SAN FRANCISCO — In a hard-working twelve-day session held here March 2-14, delegates to the ILWU longshore, clerks and walking boss' caucus hammered out a tough, well-rounded bargaining program which will be presented to the Pacific Maritime Association when negotiations for a new west coast dock agreement begin next month.

The current agreement expires July 1. Negotiations will begin shortly after the conclusion of the 24th Biennial International Convention, which begins in Honolulu on April 27.

Detailed reports on the negotiating program developed by the caucus will be carried back to the membership by the delegates. The caucus covered an enormous amount of ground, developing proposals on such critical issues as registration, manning, safety and jurisdiction as well as on wages and COLA, pensions, health and welfare and other benefits.

The negotiating committee will be headed by International President Jim Herman. Other members will be Vice-President Ruby Rubio and George Martin; Secretary-Treasurer Curtis McClain; Coast Committeemen Bill Ward and Dick Wise; Lou Loveridge, Local 13, Wilmingtont; Willie Zenn, Local 10, San Francisco; Art Bonne, Local 8, Portland; Rudolph Martinez, Local 19, Seattle; Tom Phillips, Local 18, Sacramento (California small ports); Randy Vekich, Local 24, Aberdeen (Washington small ports); Joe Jakovac, Local 12, Coos Bay (Oregon small ports); Frank Billeci, Local 34, San Francisco, and Larry Clark, Local 40, Portland, will represent the clerk locals.

Nominations were also held for coast committee positions. Incumbent Dick Wise, —Continued on Page 2

Convention program set
—see page 12

At Colgate-Palmolive

Severance pact breaks new ground

BERKELEY — With the closure of the Berkeley Colgate-Palmolive plant apparently inevitable, the 300 members of warehouse Local 6 employed here have overwhelmingly ratified a substantial severance package which is "head and shoulders above anything else we've seen negotiated in these situations," according to Local 6 President Keith Eckman.

"This agreement will make a measurable difference. It's not as good as having a job. We tried like hell to get them to stay, but at some point we realized that we had no choice but to get the best severance deal possible. The committee did an incredibly good job in very tough circumstances."

SEVERANCE PAY

The existing Local 6 agreement with Colgate, negotiated last year under assurances from the company that it had no plans to move, provided for one week of severance pay per year of service. That plan is now amended as follows:

- Eligibility: Severance pay will be provided to all workers who were on the job as of the date of termination. Employees who resign before termination with the company's permission will also be eligible.

- Disability: All employees off on disability who had at least 24 months of service prior to being disabled qualify for benefits based on their service up to the date of disablement.

- Pro-rata: Benefits will be calculated on years of service plus completed months. This benefit alone is expected to be worth an average of $200 per employee.

A lump sum severance allowance will provide an amount ranging from a low of $400 for relatively new employees hired after July 1, 1978, up to a maximum of $1,075 for old-timers hired before July 1, 1961. This benefit applies to all employees including those off on disability.

The agreement also provides for the cashing out of 100% of unused sick pay, up to 42 days—a benefit which is other-

—Continued on Page 12

Towboat strike victory

"I think the towboat employers saw this as a chance to slow down the IBU, to stop our momentum after the success of the ferry strike last year, and the affiliation with the ILWU.

"But we pulled it off. We had unity among the members, and we had incredible support from the ILWU, especially the Puget Sound locals.

"We've come of age as a union."

—Jim Parker

IBU Towboat Negotiating Committee

Members of the IBU Towboat Negotiating Committee are (in the foreground from left to right): Jerry Barnett, Rusty Deveroux, Glen Musgrove, Dick Tracy and Barry Binsky. In the rear are Don Monroe, Jim Parker, Rob Johnson, Bruce Klopfer, Isaac Berry, Dennis Macomber, Ray Perelli, John Perryman, Walt Phair, and Dick Pope.
The Polish unions

I think it's a pretty good bet that the overwhelming major-
ity of the members of the ILWU, like other American unions,
completely support the efforts of Polish workers to form in-
dependent trade unions to fight for a better life for themselves,
and a more just society for all.

The only issue is their right to organize, to bargain, to
strike, and to conduct their business without intimidation. We
have wagged our continued to wage monumental struggles in
this country for those same rights, at the cost of many lives.
We have supported similar struggles all over the world. Our
support for the Polish workers is only natural and logical.

GENERAL STRIKE

There can be no doubt that Solidarity and labor or-
ganization formed out of the historic sit-down strike in the Lenin
shipyards in Gdansk six months ago, represents the aspirations of the overwhelming majority of the Polish
working class, and all Polish people as a whole.

No organization can pull-off a disciplined general strike of
as many as ten million workers—as Solidarity did on March
22—can be easily dismissed. One particularly interesting sta-
tistic reported in the western press recently is that two million
of the Polish Communist Party's three million members are
also members of Solidarity.

The restoration of stability to Poland's labor relations,
and to society as a whole, is probably a long way off. It will only
be achieved after considerable ameliorations in the Polish
people's ability to fit this new organization into the structure
of the government.

There have been several occasions over the past few
weeks when it appeared that a real crisis was at hand.
During the struggles waged by Solidarity for legal recogni-

tion, calling on a farmers' union, for the five-day week and,
most recently, against police brutality, the western press
was filled with rumors of an impending Soviet or Warsaw Pact
invasion. While things have calmed down somewhat, as this is
written, I have no doubt that other crises will occur.

REALRESTRAINT

But it appears, at least to this outsider, that the Polish
people and their government are doing a hell of a good job of re-
solving their own problems. On one issue after another real bar-
gains have taken place. All parties appear to have shown re-
straint and discipline. Each time agreement is negotiated, each
time a little progress is made, the hope that Poland can emerge
from this crisis as a stronger, more united and more prosper-
on nation grows brighter.

It must therefore be the most

profound hope of working people and trade unions all over the
world that the great powers will permit this creative process to
continue without interference or pressure. An invasion by the
Soviet Union or its allies would constitute a direct attack on the
rights of all workers—pure and simple union-busting. It would
also have the effect of drastically increasing the already dan-
gerous level of world tensions. It would cavalierly violate the
basic principle that all nations have the right to determine their
own government. Our own government has threatened to impose serious
countermeasures—such as the break-up of arms control talks and
the end of economic aid to Poland—if Solidarity is crushed.

This kind of intervention for trade union rights in other
countries, hence the Russian Union is being isolated, thinking
that the US is once

again on the best of terms with any number of regimes—Chile,
South Korea and El Salvador, just for starters—where unions
have been brutalized, and unions and non-unions alike all over the
world, that the US will protect billions in untaxed income.

What isn't fair is this: While you're car-

rying your full share of the tax bill, million-

aires aren't even to be taxed in their shelle-
tures and through tax loopholes to escape their fair

share (many of them will pay a penny)

big oil companies will be paying a smaller

percentage on income than you are: bil-

lion of dollars that could support needed

federal programs now. In the past three in-

terests, they've been exempted from this

fairness principle, and this is really astonishing, considering that the US is once

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terest...
Arbitrator OKs log manning rule

PORTLAND — An agreement negotiated last fall between ILWU and Weyerhaeuser Company preserving manning scales on log loading operations has been put into effect in the wake of a decision by the coast arbitrator upholding its legality.

The agreement covers manning scales on operations using Weyerhaeuser’s automated “Grant System.” It provides that a minimum of eight longshoremen per gang must be hired on such operations — the same manning necessary on older, conventional log jobs. Disagreement was reached at the joint coast LRC level, and the matter was referred to the coast arbitrator.

In February, coast arbitrator Sam Kagel rejected the PMA position and ruled that the agreement violated the longshore contract, and that it was in direct conflict with the employer’s right to operate efficiently. Disagreement was reached at the joint coast LRC level, and the matter was referred to the coast arbitrator.

The Grant System pact was negotiated by ILWU President Jim Herman, Coast Committeeman Dick Wire, Northwest Regional Director G. Johnny Parks, Randy Vekich, Local 24 (representing Puget Sound and Washington coast ports) and Jim Burgonne, Local 21 (representing Oregon-Columbia River ports).

Weyerhaeuser is the largest private landowner in the US, and last year earned profits in excess of one billion dollars.

Local 8 wins pact at Ash Grove Lime

PORTLAND—A new 3-year contract was finalized February 28 by ILWU members employed at Ash Grove Lime, according to Local 8 President Jerry Blitz.

It features “a reasonable wage increase, improvements in the already existing Kaiser health and welfare coverage, and prescription drugs,” Blitz said.

The new bargaining committee included Rudy Godinez, Ramon Tooper, and Daniel Lanliatza. They were assisted by Local 24 Business Agent Glenn Ramiskay and Local 47 Business Agent Bobby McGee.

The three-year contract expires on February 28, 1984, and covers the Ash Grove Lime port.

Islandwide raises at Brewer Chemical

HONOLULU—Brewer Chemical workers, numbering 77 members statewide, are now covered by a new three-year contract, which went into effect February 1.

Chief union spokesman Fred Lee says the best of the three-year contract is a $2.50 pay boost, to be paid out in three increments — 15% this year, and 10% in each of the following years.

The increases will run from $1.42 to $2.55, bringing the minimum pay for a grade 1 worker to $7.68 and the maximum for a grade 13 journeyman maintenance mechanic to $13.75.

Night work premium pay will be at 50% instead of 35% because no night work is Islandwide instead of “plantwide.” The probationary period has been reduced to two months.

Improvements were won on vacations, medical and dental insurance, grievance procedure, and funeral leave.

Subcontracting out of work will be subject to the grievance procedures if such action results in employee layoffs.

Premium pay for supervisory work will be paid at the rate of 40 cents hourly.

Labor history facts

A book tracking important events in American labor history during the 200 years between 1776 and 1978 is available free from the US Department of Labor.

A booklet, "Important Events in American Labor History 1776-1976," may be obtained by writing to: Office of Osha Division, U.S. Department of Labor, Room 11200, 400 Golden Gate Ave., San Francisco 94110. Copies are free while the supply lasts.
Local 26 wholesale drug strikers examine summary of new three-year contract.

Los Angeles — After four weeks on the bricks last month, members of ILWU Local 26 employed in the wholesale drug industry are back at work with a contract that is admittedly less than what they had hoped to win.

"But we made them bargain," says steward Jesus Alvarado. "We made them take us seriously. And we'll be back."

Some disappointment, but we've got to get a report on the new pension settlement which gives them a first-time-ever benefit raise.

Wholesale drug negotiating committee consisted of, from left, Local 26 BAs Billy Hudgins and Luisa Gratz, President Joe Ibarra, Mark Walberg, International Secretary-Treasurer Curt McClain, Larry Clays, Guy Ruiz, Art Sekeres and Richard Carrasco. Not shown, Bob Gammons.

Local 26 also picked up another $4 on the shift differential along with major improvements in medical, dental, and life insurance.

Committee members included Ibarra, Business Agents Luisa Gratz and Billy Hudgins, Mark Walberg, Larry Clays, Art Sekeres, Guy Ruiz, Bob Gammons, and International Secretary-Treasurer Curt McClain also assisted.

Sugar negotiators win historic gain for pensioners who pioneered ILWU

HONOLULU — Earlier this year sugar workers in ILWU Local 142 ratified an industry-wide agreement which not only raised their wages but increased the pension checks of the old-timers who pioneered the development of the union in Hawaii.

As of February 1, the contract's uncapped pension formula boosted the incomes of 3,962 pensioners, including the 18 surviving sugar workers who retired under the first pension plan set up in 1954.

CREDIT TO COMMITTEE
"It is a real credit to our committee and the membership for recognizing the financial plight of our senior citizens," some of whom served as top leaders in Local 142 in years gone by," said ILWU Regional Director Tommy Trask. "They contributed much towards the growth of the ILWU, retiring with meager benefits. Inflation, of course, has worsened their financial woe."

Under the new formula, pensioners will receive graduated percentage increases. Those with lesser benefits will be paid a higher percentage. For example, retirees who retired from 1954 to 1962 will receive a 38% boost on $2.76 per year, which means a $26.60 monthly boost, bringing their monthly rate to $7.42.

But any way you read it, the action taken by the Hawaiian sugar workers shows that it's never too late to show your appreciation to those who led the way.

Present at the Waialua Sugar unit stopwork ratification meeting was this group of retirees ranging in age from 70 to 86 years old. They were on hand to get a report on the new pension settlement which gives them a first-time-ever benefit raise.

Local 26 wins pact at Ashland Chemical and 3 other houses

Los Angeles — Four new contract settlements were reached recently in the latest round of bargaining by ILWU Warehouse Local 26.

Vice-President Hy Orkin reports a good agreement at Ashland Chemical that calls for a potential wage increase retroactive to January 1 of this year, and an additional increase the second year of the contract.

A new dental plan, which includes a Maintenance of Benefits Clause, was also instituted by the company as of April 1. The bargaining committee consisted of Robert Henderson, Dean Baylor, Ronald Johnstone and Orkin.

Negotiations were also concluded at Capital Fruit with three-year agreements providing increases in wages and employer pension plan contribution, and improvements in both vacations and holidays.

The negotiating team included Larry Jefferson, James Boyant, James Solis, Tony Shells, Ruben Armenta and Business Agent Luisa Gratz.

American Bravo

Members at American Bravo ratified a three-year contract which gives substantial wage increases, two new holidays, improvements in vacations, clean-up time, new classifications, sick-leave and other language changes.

The bargaining team was Modesta Keenan, Pedro Vargas, Dorothy Spencer and BA Luisa Gratz.

The clerical unit at New York Merchandising also ratified a two-year agreement providing substantial improvements in wages, vacations, fatigue duty leave, reports Business Agent Jesus Alvarez.

The collective agreement runs from January 1, 1981 to December 31, 1981 which coincides with the expiration of the Squamish Territorial office staff contract and Local 117.

Negotiations were conducted by the ILWU Canadian Area and Regional Director Mark Walberg with the assistance of Diane Miller and Cindy Robinson, both employees on site.

The collective agreement was received through the Canada Labour Relations Board on March 27, 1980 which resulted in the Company, Johnston Terminals and Storage Ltd., applying to the Federal Court to have the certification overturned.

The Federal Court of Appeal on February 14 made their judgment dismissing the appeal.

Local 6 wins pact at Transilwrap West

San Francisco — Local 6 members at Transilwrap West have ratified a two-year agreement which provides wage increases of 8% in the first year and 6% in the second year.

An unaccused COLA, which delivered an additional 6% last year, kicks in during the second year of the agreement.

The agreement also provides an $8 adjustment for the lowest classification, as well as a 2.5% across-the-board raise for former; two additional half-day holidays plus one personal holiday after five years and another after ten, plus important improvements in vacation and sick leave.

The new pension plan is in line with the California Dental Service, other health and welfare benefits are maintained. The company has agreed to contribute up to $40 toward the cost of safety shoes.

The agreement was negotiated by BA Joe Figueiredo and Gino Quiocoo.
As the 106th major league baseball season gets underway, the threat of a players' strike hangs over the game like a full count with the ing time out from the team's final pre-season and other related matters. He also acts as liaison between his team and the union, and, like any union shop steward, he handles grievances and similar problems with management. A left-handed reliever, Lavelle pitched 100 innings last year, missing six with a fracture, and a respectable 3.42 earned run average. Tak-

able to identify with. reached. We're still negotiating, but the owners haven't made any effort to come up with a better proposal than the one the Players' Association had 15 months ago. So there really isn't anything made any effort to come up with a better proposal than the one the Players' Association had 15 months ago. So there really isn't anything made any effort to come up with a better proposal than the one the Players' Association had 15 months ago. So there really isn't anything made any effort to come up with a better proposal than the one the Players' Association had 15 months ago. So there really isn't anything made any effort to come up with a better proposal than the one the Players' Association had 15 months ago. So there really isn't anything made any effort to come up with a better proposal than the one the Players' Association had 15 months ago. So there really isn't anything made any effort to come up with a better proposal than the one the Players' Association had 15 months ago. So there really isn't anything made any effort to come up with a better proposal than the one the Players' Association had 15 months ago. So there really isn't anything made any effort to come up with a better proposal than the one the Players' Association had 15 months ago. So there really isn't anything made any effort to come up with a better proposal than the one the Players' Association had 15 months ago. So there really isn't anything made any effort to come up with a better proposal than the one the Players' Association had 15 months ago. So there really isn't anything made any effort to come up with a better proposal than the one the Players' Association had 15 months ago. So there really isn't anything made any effort to come up with a better proposal than the one the Players' Association had 15 months ago. So there really isn't anything made any effort to come up with a better proposal than the one the Players' Association had 15 months ago. So there really isn't anything made any effort to come up with a better proposal than the one the Players' Association had 15 months ago. So there really isn't anything made any effort to come up with a better proposal than the one the Players' Association had 15 months ago. So there really isn't anything.
Safely sick at Carnation

OAKLAND — The entire ILWU Local 6 membership at Carnation engaged in a three-day sickout last month in protest of the disciplinary action taken against two co-workers who refused to work an unsafe job, reports Local 6 BA Jim Ryder.

The two workers, William Todd and Randy Taylor, were suspended on March 25 when they refused to use a wobbly ladder to pour pet food into a hopper. The supervisor reportedly insisted that the job was safe. The supervisor's solution was to use one another ladder or a portable scaffold. The supervisor reportedly insisted that the job be done as he had directed.

Another supervisor brought in other workers to do the job, but McFarland advised them not to work under those conditions. The entire ILWU Local 6, under the leadership of Steward Ed McFarland, came by, saw the obvious hazard, and told the workers to come home. He reminded them that they can use another ladder or a portable scaffold.

Training for all supervisors, a procedure against the supervisor involved, better discipline and return to work April 1. Other demands and return to work April 1. Local 6 officials met with Carnation management the next day. Since Taylor's suspension had previously been dropped, their principal demand was that Todd be reinstated, too, with full back pay. Other demands included: disciplinary action against the supervisor involved, better training for all supervisors, a procedure to refer unsafe job disputes to a third party, regular safety inspections of the entire plant, and the application of sick leave benefits for the three full days of the sickout.

Todd's case is now before a union-management Arbitration Board. Charges may still be filed with the National Labor Relations Board in CA 1.

The Carnation plant committee that handled the dispute consists of Ed McFarland, Assistant Chief Steward Ron Torres, Ed Gimple, Jerry Stidman, Anthony Sylvester, Bob Bemel, Alfonso Gonzalez, Ed Gimple, Ed McFarland and Leona Copeland. For their part, Ryder said they will come back to work while they have the money to support the workers' compensation laws.

LARGEST EVER

Local 13, Wilmington

Longshoremen here elected Louie Rios as president, and Bobby Ovares as the day business agent. Richard Lamont will serve as the weekend relief BA.

A new executive board, registration committee and promotions committee have also been elected as well as two dispatchers—T. C. Connolly and Don Crew.

Thousands of workers singing "The 3-Way bill's a rip-off, We shall not be moved . . ." rally at the state capitol to beat back a measure which would ravage Washington's workers compensation program.

'No way on 3-way'

OLYMPIA — In one of the most impressive lobbying efforts ever seen in the state capital, thousands of working men and women came from all over Washington on March 18 to chant: "No way on 3-Way."

An estimated 9,000 people, including many ILWU-BIU members, filled the space between the Capitol Building and the Temple of Justice to hear Governor John Spellman and Democratic legislators talk about a bill to change workers' compensation laws.

The proposed measure would end the state's system of paying workers injured on the job by allowing private insurance companies to compete for a business. Under the current system the state, the workers entered the building.

"Hear us now or hear us later," one worker shouted over the barking of Louie Governor John Cheberiach's gavel, a reference to repeated promises to vote in the next session against any legislator who supported the bill.

The workers, most of whom took a day off to journey to Olympia, arrived in some 60 buses chartered by the United Labor Party. The UILWU represented at the demonstration, said Puget Sound District Council President Ken Robin. Since longshoremen are covered by the Federal Harbormasters Compensation Act, they won't be directly affected by a change in the law, he noted. "But it certainly is a threat to all organized labor. We loaded up two buses out of Seattle and plenty of other member took their own cars.

The bill, primarily insurance companies, contend that they can't through competition, improve service for injured workers over the present state system. Opponents point out that the truck record for the current system has been good and that they would be stuck at the average state wage, it would not rise with inflation and it does not take into account the potential benefits of what might have been better jobs had the worker not been injured.

For instance, a truck driver of 30 who lost an arm might never be able to obtain another job with as high a wage. He or she would be stuck at the average state wage for 10 years and then, perhaps, at even less.

Many of those at the rally were obvious- ly well informed about the bill, and raised serious questions about its pro- visions. Careful organization was also evident in the work that was almost halted together by legislative districts so they could go calling on their legislators in masse.

Lobbyists for insurance companies who normally gather in "outrageous" numbers. The corner between the House and Senate, had cleared out by the time the rally ended and the workers entered the building.

Severance agreement at Beconta Ski Co.

SAN FRANCISCO — A solid severance package has recently been negotiated at the Beconta ski equipment manufacturing company, which provided 14 warehouse Local 6 members with excellent cash settlements, extended fringe benefits and a pledge to grant Local 6 recognition upon reopening in California within three years.

The present lack of snow in the state has severely hurt the company's business, says Business Agent Joe Figueroa. Beconta started out with a 38-person work force, dropped to 20 last year, and now employs seven Local 6 members.

A total of 14 members on the seniority list are eligible for benefits. They are to receive one week's pay for every year worked, with partial years to be pro-rated. Health and Welfare and life insurance coverage will be extended for four months after the closure.

The company has not yet determined the exact closing date.
**SEATTLE**—"The main issue for us was winning some respect," says Inlandboatmen's Union President Don Liddle. "The hiring hall, seniority and all the economic benefits we won—they're just symbols of something more basic. This is the first time we were able to make them take us seriously. They will try and gimmick the agreement to return to the past, but we've turned the corner for good."

The corner was actually turned March 17 when after months of fruitless negotiations with the Pacific Northwest Towboat Association, some 1,000 members of the Inlandboatmen's Union of the Pacific, Marine Division of the ILWU, pulled the pin for the first time in over 30 years.

"They were really shocked," says committee member Isaac Berry. "They didn't think we'd ever sit down. They'd lost the last offer on March 17 was just a dare. They didn't expect us to pick it up."

**EVERY ISSUE ADDRESSED**

The strike lasted just under two weeks, until April 1, and the agreement under which the towboat workers have returned to work is the best witness to its effectiveness. "It's the best we've ever won, there is no comparison," says Berry, deals with every issue we raised, one way or the other. "There were compromises, for sure, but at least our foot in the door on everything that mattered."

Membership of the towboat unit constituted the unlicensed workforce—deckhands, deckhand/engineers, chief engineers and cooks—employed by Crowley Maritime, Foss Launch and Tug, Dunlap, Washington and Alaska terminals. A unit of 60 tankermenn load and unload oil barges. "It was the first time they had ever had to work is the best witness to its effectiveness. Under the old agreement, we had no seniority on deckhands/engineers, chief engineers and cooks—employed by Crowley Maritime, Foss Launch and Tug, Dunlap, Washington and Alaska terminals. A unit of 60 tankermenn load and unload oil barges. "It was the first time they had ever had to do it," says Berry. "They didn't know how to handle us."

"We had no sympathy on layoffs, we had real jurisdictional problems, sick days at all, and no health and welfare coverage for employee injured on the job—they were simply given a "day maintenance and cure" allowance."

**MAJOR ISSUES**

While economic issues were critical, a poll of the membership conducted by the negotiating committee after it was elected last November, determined that "language" items held equal priority. "We had been after a hiring hall for years," says Dennis Macomber, another member of the committee. "We had no sympathy on layoffs, we had real jurisdictional problems, sick days at all, and no health and welfare coverage for employee injured on the job—they were simply given a "day maintenance and cure" allowance."

The issue of Accumulated Time Off (ATO) was another important issue. Under the old agreement, outside crews were paid on the basis of an eight-hour day plus one-half day ATO. A man at sea for 30 days, for example, was paid for an additional 15 days as well. "We had to strengthen that ratio," says Macomber. "It makes a tremendous difference in qualifying for benefits, and in providing an income during the slow months."

During intermittent negotiations last fall and early this year, "we made almost no progress," says Macomber. "What we went out the only thing we had agreed on was deductions for their union dues," according to Berry. "Puyet Manor. "They didn't know how to handle us. It was the first time they had ever had to deal with a union committee. They couldn't break us down or divide us."

**SOLID VOTE STRIKE**

On March 17, some 800 members of the unit packed the IBU auditorium and voted, without a single dissenting vote, to hit the bricks. "We were ready," says Perryman. "There was an emotional issue involved. Many of the benefits we were seeking were already in place in the other ports on this coast. Our contract was substantially improved. It was as though they were saying that Puyet Puget Sound towboat workers didn't deserve any better."

It was a big strike operation. The committee, under the direction of strike coordinator Barry Binsky (on leave from his duties as San Francisco patrolman for the duration)—met every morning at union headquarters to coordinate picket assign-

ment and to rule on requests for exemptions of military-related cargoes, medical supplies and other necessities bound for Alaska. Twenty-four-hour picket lines were established at 18 sites around Puget Sound, and a flotilla of 8-10 picket boats patrolled the sound, checking on ship movements and bunkering operations.

The Sound was nearly still. Only a small number of ships maneuvered without the assistance of tow boats. Efforts by a number of companies to operate with super-vision or scabs were unavailing. One attempt by Foss to operate a scab tug was brought up short when the IBU refused to clear the ships to carry exempt cargo to Alaska.

**ILWU AID**

ILWU International Representative John Bukosky was assigned to IBU headquarters to direct liaison between the strikers and the area longshore division locals. "Without the ILWU's support we'd have been on the bricks for months," according to committee member Dick Tracy. "The longshore locals totally respected our picket lines, and lost a considerable amount of work opportunity. The clerks went into the barges to check on the exempt cargo, and when they found stuff that wasn't legit, they made them unload it and start over again. It was a tremendous show of strength on our behalf."

**EMPLOYERS 'AGITATED'**

Bukosky, International President Jim Herman and Northwest Regional Director G. Johnny Parks participated in various phases of negotiations, "and that had a tremendous effect as well, as a show of support. The employees were continually agitated about a more generalized shutdown, like what happened last April during the ferry strike. That lesson stayed with them," says Tracy.

Other unions also helped. Masters, Mates and Pilots of Alaska and water pickets, and a number of craft unions involved in ship and barge maintenance and repair did the same. "The Canadian Seamen's Guild went out of their way to help us, too," says Tracy.

**BACK TO WORK**

The basic agreement, wrapped up at about 1 a.m. April 1, was presented to a mass membership meeting that afternoon. The strikers voted overwhelmingly to return to work pending a 48-day mail ballot. They were specifically asked by Liddle to hold onto the ballots for 30 days, "to be sure the employers are really intending to live up to what they promised."

"This contract is a tribute to the hard work of the committee, to the solidarity of the entire membership, and to the strength of the ILWU-IBU affiliation," International President Jim Herman told the members. "We should serve as a clear warning to your employers that this affiliation is a real thing, not just a formality, and that our unions have made a new beginning together."

In late-night session with towboat negotiating committee are, standing, ILWU International Representative John Bukosky and, seated to his left, IBU Puyet Sound Regional Director Burrill Hatch.

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**SEATTLE**—The full texts of the three-year agreement negotiated between the Inlandboatmen's Union of the Pacific, Marine Division of the ILWU, and the Pacific Northwest Towboat Association, have been sent out to the membership for a 98-day mail ballot referendum. Basic provisions include the following:

- **Wages and COLA**: All classifications, inside and outside, will receive a total increase based on 40%. ATO will be increased to 4.5 hours for each day worked in the first year, to five hours in the second year and to six hours in the third year.

- **All those covered by supplemental agreements—tankermen, hydro-train, Terminal 105, Pier 17 and Crowley Environmental Systems—will also receive a wage increase based on 40%. All wage increases are retroactive to February 1, 1981.**

- **Special rates for repair, cargo and rail car lashings are also improved in each year of the contract.**

- **Hiring procedures**: A joint hiring and dispatch service has been agreed to. Details and implementation are to be negotiated by the parties prior to October, 1981. "This is a really historic improvement for us," said Regional Director Burrill Hatch, who chaired the negotiating committee, "and it was a major priority for the committee."

- **Seniority**: Contract was amended to specify that seniority terminates if an employee works 1,000 hours in a calendar year in another bargaining unit with the same employer, or in a non-unon capacity with the same employer. It is also provided that new employees can establish seniority in 1,000 hours in the space four months (as opposed to six consecutive months under the old agreement).**

- **Maintenance and cure**: Towboat workers are covered neither by the state Workers' Compensation Act. Under the old agreement, injured or sick employees received only $32 per day "maintenance and cure."

- **This was another extremely important issue for the committee," according to Hatch. The new agreement provides maintenance and cure of between $22 and $39 per day. Those injured at work or sick will receive that amount for 39 weeks, in conjunction with a weekly maintenance and cure benefit of $154. At the end of that time maintenance and cure is increased to $154.**

- **Vacation**: All vacation accrued after February 1, 1979 and as yet unused will be paid out as of the current rate of pay.**

- **Pensions**: Employer contribution rate is increased to reflect a 40% per credit year retirement plan.**

- **Holidays**: Martin Luther King's birthday, January 15, will be observed beginning in 1983.**

- **Sick Leave**: Beginning February 1, 1983, employees will accumulate sick leave credit on the basis of one-half day per month of service. There was no sick leave under the previous agreement.**

- **Health and Welfare**: A number of added benefits will take effect on July 1, 1981. The new agreement provides maintenance and cure allowance."
Container work issue looms large as UK dockers face mass layoffs

LONDON—The problem of surplus labor among dockers in Britain's financially ailing ports is threatening labor peace in the industry, according to a March 13 article in the Journal of Commerce.

Employers are concerned that the dockers' "sport" - the Transport and General Workers' Union (TGWU) — will respond to possible layoffs by trying to establish new work for dockers at inland freight and container-handling depots where other work is scarce. The job done by waterfront dockers before the container revolution of the last two decades.

The TGWU, a so-called "called container corri- dors" around the port has been dormant for a couple of years but if it reemerges the country may face a replay of the bit- ter labor disputes that led to crippling strikes in the 1970s.

WORKERS WARNED

In February the Port of London Authority and the Mersey Docks and Harbour Board, the largest port employer in Liver- pool, warned workers that unless the labor market around each port is trimmed by 1,000, some sections of the ports will be closed. Together the ports employ some 46,000 of the 50,000 regular dockers.

The government responded with an offer to encourage voluntary retirement by boosting dockers' severance pay to a maximum of $30,000. But the scheme back- fires. Both the TGWU, which won an end to mandatory retirement in their 1973 contract, discouraged members from accepting the offer. Moreover, older dockers elsewhere put off retiring in hopes that the extra severance pay would be extended to their ports. The government insists that the plan won't be expanded.

This situation is expected to press for an ex- tension of dock work in place of mass re- dundancies. However, earlier attempts to get dockers on the job to avoid it and sequen- cing of containerized containers have resulted in strikes, and the involvement of dockers, inter- and intra-union disputes, and clashes between Conservative and Labor politicians in Par- liament.

Following such unrest, the 1978 Parlia- ment decided sufficiently to make dockers exclusive cargo-handling rights within a half-mile radius of ports.

Dockers, widows

on pension list

SAN FRANCISCO — Following is the April 110 listing of dockworkers retired under various ILWU-PMA plans:


* The widows are: Ada M. Bea- champ, (John, Local 12); Irene M. Bel- lend, (Lon, Local 12); Martha Berg- strom, (Louis, Local 10); Betty J. Ber- nan, (Vincent, Local 10); Irene Bemis, (Paul, Local 13); Violent Chandler, (Cal- vin, Local 4); Myrtle Cople, (William, Local 10); Lillie Devouabithy, (L. N. Sr., Local 34); Ollie Furma, (Edwin, William, Local 10); Ruby Jackson, (Lewis, Local 13); Hazel J. Johnson, (Aree, Local 10); Lil- lian Kelly, (Horace, Local 34); Mable Neko, (Michael, Local 10).

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Auxiliary backs anti-racism bill

PORTLAND—Auxiliary 5 at its Febru- ary meeting moved to support a bill at the Oregon Legislature which would make acts of racial harassment a Class C felony.

The bill was introduced at the request of Governor Victor Atiyeh, who told re- porters he was distressed by large traffic jams and racial harassment of work- ers.

Similar acts have occurred in Salem, St. Helens and other Oregon commu- nities; swastikas have been painted on mailboxes; and several Portland police of- ficers are being investigated for dumping dead opossums in a local "souls food" restaurant on Union Avenue.

State Senator Vera Phillips was urging the House judiciary committee to act favor- ably on HB 2479, which would make the elderly members who were now re- cently subjected to racial harassment.

IBU pleased at plan to build new lock

PORTLAND — US Rep. Ron Wyden (D- Ore.) last week welcomed a $515 million Knapton tug that he is introducing a bill in Congress to authorize construction of a new $150 million lock at the Columbia River Dam on the Columbia. The legislation "very badly needed," according toPatrolman Dan Dorman, of the IBU's Columbia River Division. IBU members would both labor and business of eight locks on the Columbia -Snake river waterway system. It has caused many delays and, "with the harvest season coming on, it will be just as bad or worse this year. IBU has long pushed for modernized the lock.
Copper boom aids San Diego dockers

SAN DIEGO — Long a low work opportunity port, San Diego has recently begun to inhale activity due to a booming copper trade, reports ILWU Local 29 President Sam Vargus.

The copper exports are concentrated at the 24th Street Marine Terminal in National City. The Port of San Diego has its name on the docks, but the container ships are often owned by the shipper who will deliver the load, which is then picked up by the customer. This makes the port a major player in the global copper market.

In the late 1970s, copper prices began to rise, and the port saw a surge in shipping activity. This continued into the 1980s and 1990s, with a peak in the early 2000s. The port now handles over a million tons of copper per year, making it one of the largest in the world.

The port is also home to a number of other industries, including the Port of San Diego, which is one of the largest in the world. The port is also home to a number of other industries, including the Port of San Diego, which is one of the largest in the world.
Anti-nuke coalition remembers TMI

Unions, environmentalists join to oppose expansion of nuclear power

Some 10,000 demonstrators participated in a union-sponsored demonstration in Harrisburg March 28 to commemorate the near melt down of the Three Mile Island nuclear facility.

HARRISBURG, Pa. — Approximately 10,000 anti-nuclear trade unions and environmentalists marched through town to the state capitol here on March 28 to oppose the spread of nuclear power and the reactivation of the plant on nearby Three Mile Island.

The march was endorsed by nine international unions: the Mine Workers, the Machinists, ILWU, the Auto Workers, the International Chemical Workers, the Furniture Workers, the Graphic Arts Union, the Woodworkers, and the Railway and Airline Clerks. It was also supported by many union locals and district councils and a number of citizens' organizations.

The event was intended not only to publicize the opposition of much of the labor movement to the Reagan Administration's pro-nuclear policies, but also to stress the advantages of coal and solar energy in terms of jobs, inflation, and the environment. In addition to the halting of nuclear power, the marchers called for a massive public works program, guaranteed jobs for all displaced nuclear workers, and broad support for the miners in their contract negotiations.

Although nuclear utilities have fostered the widespread belief that nuclear-generated electricity can make the United States independent of foreign oil, the fact is that oil is used primarily for heating and transportation and presently accounts for only 7% of the nation's electricity. Nuclear plants also provide far fewer jobs than could solar, coal, and wind energy alternatives — and at far greater hazards to health and safety.

NUKES AND JOBS

"I had an argument recently with a building trades worker who told me nuclear power means jobs,"IAM President William Winpisinger told the marchers. "And I said, 'Sure it means jobs. So do pornography, drugs, and auto accidents, but we don't push them as the answer to unemployment.'

"When this country gets its priorities straight, we'll be able to have plenty of jobs, safe energy, and reasonable energy prices at the same time."

Dr. Michio Kaku, physicist at Columbia University, announced the formation of the Institute for Safe Technology — a new organization of physicists against nuclear energy. "One pro-nuclear scientist recently told me that radiation is good for you because it speeds up the evolutionary process," said Kaku. "Maybe this is the answer to the problem of nuclear waste: let's feed it to the government's scientists."

Barry Commissar, former presidential candidate, emphasized the political significance of the new coalition between unions and environmentalists. "Reagan and the utility companies are now aware that they can't set workers and environmentalists against each other. From now on, environmentalists will be marching side by side with the unions, and we'll all be resisting to accept a choice between nuclear pollution and unemployment."


Sam Church, Jr., president of the United Mine Workers, missed the demonstration because of coal negotiations. UMW Secretary-Treasurer William Basilstyn was on hand, however, describing Three Mile Island as "the grim visage of death in whose shadow we stand."

More than 190,000 coal workers have died in the nation's mines this century, Basilstyn added, noting that this was "nothing compared to the hundreds of thousands who would be affected by one nuclear meltdown."

OTHER SPEAKERS

Other labor speakers included Victor Gheithom of the New York City Council of the American Federation of State, County and Municipal Workers. Other speakers represented the civil rights, environmental and civil rights movements.

In full-page newspaper advertisements, Robert Georges, president of the building and construction trades council of the AFL-CIO, declared that the groups behind the demonstration "do not speak for the majority of this country's union leaders." He said that the last AFL-CIO convention had reiterated the federal's long standing position in favor of the nuclear industry.

Canadian area awards scholarships

VANCOUVER, B.C. — The 1980-81 ILWU awarded to the following recipients: Canadian Area scholarships — $250 each: James Richardson — son of Sid Richardson, Local 500; Dean Turpin — son of Len Turpin, Local 506; Cathy Jean Oliver — daughter of William Oliver, Local 500.

Thomas P. Mayes Scholarship — $320: Glen Sampson — son of Ben Sampson, Local 500.

Entrance Scholarships — $500 each: Michael Seymour, son of Ed Seymour, Local 504; Allan Rae — daughter of R. W. Roe, Local 508; Kelly Lambe — daughter of Frank Lendnvoy, Local 506; Diane Elizabeth Smith — daughter of Arthur Smith, Local 500.

Vocational School Scholarships — $400 each: Elaine Lloyd — daughter of Roland Lloyd, Local 504; John Ford — son of John Quilty, Local 500.

IBU Puget Sound

In a special election held recently, Burrill Hatch was elected IBU Regional 1 Director for Puget Sound. The election was held April 10, 1981, with 724 votes to 50 for Stacy Peabody, 56 for Robin Ramsey and 31 for Louise Yates.

East Bay Endorsements

The following recommendations for municipal elections to be held in Berkeley and Oakland April 21 have been made by the ILWU East Bay Legislative Committee.

Oakland

Mayor

District No. 2

District No. 4

District No. 6

City Auditor

School Board

District No. 3

District No. 4

District No. 7

Measure "A"

Berkeley

City Council

District No. 1

District No. 2

District No. 3

Measure A

Initiative/Statement of Policy

Shall the people of Berkeley actively oppose the closing of Colgate-Palmolive's Berkeley plant, with the resultant job loss and economic dislocation, and

Shall the City of Berkeley consider the reservation and expansion of jobs, sources of employment, and economic activity within the city limits, one of its inherent governmental functions for the good and welfare of its residents? Yes

Some 10,000 demonstrators participated in a union-sponsored demonstration in Harrisburg March 28 to commemorate the near melt down of the Three Mile Island nuclear facility.
Black lung suspected

WASHINGTON, DC — Angry miners, at the forefront of mounting grassroots opposition to President Reagan’s economic program, shadowed the nation’s coal mines for two days last month and marched on Washington 6,000 strong.

Their protest came quickly in response to President Reagan’s proposed phase out of Federal contributions to a disability program for miners with pneumoconiosis, or black lung disease. The ten-year-old program provides $20 million annually in benefits to 400,000 miners or their families.

Reagan claims, however, that the benefits should be limited to the “truly medically disabled,” and that 80% of those now receiving them are ineligible. He also holds that the program should be financed by the industry and not by the US Treasury.

While the president’s position on black lung benefits typifies his dim view of workplace compensation, the stand taken by the United Mine Workers also represents the kind of direct, concerted action required to resist and influence the administration’s economic policies.

If Reagan genuinely seeks to make the black lung trust fund self-sustaining, he should force the mine owners to pay higher royalties to the fund rather than seek to chisel miners out of their just benefits,” UMW President Sam Church told the demonstrators.

“Your brothers and sisters of the AFL-CIO are behind you all the way,” added Federation President Lane Kirkland, who marched hand-in-hand with Church. “This is an important one, but there will be other fights. Any man who would take benefits from miners would stop at nothing.”

SENATE SUPPORT

As the miners rallied on the grounds of the Washington Monument, the Senate Labor and Human Resources Committee was busy rejecting the proposed reduction in aid to victims of black lung disease, and approving a slight increase in the benefits. The committee also voted to repeal a budget cuts programs providing low-income fuel assistance, legal services for the poor, education and aid to the handicapped.

Although the committee tentatively rejected some of the president’s budget proposals, it did adopt a total of $8 billion in redefinitions as a way of lessening what Reagan had sought. The vote indicates that Congress is willing to curtail and even eliminate many programs, but that it will respond to pressure from those threatened by specific cuts.

Broad coalitions of trade unions, civil rights groups and social welfare organizations already have been moving to block the impact of Reagan’s budget cuts for welfare, food stamps, child nutrition, medical help and the elderly, and other programs.

For example, the AFL-CIO and Americans for Democratic Action (ADA) have both formed coalitions to coordinate the efforts of labor unions and religious, public interest and consumer organizations to resist key budget cuts.

The coalitions are nominally affiliated with each other, and they represent hundreds of organizations such as the National Council of Senior Citizens, National Women’s Political Caucus, Child Welfare League of America, Urban League, US Conference of Mayors, American Agriculture Movement, Consumer Federation of America, Sierra Club, American Civil Liberties Union, US Catholic Conference and a number of unions.

While both coalitions are employing standard lobbying tactics in Washington, the ADA is also trying to mobilize at the grassroots level. ADA National Director Leon Shall has called on its chapters around the country to organize budget coalitions locally to meet with Congressional representatives in the districts where they live.

“It’s only through a joint effort on all fronts that the Reagan juggernaut can be stopped,” said Shall. “Americans must tell the president and they must tell Congress that they will not sit still for this reactionary program. It is time for an outpouring of protest.”

HUMAN TERMS

“The task,” says John Calhoun, director of the Child Welfare League, “is to translate what these proposals will mean in very specific local and human terms.”

Oregon legislature pushed on closures

SALEM — Legislators from Coos and Curry Counties, pressured by the human havoc wrought by downsized plants and mills and an unemployment rate more than double the state average, pushed through a bill extending jobless benefits 13 weeks beyond the regular 26 weeks of eligibility. Still pending are bills which would force employers to give advance notice of plant closures.

The measure extending jobless benefits, SB 409, passed the House on March 27 by a vote of 56-YES, 4-EXCUSED. It had already passed the Senate, where it was introduced by Senator Jack Ripper of Coos County, at the request of Governor Vic Atiyeh.

Unemployment has ravaged the two counties, creating a "disaster area," said Ripper. "People are drifting around, not knowing what to do."

Not only are plywood and other wood products plants closed or operating on reduced schedules, but fishing processing plants are down also.

Seeking some kind of protection, workers took part in a series of public meetings on plant closing legislation, organized by Bob Baugh of the International Woodworkers of America, Mary Botkin of the Plant Closure Organizing Committee, and Bill Fitzgerald of the AFL-CIO’s Region 2.

Joel-less Cross-section

In Astoria, a cross-section of jobless residents showed up at Local 69’s longhouse hall March 18 to hear Botkin give details on HB 2580, also known as the Employment Stabilization Act of 1981. Among those present were unemployed electricians, machinists, canner workers and longshoremen.

In Coos Bay, between 60 and 70 people attended a meeting in the FWA hall there to hear Baugh discuss both HB 2580 and the Senate version. SB 830, reports Eugene Bailey, Secretary of ILWU Local 12.

ILWU people at the meetings were Local 12 President Joe Jakovac, Secretary Eugene Bailey, CRDC delegates Nip Montgomery, Pat McCarty, Jack Sargent, and Floyd Ackley, the Council’s lobbyist at Salem.

"Over 10,000 people have beenthrown out of work by plant closures in Oregon in the last two years," said Ackley. "It’s the first time this type of strategy has been tried."
Continued from Page 1—

wise specifically excluded under the ex-
istingagreement.

In the case of an employee with 15 years of service, for this example, such a sever-
ance package could provide almost six months' pay subsequent to termination, and the employee would qualify for full un-
employment benefits during that time. He or she would receive 1½ weeks' severance pay, followed by five to eight weeks of pay for usual sick leave depending on how much has been used while employed, and a cash bonus of $800, really equiv-
alent to another two weeks of pay. Twenty-
five year employees will qualify for about four to six months' pay.

Hospital, medical and prescription drug bene-
fits will be continued for six months. This provision ap-
pies in each case where the employee is covered under another plan. Colgate's re-
tires are assured of the continuation of all existing health and welfare coverage.

Major pension concessions were negoti-
ated. "People over 60, or those who are 55 or older with a combination of age and service totaling 45 are taken care of un-
der the current agreement," said Intern-
ationals' Research Director Barry Silver-
man. "But the people that always get hurt the worst are those who are in their late-
forties to mid-fifties, too young to retire and too far along to get another position. It is the majors priority for the committee."

Colgate has therefore agreed that work-
ers whose age and years of service add up to 70 — a 35-year-old employee with 17 years of service, for example—will have the option to

PENSIONS

receive an immediate benefit at ter-
mination equal to his or her accrued ben-
et, but reduced ½% per month for each month his or her benefit commences prior to attaining age 55; or

wait until they reach age 55, at which time they will receive a pension benefit equal to their accrued benefit at termina-
tion, without actuarial reduction.

"This will really help about 30 people in that middle category. It could amount to a 100% greater retirement at age 55 than would otherwise have been payable," Silverman said.

"The biggest disappointment is that we could not get any consideration for re-plee who because of the closing, will full jur-
short of the requirement of 10 years of service beyond the age of 22, for vesting

thern California District Council Secretary-Treasurer Tom Lusher offers a
$s100 donation to Rev. Amos Brown of the Bay Area Ecumenical Pastors' Asso-
ciation to support the Committee for Africa Relief in its efforts to send foodstuffs, cloth-
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Committee members Benita Fernan-
dez and Rick DuGolla.

That issue was on the table until the very end of negotiations when it was clear that we were hitting a stone wall."

Colgate also agreed to waive the five-
year vesting requirement on its Savings and Investment Plan. This means that the 67 employees who have participated in that plan for less than five years will re-
cieve money contributed by the company on their behalf, as well as their own con-
tributions.

NEW JOBS

Colgate has agreed to assist Local 6 mem-
bers in their efforts to find new jobs. The company will provide a counselling ser-
vice in which all employees may par-
ticipate on company time. The company has also agreed to assist in the prepara-
tion and typing of resumes, providing let-
ters of reference, and contacting other em-
ployers in the Bay area.

The committee says in the report that "the 15 meetings necessary to arrive at a set-
ling, Clouse-related work is to be performed by members of the bar-
gaining unit, with the company permitted to have work performed by outside con-
tractors where skills, manpower or equip-
ment are lacking."

NEGOTIATING TEAM

The Negotiating Committee consisted of Eickman, IA President; IA District Council

members John DeGola, Benita Fernandez, Tom Scatina, Clarence Shanksel and Bob Seltzer. Barry Silverman serves as a spokesperson for the committee during the 15 meetings necessary to arrive at a settlement.

Negotiations were helped along consid-
erably by a committee put in place by the

Bay Area religious leaders met in Atlanta and Denver to form a network for collection and distribution include: Howard Gloyd of Bethel AME Church and NCDC President LeRoy King. See story at right.

The ILWU has contacted the San Fran-
cisco Port Authority to see about getting a pier as a collection depot, reports Local 10 President Herb Mills, and it is reason-
able certain that a facility can be secured.

Mills adds that Lykes Brothers has also been contacted to see if containers can be delivered to the pier, stuffed for free by longshoremen, and shipped for free.

Other members of the Ad Hoc Commit-
tee who are trying to develop a network for collection and distribution include: Howard Gloyd of Bethel AML Church; Amos Brown, chairman of Bay Area Ecumenical Pastor's Conference; Cecil Wil-
liams, Glide Memorial Church; Hugh Wires, Church World Service; Aklilu Ge-
rehold, Ethiopian Committee for Re-
imigation and protest.

Several local churches plan to bring their congregations to the service, and scores of others are expected to attend the unique demonstration against racist violence.

In addition to prayer and greetings, the service will include short addresses by a variety of speakers including Camille Bell, mother of one of the 22 murdered black youth in Atlanta and president of the Parents Organized to Save Our Chil-
dren and ILWU Secretary-Treasurer Cur-
tis McClain.

The ILWU has joined Bay Area religious, community and labor groups in sponsoring a memorial to the murdered black children of Atlanta in a Good Friday service from 2-5 p.m. on the steps of the Federal Building.

Mayor Diane Feinstein of San Fran-
cisco, Lionel Wilson of Oakland and Eugene "Gus" Newport of Berkeley have declared the day, April 17, a day of mourning and protest.

San Francisco, Lionel Wilson of Oakland

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In addition to prayer and greetings, the service will include short addresses by a variety of speakers including Camille Bell, mother of one of the 22 murdered black youth in Atlanta and president of the Parents Organized to Save Our Chil-
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