Alaska fish strike may spread

ANCHORAGE — As this issue of The Dispatcher goes to press, ILWU members in Alaska are preparing to spread a tough eight-week-old strike at one plant throughout the entire industry, unless significant progress is made at the bargaining table in the next week.

The strike by 60 members of Local 83 at Pelican Cold Storage began May 9 when the membership of the union rejected a final offer which would have cut wages by almost $4 for senior employees as well as other takeaways.

Most of these issues are now resolved, says ILWU Alaska Council President Larry Cotter. "But nobody's going to work until the scabs get out. They brought them up here, they can move them out."

Significant progress has been made in negotiations with other companies throughout the state, Cotter said, but "nobody's going to leave those people in Pelican hanging out to dry while everyone else settles."

One employer, Phillips Cold Storage, has negotiated a tentative agreement with the 100 members of Local 61 Ketchikan. "We steelworkers are as strong as ever and we've set a solid basis for the future."

Victory in Alaska canneries

SEATTLE — While members of ILWU cannery Local 37 faced tough bargaining this year with all 16 Alaska salmon canneries under contract, they had an exceptionally serious problem at one concern, Ocean Beauty, which hired a Seattle-based union-busting firm to conduct their negotiations.

Ocean Beauty, which employs about 100 members of Local 37 at its Uganie Bay plant, had placed a number of takeaway proposals on the table which, had they been accepted, "would have effectively destroyed the union," according to negotiating committee chairman David Della.

These demands included removal of first preference hiring of union members in favor of Alaska natives, elimination of the local's hiring hall, no seasonal wage guarantee, no company-paid transportation to and from Alaska, no standby pay, no pension and the elimination of other benefits.

On the critical issue of preference, "they were playing with a very delicate racial issue," Della said, "trying to play off our membership against the Natives. Negotiations on this issue and on all the other
The buck stops with President Reagan

When Treasury Secretary Donald T. Regan is not flagellating Federal Reserve Chairman Paul Volcker through his press conferences, he occupies himself predicting with increasing caution an American economic recovery that he says should occur somewhere this fall or winter. That magic moment — July 1 — is close at hand. Personal income taxes will drop 10% on that date, and Social Security benefits will increase 7.5%. As the Keynesians, despised by right-thinking Reaganites, might shamelessly describe the current situation, a combination of a substantial injection of purchasing power and an extra demand for goods and services (there, I see your demand — demand, not supply — counts) should propel the economy to higher levels of activity.

Well-trained American consumers, according to precedent, spend 95 cents — give or take a penny or two in either direction — of every after-tax dollar. Of those of unforbearing memory will recall that this is quite different from last year's scenario. In those early heady days, Reagan Administration extremists held that if you pass on their debt charges to customers, the effect, let us recall, retroactively, to Jan. 1, 1981, were certain to unleash a supply-side investment boom guaranteed to vitalize the economy and terrify the Russians to good behavior. No need for a recession, according to this early outlook, because recession had not been in the White House House plan.

Not so perfect. Well, no critic of Reaganesque, in whose honorable company I enrolled myself early, will breathe a sigh of relief that the market remains ataxable income and calamitous rates of unemployment do recede.

Where are the profits? The positive in- fluences — the tax cuts, the Social Security rate increases which have driven inventories — are, unhappily, likely to be outweighed by the negatives. Of the, these two public policy decisions and possibly most important, are the punitive interest rates that have run faster than inflation for years raising after years above depression. Ours is an economy fueled by credit. Few people can afford new houses and cars and new mortgage interest rates hovering around 17% and even higher in finance charges for credit cards. Businessmen, compelled to finance their inventories at rates never lower, can pass on those costs to customers. And those customers, having heard that inflation has subsided, resist price increases higher than their inflation rates unprecedented since the Great Depression, will, on current indications, es- sentially terminate all manner of price in- cements.

So is American management finally get- ting a whiff of the future? Even if a recovery identifiable by statisticians, if not the man in the street, actually does occur, unem- ployment will in all probability continue to hover around 10%. The only rise in unemployment do recede. Even if a recovery identifiable by statisticians, if not the man in the street, actually does occur, unem- ployment will in all probability continue to hover around 10%. The only rise in unemployment.

The dark side of continuing recession is the collapse of housing and real estate prices. Homes and the major asset of middle- and working-class families. It is an article of faith that real estate escalates in value for ever and ever. Suddenly, large segments of the American and substantial proportions of the population are faced with the fact that real estate is losing value instead of gain- ing. They feel poorer because they are poorer. When people feel deprived, they spend less. Accordingly, the consumer boom that, on past precedent, might actu- ally be anticipated is unlikely to occur for this reason as well as because of op- pressive interest charges.

I've not quite exhausted the bad news. Men and women also postpone all but essential purchases when they are fright- ened of the future. Even if a recovery identifiable by statisticians, if not the man in the street, actually does occur, unem- ployment will in all probability continue to hover around 10%. The only rise in unemployment.

In short, Reagonomics is a flat failure for ordinary Americans and a disaster for the victims of layoffs and curtailments in programs they have come to expect from federal social programs. Although President Rea- gan has undeniably won a prop- erly temporary triumph over inflation, that triumph is highlighted by the fact that last month's consumer price index rose at an annual rate of 12%, propelled by rising energy costs, escalating home-financing costs and a continued rise in interest rates.

For years American business schools have preached that the problems plaguing US industry are a result of greedy labor unions, lazy workers, over-regulated government, blackmailing Arab oil producers and "those damn Japanese im- porters."

True, the blame is spread around. But only recently has this gospel come under challenge. The only voice suggesting that it has been the fault real fault, and not whose corporate executives themselves. The authors of the gospel schools, Robert Hayes and William Abernathy, con- vincingly argue that management of the factory floor and an excess con- cern for short-run profits explains much about the faltering of American industry.

Beginning with their breakthrough 1980 article in the Harvard Business Review, "Managing Our Way to Economic De- cline," Hayes and Abernathy have forced business students and corporate leaders alike to rethink management philosophy. An example of how this kind of corporate analysis has done us a world of good is the Wall Street Journal's survey, "Managing America's Work- force," which was published in The Dispatch, October 2, 1981. Max Factor was a thriving cosmetics firm in Southern California which, up until this year, employed 590 members of ILWU Warehouse Local 36.

The company was taken over by the Norton Simon conglomerate in 1973 and subjected to a complete management over- haul. A new supervisory staff was installed and a policy introduced whereby the company sought quick profits of 25%. Workers were the first to notice the disastrous ef- fects of such changes, but their sugges- tions for reducing waste and increasing efficiency were brushed off.

Last year, Max Factor closed down, demonstrating just what happens when management ignores job floor problems and gives no thought about sustained in- vestment or solid growth. So as American management finally get- ting wise to the mistakes? Hayes and Abernathy say no. Even though their thoughts have gained a wide follow- ing, they say they are discouraged by busi- ness' failure to actually put them into practice.

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First agreement for Local 6 at Tenco Mfg. Co.

SOUTH SAN FRANCISCO — After several months of difficult negotiations — which had to go back to square one at one point — the company was free to talk to 22 newly organized members of ILWU Local 6 at Tenco Mfg. Co. Both sides have approved a first rate agreement.

The unit was organized by the ILWU regional organizing committee in which time it was a subsidiary of Coca-Cola. Midway through negotiations, however, it was sold to its present owner, Tetley Tea, and the process began again.

"The members, in turn, were the 'sizes' among the workers' right to respect a sanctioned picketing, which, they thought, was being backed up by the C.E. This was the beginning of ball language. "Once that fell in line, the economic issues followed," said BA Joe Figgis.

The 26-month agreement provides a wage increment for the first year, with a one year for machine maintenance, $25 for swing shift and $35 for graveyard.

The agreement also provides for six paid holidays, a full range of fringe benefits, vacation and other improvements. The agreement was negotiated by Figgis, Robert Boislin and Brian Bobst.

New Local 9 pacts

SEATTLE — Members of ILWU warehouse Local 9 employed at Seattle University have agreed on a negotiated one-year agreement with a wage increase averting out to approximately 4 percent. The agreement was negotiated by Berliner.

Negotiating committee members were Ann Stout, Byron Lynch and Local 9 Secretary-Treasurer Bob Hargis.

At Murray-Pacific Fence (Tacoma location) a new agreement provides wage increases of 4% the first year, 8% the second year and 7% in the final year. The company also agreed to provide three weeks' vacation after six years, instead of the then-current two-month vacation period.

The contract was negotiated by Gary Jessk and Hargis. Negotiations at Murray-Pacific's Seattle location are in progress.

Local 26 resumes stewards classes

LOS ANGELES — Warehouse Local 26 has prepared a series of stewards classes, held every Wednesday from 7-10 p.m. at the Port of LA's headquarters. The schedule through January, 1983:

- Collective bargaining — June 2, 9, 16
- Safety & health — July 7, 14, 21, 28
- Role of the steward — August 4, 11, 18
- Fringe benefits — September 1, 8, 15
- Fringe benefits — October 12, 19, 26
- Labor economics & politics — October 6, 13, 20, 27
- Stewarding — November 3, 10, 17, 24
- Labor law — January 5, 12, 19, 26

For further information, please call BA Luisa Grele, (213) 753-9641.

ILWU cold storage workers in Alaska may be on the bricks soon unless issue of scabs working at Pelican Cold Storage is resolved.

Local 37 wins new salmon pact

Continued from Page 1...

"It was a tough year for the whole industry," Della said. "We had a situation where everyone was watching Ocean Beauty. If we had folded there, the very existence of the union would have been up for grabs in all the canneries.

NEGOTIATORS

Bukoskey served as chief negotiator. Other members of the negotiating committee were Local 37 President Norman Domingo, Vice-President Terri Mast, Leo Lorena and Rickey Farinas. Members of the strike committee at Ocean Beauty's Uganic Bay canneries were Abe Barrientos, Don Devina and Heidi Bergert and executive board member Glen Burton. "They did a tremendous job of preparing the members there, keeping them informed and preparing for a strike, if we needed it," Della said. International President Jim Herman and ILWU Alaska Council President Larry Cotler also assisted.

Cold storage

Continued from Page 1...

settled with Phillips because they were the only company that wasn't trying to bust the union," Cotler said. "We're hoping this agreement will set an industry pattern.

The members of Local 61 employed at Phillips have approved a two-year contract with a 4% wage increase in the first year, 4% in the second year, and a $90 bonus for the season. Some 15 other canneries party to the industry agreement, agreed earlier in the month to a two-year contract, providing a 3% wage increase for experienced workers in the first year, with a wage raise in 1983, along with health and welfare improvements. The contract also provides that first-year employees will be paid 90% of the market.

Port backs off South Terminal strike hits three months

BELLINGHAM — At this issue of The Dispatcher goes to press, members of ILWU Local 15 have completed three months on the bricks in a botched contract contested strike against South Terminal Distributing Co.

The strike began on April 9, shortly after the management of South Terminal — which has its own canning and distribution facility from the Port of Bellingham — told Local 15 that it would not be bound by its contract with the Port. Instead, the company demanded that members of Local 15 take a substantial pay cut and settle for other takeaways.

The new management then hired "permanently" non-union employees and attempted to continue operations behind a picket line manned by members of Local 15, longshore Local 7, and other local unions.

In mid-May, after the appearance at a Port Commission meeting of International President Jim Herman, the port issued a letter declaring South Terminal's lease in default. Terminal management was given until June 15 to assume negotiations in good faith and rehire union members at their old wages and working conditions. The deadline passed, without the Port taking action.

Local 29, San Diego

Longshore clerks and foremen members have elected the following 1982-83 officials: President, Joseph V. Baudor; vice-president, William Wein; treasurer, Samuel E. Vargas; vice-president, Bob Fink. The next scheduled election is for October 15, 1982.

Trustees are Carlos Fernandez, Edward Esquivel and James Daugherty. A P-member executive board elected by members met May 17 and set the date for its first meeting, July 1, 1982.

Your check past work

SEATTLE — Nearly all IBU members employed outside and inside Puget Sound toboawt agreements stand to collect a nine piece of change as a result of an important arbitration victory.

Puget Sound employers represented by the Northwest Tobawt Association were directed on June 15 to make retroactive payments on eight separate items for the period February 1 to July 6, 1981 — the period between the expiration of one agreement and the final signing of the current pact.

"In the past, we've always worked out retroactivity through negotiation," according to IBU Regional Director Burrill Hatch who handled presentation of the IBU's case. This year they unilaterally decided on the areas on which there would be retroactivity, without any discussion. There was no way the members could accept this, and they directed us to do everything possible to show they wouldn't stick for this kind of high-handedness.

"This is a real monument to the members here. Next time, hopefully, the Association will sit down and discuss the situation in good faith, as in the past."

Retroactive payments are to cover the following items:

- Mileage allowance.
- Car maintenance allowance.
- Time and a half overtime for hot weather.
- Overtime for delayed assignments (to 1BU).
- Overtime for work during 48 hour notice.
- Overtime for work beyond the regular

crew change time at noon or midnight on days of work.
- Seniority loss after 1,000 hours.
- Back pay on retroactive payments.

If you were employed from February 1, 1981 to July 6, 1981 under the Puget Sound Ocean Distributing and or Puget Sound Towing Agreement you are entitled to the aforementioned retroactive payments.

"The Employer, however, shall be entitled to a reasonable time to determine those payments and to assure the accuracy of the conditions for payment of the amount due under this award," the arbitration panel ruled.

The affected members should present their claims to the Employer with copies to the Union. This procedure will enable both the Union and Employers to substantiate unpaid claims for this period of time.

ALASKA BEEP

A similar group of retroactivity for members working under the All-Alaska Agreement has also been filed, and the award with respect to this grievance will be forthcoming in the near future. Members working under the All-Alaska Agreement through the periods of February 1, 1981 through July 6, 1981, are requested to prepare supporting evidence of claims for the same eight items as listed. The Regional Director and local stewards are being asked to submit your claim to the companies for retroactive payment.

If you have any questions in regards to the arbitrator's award please contact the Puget Sound Office, (285) 423-5117.
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Washington report

Insecticide Act under attack

by Mike Lewis

ILWU Washington Representative

Under the familiar guise of unchaining the magic hand of free enterprise, anti-labor and anti-environmentalist members of Congress are voting attacks at the Federal Insecticide, Fungicide and Rodenticide Act (FIFRA). The Act, last amended in 1978, establishes the federal system by which new pesticides are registered, analyzed, and approved by the Environmental Protection Agency. It currently allows state agencies to make arbitrary and capricious requests by the state which manufacturers could cite as an excuse for withholding data.

This section of the bill, along with a similar but even worse Senate measure, 2821, supported by Sen. S. I. Hayakawa (R-Ca), is supported solely by a segment of the pesticide manufacturing industry. Both bills are aimed largely at California, which has set the pace in state regulation of dangerous new pesticides.

AFFECTS ILWU

It was due largely to California's Department of Food and Agriculture, for example, that adequate research was done on last year's use of ethylene dibromide (EDB) to combat the Modesto infestation. Without this research, Cal-OSHA might not have been able to impose its current limits on worker exposure to EDB — and thousands of ILWU longshoremen would have been even further endangered than they were. ILWU members in the Hawaiian sugar and pineapple industries could have been adversely affected by a reduction of state authority in the regulation of agricultural poisons.

Two ILWU officials have the power to provide protection for the public health would fly in the face of the "New Federalism," as proposed by President Reagan. The Administration is basically working to transfer federal responsibilities to the states. It is particularly unjustifiable at a time when the development and use of pesticides, particularly DDT, which has set the pace in state regulation of dangerous new pesticides.

NO RIGHT TO SUE

The House Agriculture Committee also deleted a provision of H R 220 which provided the worker's right to sue in federal court for a restraining order against illegal exposure to a pesticide. This action was taken even though the bill specifically excluded manufacturers with triple damages for the illegal publicizing of "trade secrets" contained in data submitted to EPA. The bill would also create a new classification of "innovative technology," under which manufacturers could withhold data about the scientific community's studies. Both of these negative features are also a part of Senate bill S 613, supported by Sen. Jesse Helms (R-N.C).

The ILWU, other interested unions, the AFL-CIO, associations of state governments, and environmental groups are lobbying hard for amendments to improve the House bill and both Senate bills when they come up on the floor.

Part of the ILWU contingent squatters in for a picture outside the capitol. Most members came in the three buses chartered by the ILWU Northern and Southern California Districts.

AB 2839 referred to subcommittee

Labor rallies for plant closure bill

Sacramento—Some 300 employed and unemployed trade unionists from all over California converged on the state capital June 16 to demonstrate support for legislation designed to protect victims of plant closures. The group included three busloads of ILWU members from San Francisco, Stockton, Los Angeles and Sacramento.

The focus of the rally and the spirited four-hour public hearing which followed was AB 2839, sponsored by Assemblywoman Maxine Waters (D-L.A.).

Waving signs and chanting slogans, the demonstrators marched to the headquarters of the California Manufacturers' Association, a leading opponent of the Waters bill, and then packed the capitol chambers for the hearing before the Assembly Ways & Means Committee.

"DEAD SERIOUS"

"I am dead serious about this piece of legislation," Waters told the crowd. "I do not want to get involved in any manipulations or maneuvers that kill the bill."

Waters pledged the bill would be sent back to the full committee in time to meet approaching legislative deadlines.

"They are afraid of the bill," said Elizabeth Stanley of the Plant Closures Project. "There hasn't been such a hot issue since Proposition 12. The Assembly doesn't want to get caught in the middle. But if the Democrats want to be the party of labor, they've got to get involved in this."

AB 2839 would guarantee workers six-month's notice of a closure, severance pay, extended health and welfare benefits, and hiring preference at another workplace.

The bill would affect only those California businesses that have 2,000 employees worldwide or 300 in the state, with at least 60 workers at one site, and which propose a 25% reduction of employees at a given site.

DIRE NEED

A total of 21 speakers attested to the dire need for plant closure legislation, including ILWU legislative representatives Al Bailey and Nate DiBiasi.

"The opposition likes to talk about fair return on investments but what is fair return for 25 or 35 years of a person's life?" asked DiBiasi. "Where does a worker go for protection? This is the only place they can come to."

"We don't want to sweat. We don't want any jobs. We want to remain on the job."

Among the other unions represented were the Teamsters, Machinists, Auto workers, Steelworkers, Rubber, Electrical and Woodworkers, Glass Blowers, and health care employees.

Testifying against the bill were the California Manufacturers' Association, the California Chamber of Commerce, and numerous businesses.

New protection for domestic canneries

WASHINGTON, D.C. — After hard lobbying by the domestic fish processing industry and the ILWU, Congress has enacted a bill which will help protect the jobs of American workers in the fish processing industry.

The bill closes a loophole in the Fisheries Conservation and Management Act which had allowed foreign factory ships to enter American waters just off the coastline for the purpose of buying and processing fish. Because processing ships from Japan, Korea, and the Soviet Union pay wages as low as nine dollars a day, domestic processors operate at a severe disadvantage. Processors and ILWU canners in the Alaska salmon and herring industries are particularly vulnerable.

The bill authorizes state governors to admit foreign ships into state internal waters only when domestic processing capacity is insufficient to handle the harvest. As explained in floor statements by Senator Ted Stevens (R-Al) and Rep. Joel Pritchard (R-Wa), the bill specifically prohibits governors to allow foreign access for the purpose of strikebreaking.

Extradition bills moving quickly in House

WASHINGTON, D.C. — The House Judiciary Committee recently approved a bill which would endanger the civil liberties both of American citizens and aliens who are being sought for extradition for political reasons.

The House R. 4664, would significantly narrow the definition of "political offense," under which a person can resist extradition on the grounds that he or she is being sought not for real criminal activity but for political activism. The bill also contains highly repressive detention provisions.

The House Committee on Foreign Affairs, however, is planning to hold hearings in July on the human-rights implications of the bill, and may improve it with amendments. The committee's members from the Pacific states are Don Bonker (D-Wa.), Mervyn Dymally (D-Cal.), Tom Lantos (D-Cal.), Robert Lagomarsino (R-Cal), and Joel Pritchard (R-Wa.).

A Senate bill similar to the House bill, S. 269, is also awaiting action on the Senate floor. It is likely to contain more damaging provisions in its final form than the House measure. The Senate will also probably receive the U.S.-Philippines Extradition Treaty for ratification this fall.

ILWU is on record against both the Treaty and the legislation.
Local 63 clericals catch up quickly

WILMINGTON—Ratification of their second contract as members of ILWU clerks Local 63 will bring 12 office-clericals at Indices Terminals up to the area industry standard by January, 1983.

Local 63 negotiators were also successful in winning a one-year agreement, which will take any time other ILWU Southern California office-clerical agreements.

Aside from their substantial wage increase, the clericals caught up with other office employees by improving their holiday, vacation and other provisions, as well as clearing up language in the personnel agreement.

The contract was negotiated by Rebecca Anderson, Local 10 member, Keith Dedmond with WA Penne Lavery, Local 63 President Tom Harrison and Bill Hallett, IBU.

First agreement on Dutch Harbor docks

DUTCH HARBOR, AK — Longshoremen employed by American President Lines here have ratified their first ILWU agreement.

These new members, who work in this growing fish processing center on the outer Aleutian Islands, will be covered by the ILWU Alaska longshore agreement. Several of them, as a result of this pact, will see their hourly wage increased from as low as $7.50 to $13.64. Health and welfare and pension coverage will be provided under the International men’s Union, Marine Division of the ILWU.

The negotiating committee members were Mark Wells, Vern Jackson and Virgil Campbell, with the assistance of ILWU Alaska Council President Larry Cotter.

IBU Alaska Regional Director Jerry Johansen, IBU President Don Liddle and Pete Danelski, IBU, Kodiak.

Severance deal caps Local 6’s three-year battle with Kransco

SAN FRANCISCO—Salvaging a victory against an incorrigible runaway union-busting firm, ILWU warehouse Local 6 recently negotiated a substantial severance package from Kransco Manufacturing Company.

Originally organized in 1979, Kransco spent the last three years challenging the results of the union election. It went to the Local, Regional and National Labor Relations Board, and then to the US Court of Appeals, which upheld all the NLRB decisions in favor of Local 6.

After exhausting the appeal process, however, Kransco decided to shut down the Bay Area plant and reopen a non-union facility in San Diego. The company claims the move is intended to put the plant closer to its other marine sporting goods facility in San Francisco.

The agreement calls for a $1 hourly increase in the first year, and "this error."
**New warehouse contract ‘keeps us in ballgame’**

SAN FRANCISCO—Members of two ILWU warehouse locals have overwhelmingly ratified a new three-year contract in the Northern California warehouse industry.

“This contract keeps us in the ballgame,” said ILWU Secretary-Treasurer Curt McClain. “There are no takeaways. We’ve kept everything we won in the past, and we’re continuing to move ahead. The ILWU-Treasury alliance is as strong as ever, and we’ve set a solid basis for progress in the future.”

**COLD RATIONING**

The agreement was approved by the members of Local 6, San Francisco, on Saturday, June 19, by a margin of 88%. Members of Local 17, Sacramento, gave the agreement an 82% yes vote at a meeting held that same day, and on Monday, June 20.

Over 1000 members from all divisions had unanimously voted strike authorization at a special meeting called June 12 after talks had broken down at 3 a.m. that morning. “That created the pressure to bring things to a head—the employers were told loud and clear that the membership has put its officers and committee, up,” according to the Local 6 Bulletin.

The ILWU agreement is one of several negotiated by the Northern California Warehouse Council—ILWU-IBT, with employers represented by the Industrial Employers and Distributors Association and others.” These “association agreements” set the conditions for “establish the work for some 20,000 workers in Northern California and the Philippines are teaming up with the employers in Thailand and the Philippines. The effect of this reduction—on employment increasing, Ginnis charged, “right-wing forces are encouraging layoffs and the playing havoc with Hawaii’s sugar and pineapple industries. However, the companies have refused to take the oil barges past the picket line. But company spokesmen have denied this ever will be removed. The workers are saying that the employers have not come forward with any new offers. One of the strikers is a woman. One of them, June Fink, has been given work out of the hall—she’s a good worker, too,” Ginnis stated. “We want to help. This is a bitter strike.”

**Island sugar and pine industries beset by acreage cuts and layoffs**

HONOLULU—Economic woes continue to play havoc with Hawaii’s sugar and pineapple industries. Some of the largest agricultural concerns on the islands report that more acreage is being cut and layoffs are in the offing.

Amfac announced May 17 that it will reduce its sugar acreage from 18,000-acre Oahu Sugar plantation by 5,000 acres over a two-year period. The result: 150 people will be trimmed off the payroll, hopefully, through attrition, says management.

Following that announcement, Waiakua Sugar, a Castle & Cooke firm, reported use May 23 its plan to cut 1,300 acres. The effect of this reduction on employment is not clear yet.

**DOLE CUTS BACK**

In the pineapple industry, Dole announced May 18 that it plans to cut 2,000-acre of its 14,000-acre Lanai plantation. The company says none of its 250-plus regular full-time workers in the bargaining unit, nor its 60 supervisors, will be laid off. However, the job status of some planters is in question. The hiring of seasonal workers may be affected.

Dole says it is experiencing hard times because of the over-supply of pineapples which in turn results in depressed prices. Also blamed is the falling of the home market from Taiwan, Mexico, Brazil, some Caribbean countries and Dole-operated towns in Trinidad and the Philippines.

Earlier this year, Dole warned workers at its Kauai plant that the company may cut 100 acres, or the number of permanent layoffs will take effect after the summer cannning season. The layoffs come in spite of the “sugar commodity one-year contract ILWU Local 142 negotiated with the company in February.

**Logs return to Astoria**

ASTORIA—Logs — the cargo that pulled Astoria out of ghost port status in the late ’60s — are looking larger than ever on today’s port horizon. On June 16-17 longshore Local 23 members loaded over 1 million board feet of logs on the Japanese vessel Sea Hawk for the People’s Republic of China. In addition to Douglas fir and ponderosa pine, the cargo included 220,000 feet of California incense cedar. The ship topped off in Everett, followed June 22 by the Hi-Rider, which loaded alder and hemlock in Aberdeen before calling this port.

A ceremony was held Tuesday in the Seattle-based firm leased 14 acres of port land for a log sorting, storing and shipping operation.

**4. Maintenance**

Rates shall be increased effective 12/1/82 based on Machinists’ rates effective 12/1/82; adjustments 6/1/83 and 6/1/84 as per Master Contract wages and COLA (see exceptions).

**5. Health & welfare**

(a) Contribution Rates: Effective 6/1/82, increase Employer contribution by $9 an hour.

(b) Adjustment: Effective 6/1/82, the actual rate of inflation between 2.5% and 3.0%.

(c) CPI for April, 1983 and June 1, 1984. Therefore, the cost of living escalator, the actual rate of inflation between 2.5% and 3.0%.

(d) Exception applicable to Golden Grain.

**1. Duration**

Three (3) year agreement — June 1, 1982 to May 31, 1985.

**2. Wages**

(a) Previous cost-of-living adjustments

1979-1982 Agreement to be made permanent as part of all wage rates.

Effective 6/1/82: 24c an hour increase on all contract rates;

Effective 6/1/84: 24c an hour increase on all contract rates; Effective 6/1/85: 24c an hour increase on all contract rates.

(b) Exception applicable to Feuor, Ray & Simon, US Steel, H.S. Crocker & Hays.

Effective 6/1/83: 40c an hour increase on all contract rates;

Effective 6/1/84: 40c an hour increase on all contract rates;

(c) Exception applicable to Golden Grain.

Effective 12/1/82: 26c an hour increase on all contract rates;

Effective 6/1/83: 12c an hour increase on all contract rates;

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**3. Cost of living adjustments**

Effective 6/1/83 and 6/1/84: Based on the previous April to April change in the Consumer Price Index (1967 = 100), with the cost increase being only 1 for each 3-point increase in the CPI beyond 2.5 points. This formula does not apply to increases in the Consumer Price Index beyond 15% each year.

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**4. Maintenance**

Rates shall be increased effective 12/1/82 based on Machinists’ rates effective 12/1/82; adjustments 6/1/83 and 6/1/84 as per Master Contract wages and COLA (see exceptions).
By Russ Bargeman
ILWU Safety Specialist
Two widely used industrial solvents—ethoxyethanol (EE) and methoxyethanol (ME)—have been found to damage the reproductive system of test animals at levels near the legal exposure limit for workers. The California Hazard Evaluation System and Information Service, a California state agency, until recently, these chemicals have been treated as relatively safe. It is not known whether these effects occur in humans.
EE and ME are two chemicals of a family of solvents known as glycol ethers. They may be used alone, as ingredients in cleaning and thinning agents, or in coatings such as wood stains, varnishes, paints and inks. EE and ME may be in a product but not listed on the label. To find out if they are in a product, ask the employer or write the manufacturer for a Material Safety Data Sheet (MSDS).
The MSDS should list all the product’s ingredients and other important safety information. EE goes by two chemical names—2-ethoxyethanol and ethylene glycol monoethyl ether—and several trade names, including Cellosolve, Dowanol EE, Polyolve EE and Octol.
The chemical names for ME are 2-methoxyethanol, methyl cellosolve, ethoxyethanol and methyl ether. Some of the trade names ME goes by are methyl Cellosolve, Dowanol EM, Polysolve EM, Methyl Octol, Jefferson EM and Ektasolve.

HARMFUL EFFECTS
Glycol ethers can enter the body by breathing the vapors or by getting the liquid on the skin. EE and ME caused serious birth defects in the study of test animals performed during pregnancy. Both chemicals also injure eyes and the skin of exposed animals, resulting in infertility.
Glycol ethers may irritate the skin, eyes, nose and throat, causing burning and itching. However, they can penetrate the skin without causing irritation, so that irritation is not a good warning of exposure.

Overexposure to any glycol ether may cause anemia and low levels of mature red blood cells. Symptoms of anemia include tiredness, weakness, and shortness of breath, particularly during or just after exertion. Mild cases of anemia often do not cause these symptoms, but can be diagnosed by a blood test.

Overexposure to ME has caused depression of the central nervous system. The symptoms include confusion, tiredness, loss of balance and even hallucinations, nausea, vomiting and trembling hands. These symptoms greatly improved when exposure was reduced or eliminated. Glycol ethers have not been tested for their ability to cause cancer.

LEGAL LIMIT
Workplace exposure standards are set by federal OSHA and states which have OSHA-approved job health and safety plans. The permissible exposure limits (PELs) for EE and ME were set before the studies of the effects on test animals. As a result of these studies, major producers have recommended that the PELs be lowered significantly. Also, Cal/OSHA is presently reviewing its PELs for both chemicals. The Cal/OSHA PEL for EE is 100 parts per million of air (100 ppm). Federal OSHA’s PEL is 200 ppm. The PEL for ME is 25 ppm for both Cal/OSHA and federal OSHA. Some manufacturers recommend exposure limits of 5 ppm for EE and 3 ppm for ME. The exposure limits for both chemicals include a “shift” notation which means that skin contact can be hazardous and employers must provide appropriate protective clothing.
The most effective way to control exposure is to use a known, less hazardous substitute, if one is available. When substitution is not possible, local exhaust ventilation or process enclosure should be used to minimize worker exposure to the vapors. This is especially important in situations where workers are handling small quantities of the chemicals.

Chief negotiators in ILWU-Teamster warehouse talks were seated, from left, ILWU International Secretary-Treasurer Curt McClain; Industrial Employers’ and Distributors’ Association President Ray Smardon; and Teamster Local 853 Secretary-Treasurer Al Costa. (McClain and Costa are co-chairs of the ILWU-IBT Northern California Warehouse Council.) Standing are Local 6 Secretary-Treasurer Leon Harris, San Francisco Employers’ Council negotiator Jim Beard, Local 6 President Keith Eickman and International Research Director Barry Silverman. (Photo by Russ Bargeman)
Local 12's Lucas --

"He lived union"

NORTH BEND — An unusual memorial service was held here June 4 for Joe Lucas, a retired member of Local 12.

It was held, in accordance with his wishes on the Ocean Terminal Dock (now known as Ben-Terr) where he had spent much of his working lifetime. His ashes were consigned to the waters of Cool Roy, as longshore retirees and family members, including his widow, Letha, active for many years in Auxiliary 1, watched.

The Carliner, which later loaded timber and plywood for Venezuela, served as the backdrop for the service.

Don Brown, president of Local 12 retirees, delivered eulogy, described Lucas as "a man who talked union and lived union" where he had spent "all the better part of his life," and termed them "as the backdrop for the service." He spoke of Lucas as a man "who had spent his life in the service of the working class." Don Brown said, "He was a man totally devoted to the idea and practice of a union movement."

Sakoda, 75, served eight years as president of the ILWU local.

Lucas, 74, died May 30 in Medford. A member of ILWU Local 6, he had served for 40 years as the monopolies control our country. In the late 1930's, he was one of the first ILWU members to organize and build a union movement. When asked what he would like to be remembered for, he said, "I'm going to be remembered for the fact that I worked hard and was always a member of the union." He added, "I'm proud to have been a member of the ILWU for 40 years." He worked at many different kinds of jobs throughout his career. He was a member of Local 6, the longshoremen's union, and worked in many different capacities.

Betty Rogers, 76

SAN FRANCISCO—Betty Rogers, an old and dear friend of many ILWU members and pensioners, died June 9. She was 76 years old.

Formerly a nurse with the late Dr. Ashrod, Betty Rogers tended to a whole generation of ILWU longshore pensioners, traveling to their homes when necessary and otherwise performing services for them far beyond the call of duty.

"Betty Rogers was a giver, a sustainer, a person totally devoted to the idea and practice of service to humanity in general and to many, many members of the ILWU in particular," said International President Jim Horman. "I know that I speak for the literally hundreds of members of this union whose lives she touched by saying that we will miss her, we will always remember her with affection."

Si Babcock

TAOCMA—Silas (Si) Babcock, a retired member of Local 21, passed away June 3, 1982 in Mesa, Arizona. "Si always looked forward to the PCPA Convention at Androni, California, in September to see his old friends," said pension council secretary Frank Reichl. "We'll miss him."

Local 142 seniors win top honors

HONOLULU—Two former ILWU Local 142 members were recently selected Ha-waii County's outstanding male and female senior citizens of 1982. They are Isakai Sakoda and Pauline Muramoto.

Sakoda, 75, served eight years as a president of the Pahoa Seniors Club, and spearheaded numerous programs and activities for local retirees.

The two were among 142 candidates at a special Older Americans Luncheon on May 28.

New port director

VANCOUVER, WA. — Benson Bruce Murphy has been selected as the Port of Vancouver's new executive director, replacing Richard Lawrence who retired June 30. Murphy currently is connected with the union operates in Peninsula, Florida.

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 counselling, referral and other services — all on a confidential basis.

PINOKE, Ca.—In the June 6 election 96% of Contra Costa County voters rejected Proposition 9, the Peripheral Canal measure. That margin of defeat — one of the largest registered in the state — is a tribute to the efforts of Curtis Page.

Page is a 74-year-old member of ILWU Local 6 who launched an all-out war against the canal. During the record-breaking petition drive that collected millions of signatures in 65 days to successfully qualify Senate Bill 200 for the June ballot, Page obtained 5,000 signatures. He didn't stop there. Day after day, he'd set up a cart table outside supermarkets and marinas to sell "Stop the Canal" buttons, bumper stickers and raffle tickets. He raised close to $7,000 for the campaign, and helped to educate quite a few voters about the process.

"I've been against the canal for years, but I was kind of frustrated about what I could do," said Page. "I sent letters to Sacramento and got resolutions passed in my union, but there was nothing much else to do until Governor Brown signed SB 200.

One man's war against the canal

COUNTY VOTERS REJECT CANAL

The largest election margin in California's history was registered in Contra Costa County when 96% of the voters in the June 6 election rejected Proposition 9, the Peripheral Canal measure.

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Nearby in the San Francisco Bay area, where the canal would have drained the bay, 78% of the voters rejected the measure.

Page is a member of the ILWU's San Francisco Local 6, which has been a leader in the fight against the canal. He has been active in the union for over 40 years, and has been a member of the ILWU's San Francisco Local 6 for 30 years.

He said he was encouraged by the results of the election, but also by the fact that the fight against the canal is far from over.

"We're not giving up," Page said. "We're going to continue to fight for our rights and for the rights of all workers in California."

ThePeripheral Canal was a plan to build a large canal in California that would divert the Sacramento River's water to the San Joaquin River, allowing water to flow from the San Joaquin to the San Francisco Bay area to help meet the region's water needs.

The canal would have been a major engineering project, with the potential to change the lives of millions of people in California. However, the plan was opposed by many environmental and conservation groups, who argued that the canal would harm the environment and disrupt the natural flow of water in California.

ThePeripheral Canal was ultimately rejected by the voters of California, with 96% of the voters in Contra Costa County casting their ballots against the measure.

The Peripheral Canal was a controversial proposal to build a large canal in northern California to divert water from the Sacramento River to the San Joaquin River. The proposal was opposed by many environmental groups and was rejected by the voters of California in June 1982.
In this Dispatcher feature, the law officer, Norman Leonard, General Counsel for the International, will occasionally contribute articles of legal interest to all rank and file. An important word of caution—these articles will deal with legal problems in general terms. They are not, and are not to be taken to be, advice on any specific subject for any specific person in any specific situation.

In all cases in which a person has a legal problem, it should be taken to an attorney for assistance. This is particularly true for persons outside the State of California. Norman Leonard is licensed only in California.

Heard on CFS Program Fund
ILWU attorneys have just concluded a hearing before the Federal Maritime Commission of challenges brought by off-dock freight consolidators against the CFS Program Fund negotiated as part of the ILWU-PMA 286 longshore contract.

The complaining parties contended that the agreement is discriminatory and violates federal shipping laws. In the past they contended that our Container Freight Station Supplement violated federal labor laws. They have now shifted the focus of their attack since the Supreme Court, as previously reported, has indicated that the CFS Supplement may not be violative of the labor laws.

The ILWU argued, first, that the Program Fund does not violate these laws and that neither the shippers nor the carriers of cargo are complaining about the union's effort to preserve and perhaps recapture for the ILWU work force lost work opportunity.

The testimony also pointed up the unfairness of wages and conditions and in community representation—F. Kautz and E. L. Hassell.

The Safety Committee consists of:

Emmett Bill McCauley.

The results of the June 18 mid-term voting by membership are: dispatcher, Hank Cavanaugh; LRC, Gail C. Printz; Minnie Johnson will be earnings clerk.

Legal Briefs

Local 8 Port Angeless

The results of the June 18 mid-term voting by membership are: dispatcher, Hank Cavanaugh; LRC, Gail C. Printz. Minnie Johnson will be earnings clerk.

Port of Portland—Dedication ceremonies for Local 8's new hall, on NW Front Ave. and 25th, across from Terminal 1, were held June 9.

International President Jim Hearn praised the "significant building," and predicted it would continue "a rich tradition of service to the membership in terms of wages and conditions and in community commitment.

Jack Luch, who has held many offices in

Local 8, noted that "16 years ago we began to look for a new facility. In 1979 some determined people began a determined search. Lloyd Anderson (Executive Director of the Port of Portland) and Johnny Parks were of material assistance."

The Port was represented by Executive Director Lloyd Anderson, deputy Director Jim Churchill; Marion Sedor, the Port's former financial wizard (now retired), Clift Hudlick, who has taken his place; and Captain Peter Norwood, director of Marine Services, now retired.

Several presentations marked the ceremony. One, from the Port of Portland, consisted of framed pictures of old ships, including grain ships circa 1900 and a lumber schooner which sailed at Portland

The exhibit, a major attraction at the open house, was arranged by a committee headed by Marge Weir and Mary Hart, President and Secretary of Auxiliary 11, Vancouver.

Refreshments supplied by the Port were served by a committee headed by Clara Fambro. It included Veva Phillips, Secretary of Auxiliary E. Lois Strahmian, Federation Board member; Doris Tharaldsen, Doris Marshall, Diane Parks, M. J. Pfeiffer, Angela Miller and Barbara Cyphers.

The festivities continued until 8 p.m., so daytime workers could bring their families to see the new hall. It was a "stop work" night.

Visitors included PCPA Vice-president Frank Reichl, Tacoma; Ben Ballif, Local 4, Vancouver, and a delegation from Seattle including Ray Reinhardt, Local 19; Rosco Craycraft, PCPA executive board member; Martin Jaugus, President of the Seattle pensioners club, and Gus Rystad.

More wood layoffs

Boise Cascade paper mill here adds 340 products industry.

Sweat, tears, laughter — and sometimes blood which helped build ILWU in Portland . . . . We hope we can continue the tradition of closeness and brotherhood through the strength you gave us in some very bad times."

Results of the June 8, 1982 re-run election are: president, Ron Lidster; vice president, Floyd Kautz; secretary-treasurer/dispatcher, Cliff Hochleis; marshals, R. Deane. Mel Parkhurst is the dispatcher and Tom Wald the convention/casual delegate. Trustees elected are K. Defford, J. O'Neill and W. Gagnon. LRC representatives are: R. Rideout and E. L. Hansell.

The Safety Committee consists of:

Dennis E. Wilcox; Slauson: R. Jones; Vehicle: R. Lidster. Pugent Sound General delegate in G. Huff. A seven-member executive board was also elected.

Local 8, Portland

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Jack Schmidt, President of the Coos-Jackson River Pensioners, dedicated the hall.

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More wood layoffs

SALEM — The July 1 closure of the Boise Cascade paper mill here adds 340 members of AWFP/W Local 417 to the unemployment lines in an area already devastated by joblessness in the wood products industry.
Hazard alert on two chemicals

Continued from Page 7—

Respirators may be used when engineering controls are not feasible, when such controls are being installed, when they fail and need to be used during emergencies. If respirators are necessary, only NIOSH-approved respirators appropriate for the specific hazard should be used. In addition, the employer must implement a complete respiratory protection program including training, maintenance, inspection, and evaluation. Simple workers cannot smell glycol ethers until the exposure is above the PEL, there is no warning of breathlessness or vapors passing through the respirator when using a chemical cartridge respirator. Therefore, only supplied-air respirators are permitted for exposure to glycol ethers.

Sodium-polyacrylate should be provided and used when glycol ethers may contact the eye. If a glycol ether gets into the eye, flush immediately and thoroughly with large amounts of water. If any symptoms persist after washing, get medical attention.

PREVENT SKIN CONTACT

Since glycol ethers pass through the skin, it is important to wear clothing that prevents skin contact. Butyl rubber is the best material for gloves and aprons. Clothing that becomes wet with a glycol ether should be immediately removed, placed in a closed container, and cleaned by a person informed of the properties and hazards of the glycol ether. Glycol ether gets on the skin, promptly flush with water, then wash with soap, as you have support.

Whenever it is reasonable to suspect that workers are exposed to levels of chemicals higher than those allowed by law, employers must monitor the work environment. The level of exposure to a glycol ether may be determined by measurement of air concentrations in the worker's breathing zone. Skin exposure may be assessed by evaluation of work practices.

Woodworkers pledge aid to southern strikers

PORTLAND—Representatives of all IWA locals dealing with the Weyerhaeuser Co. in the US and Canada are meeting here June 16, pledged full support to members of the union in four southern states who are locked in a struggle with the giant timber company.

Contracts expired on February 1, but negotiations have bogged down over such issues as tenure and owed back wages. In addition, Weyerhaeuser wants to change the way in which a bond is posted to cover the cost of a glycol ether spill in the prompt flush with water, then wash with soap, as you have support.

Regardless of these issues, the locals dealing with Weyerhaeuser have supported the efforts of the four southern locals. The Portland locals have pledged full support to the Oregon Chapter of the Association of Northwest Steelheaders.

Taylor is Coordinator of the chapter's Salmon and Trout Enhancement Program (STEP).

Local 6 golf tournament set for Sunday, July 25

SAN FRANCISCO — The 3rd annual Local 6 golf tournament is set for Sunday, July 25, beginning at 9 a.m. at the Fairway Glen Golf Course, 1661 Hogan Drive, Santa Clara.

This 600-yard course carries a men's par 70 and a women's par 72. The greens fee is $15 for men and $12 for women.

If you intend to play, please notify Ray McCrann at 255 Ninth Street, San Francisco, CA 94103, (415) 631-7326. Deadline for the greens fee is July 19, 1982.

No other team dominated play as Oahu did this year, since inception of the series.

Ironically, it was Oahu's first title since 1979, when they defeated Hawaii and big Walter Pakale 75-65 in Wailuku. It is their ninth pennant, followed by Kauai (8), Canada (3), Hawaii (5), and Maui (5).

The two-time defending champion, Hawaii (Mauna Kea Beach Hotel), 74-78 in the finals, and took the Maui All-Stars into T-33-3 in the semifinals.

Some of the action at Local 142 softtball tournament May 14-15.

Oahu sluggers dominate Local 142 fast-pitch series with 39 runs

HONOLULU — An eye-popping 39 runs and 41 hits in two games!

Oahu compiled those record-shattering figures enroute to their first tournament championship since 1976 — in the 27th Annual ILWU State Fast-Pitch Softball series played at Cartwright Field over the May 14-15 weekend.

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Black workers are on the move in South Africa. In some firms, they are organized in inde-
pendent black unions. They have forced companies like Ford, General Motors and Volkswagen to recognize their unions, and wage and employment advances have increased rapidly. The South African government sees black workers' growing power as a threat to the apartheid system. It says 90% of 4 million white workers have virtually unmitigated control over 23 mil-
lion black people. Yet the very power of the workers' movements is now leading to a

declaration of the white minority. In the years ahead more and more Africans will be liv-
ing and working permanently in the 80% of South Africa that is reserved for whites. Today white unions make up only 16% of the South African work force; by the year 2000 only 7% of the workers will be white. Shortages of skilled and semi-
skilled workers, technicians, and office workers are forc-
ing employers to fill these jobs, previously reserved for white workers.

This absolute dependence on black labor makes the government anxious to see black workers identified by separate Bantustans as citizens of separate Bantustans or "homelands," not as South Afri-
can citizens. The Bantustans are barren reservations where it is impossible to eke
out a living. Africans are arbitrarily classified as citi-
zens of this "homeland" or that "homeland" ("tribal") ancestry, even if they have never been near the Bantustans.

HISTORY OF MOVEMENT

Since the 1920s black workers in South Africa have organized unions to fight for human dignity and a decent standard of living, in the belief that these unions have lived in the shadow of illegality. In the 1920s the Industrial and Commercial Workers Union organized more than 100,000 people at factories. Industrial unions were organized in the Transvaal, Johannesburg and Cape Town areas in the 1930s and 1940s. During and immediately after World War II there was a wave of strikes by black workers. The most important work stoppage in the history of the trade union movement was the 1946 Southern African Mineworkers strike which held 120,000 miners down for 21 mines. The strike was brutally crushed by the South African police who killed twelve strikers and injured 1,200.

The South African Congress of Trade Unions (SACTU), closely allied with the South African National Congress, was formed in 1950 as a coordinating body for 19 unions with 20,000 members. By 1961 it had grown to 35 unions with 53,000 members. SACTU organized mass strikes over political issues in the 1950s and early 1960s. By 1964 it had become an effective voice for black labor. It had enjoyed limited laundering of inmates in South Africa.

The destruction of SACTU inside South Africa had a profound effect on the emerging black trade union movement. It wasn't until the early 1970s that a new generation of black unionists got started in this period. By the end of the 1970s, many employers were being forced to give black workers a share in decision making if they didn't want to continue to handle with the unions over wages and working conditions but would not sign a contract or formally recognize the union.

NEW TACTICS

The growth of black union activity forced the govern-
ment to look at the old tactics of direct repression. It was no longer adequate to control the black labor force and the government decided to take a new approach. The government formed a commission chaired by Professor Nic Wesham, to make recommenda-
tions for future labor relations in South Africa. The recom-
mendations were incorporated in the Industrial Relations Amendment Act of 1979, which allows black unions official recognition and the possibility of negoti-
ating legally binding contracts for the first time. The government also registered with the government. But registration is regarded as a prerequisite for union activity and for an independent union to register to rule on applications for registration, with broad, virtually arbitrary powers to grant or deny the applica-
tion to register. The government expected that any registration would have to pass a "fitness test". It would consider "any factor which would serve to maintain peace and harmony in the undertaking, industry, trade, or occupation, and the national interest in question. There is absolutely no obligation to recognize a union which has not registered. Even if unions are permitted to register, virtually all strikes by black workers remain illegal. In South Africa a strike is illegal unless the union has gone through a long and complex conciliation procedure which takes twice to eighteen months. Black workers feel they cannot wait that long to resolve urgent grievances, and that

the procedure gives management the opportunity to pre-
pare to withstand a strike by recruiting strikebreakers, striking workers, and similar measures. Picket lines are

like Cape Town, East London and Port Elizabeth and in important industries like auto and rubber. The Johannes-
burg-Churchill car factory in the 1970s is a remarkable example of the potential power of black unions to home to South Africa's cities. In 1975, 20,000 city workers went on strike for recogni-
tion and higher pay, city services ground to a halt and garbage piled up in the streets.

The black unions' power is illustrated by the dramatic yearly increase in the number of strikes and work stoppages, and in the number of workers involved.

The most fundamental division among unions organ-
zating black workers in South Africa today is between so-called parallel unions—black unions set up and controlled by white unions—and independent black unions. The par-
allel unions are allowed the use of company facilities denied to the independent un-
ions, and in some cases company personnel directed black workers to work and tell them which union to join. Black workers report that dues are deducted from their wages for a union they never joined, which holds no meetings, and has no shop stewards.

The Trade Union Council of South Africa (TUCA), which has the lead in organizing the parallel unions, TUCA is the largest trade union federation in South Africa, representing a total of about 500,000 white workers, 250,000 "Coloureds" and Indians, 97,000 whites, and 120,000 Africans.

THE FUTURE

The black unions are exploring new areas of coopera-
tion and solidarity. A unity conference of 29 independent black unions was held in July 1982. The unions represented were FOSATU, SAAWU, the General Workers Union, CSU, the African Food and Canning Workers Union, the Wits University workers, and the Motor Assemblies and Components Workers Un-
ion. The conference agreed to a joint strategy to resist government attacks and to reject the government's trade union legislation.

The unions discussed ways in which they could give each other organizational and financial support and help with consumer boycotts of companies whose workers are on strike. They set up regional solidarity committees to promote unity on the local level. The 266 trade unionists in the Ciskei, a homeland controlled by South African companies, will be able to take part in the first meeting of the solidarity committee in East London.

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Words of comfort

Let me say a few special words to those of you who are unemployed:

When you start to feel disheartened, there's something you should remember—

Each of you, individually, may be just another person without a job...

But taken together, you're 10.3 million inflation fighters!

Voluntary contributions to the ILWU Political Action Fund, authorized by delegates to the 24th Biennial International Convention, can be made to the local of which you are a member, or from which you have retired. The assistance of every member is essential.