of labor's ideals and goals to run for office at the municipal and school board level.

The slates of leaders elected at the Convention included ILWU Canadian Area 10 Chair, Don Garcia, who will serve as second vice-president of the BCFL.

Constitution Issue

Dealing with issues by the federal and the provincial governments, over many years has been the basic issue. It's patrimony of importance and is crucial that the principle of working people be included in the constitution. It must provide guarantees that the abundant natural resources, which belong to all Canadians will be managed and developed in the best interests of the people.

Canada has vast energy wealth and this should be used for the benefit of the people. At the same time, it has to be used for the benefit of the people. There is no way to provide employment, and the employment of the unemployment to the economic and the unemployment to the economic system by the federal government.

Job creation programs endorsed by the delegates included:

- shorter hours of work;
- legislation for mandatory advanced notice of layoffs and in some cases the closure of plants to make layoffs more public;
- placing the onus for justification for layoffs on the employers and requiring compensation to those laid off;
- requiring that any Canadian or foreign corporation with a continuously operable investment have to be broken up by the provincial or federal government;
- restricting the export of raw materials from Canada, particularly timber; and
- requiring the processing in Canada of raw materials as an obligation for the use of Canadian resources.

- the development of more manufacturing jobs in the forest products industry;
- the construction of a Canadian Mer-

The convention also expressed its great support of labor's ideals and goals to run for office at the municipal and school board level.

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Housing options for the elderly

One irony of twentieth century American life is that while life expectancies have continued to grow, the quality of life in old age has not always kept pace. Today many older people are living longer, but fewer of them are living comfortably and happily than many of their counterparts of the past.

As with the general population, the majority of over 65 Americans (42%) live in the nation's metropolitan areas. But about half residing in central cities. But elderly Americans have considerably lower incomes in 1977, the median income for families with retired and elderly heads was over $9,212 compared with $11,060 for all families. Fourteen percent of all elderly heads lived below the poverty line in 1977, compared to 10% for the general population.

Most older Americans (72%) own their own homes in 1978, as did Americans as a whole. However, the number of older Americans also tend to be older, and less well cared for than the average private citizens.

Moving

About 5% of all elderly leave their home states after their working years. Moving is just not an option for most people, and friends is most desirable, and because moving costs money.

Frugally, the poorest elderly end up moving most, not because they have to, but because urban renewal forces them out of the deteriorated sections of town where they can afford to rent.

While moving costs money, the poorest elderly end up moving most, not because they have to, but because urban renewal forces them out of the deteriorated sections of town where they can afford to rent.

In the US today, close to 80% of them are crowded into 5.5 million households lived below the poverty level in 1978, as did Americans as a whole. However, the number of older Americans also tend to be older, and less well cared for than the average private citizens.

Moving centers for the elderly are an added alternative to outright institutionalization. They can also help to relieve the burden on families that care for their elderly relatives at home. Unlike the more familiar senior center which primarily provides recreational programs, day centers are designed to serve people who do not live at home. By the round-the-clock care provided in a hospital or nursing home. About 30 such centers now exist in the US.

Day care centers are also far less costly than institutional. In one Baltimore center, for example, the total cost per day including transportation is $13 whereas a couple dining inside a room in a fine dining rests with nursing home would cost $30-$50 a day. But Medicare does not cover that cost in most states, not does Medicaid.

CONGRESSIONAL HELP

Congressional representatives proposed amendments in 1974 which significantly relaxed health care services and called for it to be established for all elderly, and for funds for public and private home care programs. But these amendments have been held up for two years, tangled between nursing home lobbyists, budget cutters and congressional politicians.
Salvadorians united against junta, US aid feared

News that government troops in El Salvador were involved in the brutal rape and murder of four American missionaries last week has triggered a strong national outcry against the US-backed junta in that country. A scheduled $25 million in US aid to El Salvador has been immediately cut off, and a State Department investigatory team was sent in its place.

A delegation of representatives of the repressive right-wing junta, the US news agency that visited El Salvador from July 22 to August 21 on a fact-finding mission for the Archdiocese of San Francisco.

Ampergo, a 27-year-old American-born country, was the first cabinet of the government resigned and denounced it as a facade. They said there was no way they could change the basic structure of the country. An example of this was the continued existence of the Alfaro's National Guard, which was an international army in Central America. In spite of this, the junta continued to receive US military aid and equipment.

The refugees in the United States, however, were not pleased with the outcome of the visit. They felt that the US government was not doing enough to help them.

What is the role of the Church there?

The Church plays a very important role in the country. It is the main provider of health care and education, and it is also a unifying force for the people. It is important to note that the US government has been trying to suppress the activities of the Church in El Salvador.

What kind of repression is there against trade unionists?

It is very systematic in the country. Government forces have systematically targeted trade unionists, and they have been arrested, tortured, and killed. The US government has also been providing support to these forces, including military equipment and training.

Can you describe the distribution of wealth you saw there?

I can begin with San Salvador, which has 500,000 people. It is estimated that between 100,000 and 150,000 live in slum dwellings. What happens is that peasants come from the countryside looking for decent living and they end up constructing homes of mud and thatch that are barely large enough to live by the small rivers so they have access to water.

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The dispute took place on an industrial level.

Dockers, widows on pension list

SAN FRANCISCO — Following is the December 1980 listing of dockworkers retired under various ILWU-PMA plans. Included in the traveling group were: Local 10, San Francisco: Ace Johnson; Local 12, North Bend: Charles C. Edwards; Local 13, Wilmington: Robert Hane; Local 19, Seattle: Joe Baretich; Local 24, Aberdeen: Joe Baretich; Local 25, Astoria: Eileen Kalmaroff; Local 34, Portland: John N. Zarrick; Local 36, East Bay (Oahu) — 100-28-72.

The tournament drew some extra media attention as the 88 Canadians and 15 Washingtonians who made the trip, played matches on Oahu, Kauai and Maui, attracted a special point of emphasizing their confidence in Hawaii's tourist industry. Their affirmations were important, given the wave of reported assaults on tourists. Some of the visitors were interviewed over KHON-TV's evening newscast.

After 10 days in Honolulu, the group travelled to Kauai for a five-day stay and Maui for a 10-day visit. This was the second exchange trip for the Canadian ILWU members. Two years ago, Hawaii ILWU members made their first trip to Canada under this home-and-home series. Tour leader was Norm Wealick, Local 500.

The local has made some progress since then, and the booklet represents its renewed commitment to bringing more workers into the ILWU. The guide is also an outgrowth of a Local 6 organizing seminar held in January 1973, in which several committees were formed to oversee and coordinate rank and file organizing. A nucleus of some three-dozen members were consistently helpful, said Eckman. “Our aim is to revitalize and expand that group which is willing to get off their butts and help organize.”

“We want members to keep their eyes open and bring in more leads. That’s how most organizing campaigns start. Friends or relatives will be talking about their problems on the job and a member will say, ‘Well listen, tell me about Local 6.’”

“We also need more people to attend organizing meetings and speak out as rank and file. Union officials are often seen as salespeople. We’re the ones who come in and make promises. Whereas the rank and file will just tell workers, ‘Hey, this is what the union has done for you.’”

“I’ve seen many cases when the rank and file person has swayed the situation. They give credibility in this age of suspicion.”

Mainlanders enjoy island golfing

HONOLULU — Top winners in the Canada-Oslo ILWU golf tournament played on October 21 at Pearl Country Club were: Fred Paulson (Oshu), who took overall low net honors with a 87-36-41 mark, and Kenny Baker (Vancouver), presented the “Governor’s Trophy” on the strength of his 95-30-67 score. The 18-hole tourney was played in three flights, and the top winners were:

A — Wally Anderson (Vancouver), 81-82-73 and Nick Akana (Oahu), 82-83-77.

B — Wayne Yokoyama (Oshu), 82-83-79; Frank Bokal (Vancouver), 83-82-79; C — Baker and Reynolds Jerome (Oshu) — 80-83-77.

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Union coalition discusses logs, politics

SAN FRANCISCO — The executive board of the United Federation of Industrial and Tidewater Labor organizations met at ILWU headquarters here November 19 to discuss a number of issues of mutual concern.

Members of the Federation include the ILWU; the International Woodworkers of America; the Lumber, Production and Industrial Workers; the Association of Western Pulp and Paper Workers; the Inlandboatmen's Union of the Pacific; the Masters, Mates and Pilots, and the Masters, Mates and Pilots.

The delegates voted their full support to Local 6 in its efforts to stop the shutdown of the Berkeley Colgate-Palmolive plant. The Board also approved the adoption of policy urging the total cessation of US assistance to the military government of El Salvador (see page 5).

ILWU Exec backs Local 6 at Colgate, sets policy on picket line sanction

SAN FRANCISCO — While the unanimous vote approving affiliation of the Inlandboatmen's Union (see page 1) was the highlight of the November 19-20 International Executive Board meeting, delegates also took action on a number of important political and internal union issues.

The delegates voted their full support to Local 6 in its efforts to stop the shutdown of the Berkeley Colgate-Palmolive plant (see page 3), and adopted a statement of policy urging the total cessation of US assistance to the military government of El Salvador (see page 5).

The Board also approved the adoption of a strike sanction procedure whereby another union that asks an ILWU local to respect a picket line to be established at a single site will, in effect, authorize the local to honor the strike.

The Board members also held a wide-ranging discussion on labor's political future after the general elections, and the effects of the election on the economy, on civil rights, and the position of the various unions on the question of log exports. Also discussed were political and legislative issues, and the necessity of working to stop the elections in the state legislatures as a result of conservative victories in the recent election.

Statement on KKK acquittals

At its meeting on November 27-28, 1979, the International Executive Board of the ILWU described the KKK-Nazi party murders in Greensboro, North Carolina as "a sickening and shocking reminder of the continued activity of organizations whose purposes are the advocacy of white supremacy, the preaching of racial hatred, and engaging in racist terrorism." The Board went on to urge that "those guilty of conspiring and carrying out the cold-blooded assassinations...be brought to justice and punished to the fullest exent of the law.

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"SOUTHERN JUSTICE"

Now we are treated again to the spectacle of "Southern Justice." An all-white jury has acquitted the six Klansmen and Nazis of the charge of murder, a decision hailed by one Nazi leader as a "great victory for white America." The Federal Government must move forcefully to stop the legal and moral vacillation created by the "Southern Justice" case. The decision to fail to do so will be tantamount to a declaration of open season on racial minorities and political dissidents in the deep South.

Corporate crime a way of life

• Bethlehem Steel — convicted recently in connection with an elaborate kickback scheme involving the laundering in Europe and South America of approximately $1 million in phony commissions, subsequently returned to the US to be used as bribes to shipping companies.

• Ashland Oil — fined a total of $1.5 million this year in a series of cases involving the rigging of bids for high-pressure pipelines.

• Sea-Land — a subsidiary of R. J. Reynolds, fined $4 million in 1977 for illegal rebates to customers and another $1 million in 1979 for fixing prices of ocean shipping.

• Gulf Oil — found guilty of $4.5 million in illegal political contributions.

These are not isolated instances of some pretty prestigious corporations being caught harassment their hands in the cookie jar. Rather, according to an article in the December 1 issue of Fortune, they are evidence of a much deeper pattern of corruption among some of the most powerful companies in US economic life.

In the last ten years, author Irwin Ross reports, more than 300 companies including some of the 1,000 corporations which have appeared at some point in the business magazine's list of the 500 largest central and national firms, have been either convicted of offenses or pleaded "no contest" to charges of corruption.

The Fortune list is limited to five criminal categories (including tax fraud and illegal rebates; criminal fraud; illegal political contributions; tax evasion and campaign contributions). (The latter consist entirely of price fixing and bid-rigging conspiracies and exclude the vague and more contentious area of "monopolistic practices," subject to civil anti-trust laws.) Of the companies listed, 117 have been involved at least once — several by repeated offenders. All in all, 282 citations are listed covering 96 antitrust violations; 28 kickbacks; 266 illegal rebates; 25 cases of illegal political contributions; 11 cases of fraud and 5 cases of tax evasion. The list is limited to domestic cases, excluding a substantial amount of foreign bribes and kickbacks. It does not include the large and smaller corporations. "The bribing of purchasing agents by small manufacturers and the skimming of receipts by cash-laden small retail businesses are a commonplace of commercial life," says Ross.

The list reads like a "Who's Who" of America's corporate elite, from Weyerhaeuser and Chemical (price fixing and tax fraud) to Weyerhaeuser (price-fixing). Some companies are repeaters — Gulf Oil, for example was convicted for two illegal political contributions, one attempt to bribe an IRS agent and another for fixing the price of uranium.

"Simple economic incentives explain much illegal behavior," says Cole. "Corruption seems to pay, at least in the short term. But it's a shortsighted view in the long run. We don't do these things for our own benefit, but... (but) for the benefit of the company.

Executive salary gains

Executive salary gains rate to a record level in 1980 as companies competed for a limited supply of executive talent, according to a survey by Prudential-Bache, New Jersey management consulting firm. In the report released, Prudential-Bache led the escalation with an average 17.1% increase; chief financial officers received average 14.4% while chief executive officers posted a 14.8% gain.