Northern California

Warehouse locals hold the line

SAN FRANCISCO—As the 1985 bargaining year winds down, officers and members of ILWU warehouse Local 6, having successfully negotiated a Northern California master warehouse agreement and scores of independent contracts, are beginning to see at least some light at the end of the tunnel.

But problems experienced this time around—especially with the intervention of anti-union consultants—foreshadow future difficulties. "We're expecting massive attacks on our agreement over the next few years," according to Local 6 President Al Lammens. The current master agreement expires May 31, 1986.

MASTER CONTRACT

It's been a long year. Preparations got underway in January with a number of regional workshops on contract demands and a contract convention in January. A three-year master agreement with the Industrial Employers and Distributors' Association (IEDA) was negotiated in June by the joint ILWU-IBT Northern California Warehouse Council. While employers entered bargaining demanding large-scale concessions, the final contract featured modest wage increases, maintenance of health and welfare benefits, pension improvements and other gains. There were no takeaways.

The summer and fall were taken up in an effort to apply the contract at scores of companies not affiliated with the IEDA, but who traditionally follow the terms of the master agreement, and, as closely as possible, to other independent locals. "In the old days, this was fairly routine," according to ILWU Secretary-Treasurer Curt McClain, who served as co-chair of the Northern California Warehouse Council. "But these days pattern bargaining as a whole is being challenged, in steel, trucking and many other industries. While we've held the line in most areas, there has been a strong effort to break up the bargaining pattern we've set over the years."

All in all, some 150 contracts have been negotiated, in an enormous variety of industries.

A PLAGUE OF CONSULTANTS

Bargaining was complicated by the efficiency of a number of consultant lawyers and consulting firms—circling the bargaining table like vultures—to pick up some of the action.

Plant closing bill on deck—letters needed

WASHINGTON, DC—At press time, legislation to require 90 days notice of long-term plant closings was about to hit the House floor. The bill has 173 co-sponsors, including 13 Republicans.

"We're pulling out all the stops to get this passed," said International President Jim Herman. "It's not everything we want, but it's the first plant-closing bill to hit the floor of either house. Passage in the House would be a major turning point—which is why the Chamber of Commerce is fighting this one so hard."

All ILWU District Councils, locals, auxiliaries and pension clubs are asked to make their feelings known to the House members from their districts as soon, and as forcefully, as possible.

Please turn to page 5

BC dock bargaining begins

VANCOUVER, BC—The first steps toward negotiating a new Canadian Area Longshore Contract were taken on October 4, 1985. The Canadian Area Officers, acting as a sub-committee of the Longshore Contract Executive Board (LCEB), met with representatives of the BC Maritime Employers Association (BCMEA) to start negotiations.

The Union put forward the 63 bargaining demands arrived at just weeks before by delegates at the recent Longshore Contract Caucus in North Vancouver.

Highlights of the Longshore demands include:

- A major increase to the basic pension and bridge benefit paid after May 31, 1985.
- Full retirement under the "97" formula at age 55.
- The M & M Supplementary pension to cover ALL members under a new formula.
- Improvements to the Welfare plan with the major emphasis on increases in the sick benefit payments.
- An interchange of Union members between various areas of the province.
- Improved vacation pay and addition of new categories for senior employees.
- Vacation pay calculated for periods when in receipt of Workers' Compensation and Sick Benefits.
- A one year contract with increased wages.

Senate stalls sugar support

WASHINGTON, DC—As this issue of The Dispatcher goes to press, the Senate remains deadlocked over its version of the 1985 Farm Bill, which contains the US sugar quota.

The jobs of some 6,500 members of ILWU Local 142—as well as 220,000 other jobs nationwide—depend on passage of this program of short-term loans to domestic sugar growers. Without such a program the domestic industry, already producing sugar at well below the cost of production, is expected to collapse.

The Republican leadership of the Senate is trying to muscle cuts in all the farm support programs, including sugar, commented ILWU International President Jim Herman. Senator Dole (R-KY), the majority leader, has been making new threats to oppose sugar just to scare our allies in the Senate into helping him gut other programs.

"We won't succeed." Waiting on the wings, should the Senate fail to act, is the Bradley-Gorton amendment, which would cut aid to Hawaii's sugar plantations and the rest of the domestic industry. The House supported the sugar program in September by a strong 263-142 vote.

Kerr Steamship pact

LONG BEACH—As this issue of The Dispatcher goes to press newly organized office-clerical workers at Kerr Steamship have overwhelmingly ratified their first agreement as members of ILWU Local 63.

The contract, covering 43 office workers, brings wages and benefits at Kerr up to the level set by other ILWU office worker contracts in the LA Harbor Area, which raises the next seven months of between $4.89 and $8.83 per month.

See December issue for details.

Bill Chester... was part of the generation of ILWU leaders who helped spread union conditions to workers all over the West Coast and Hawaii. He was a pioneer in the fight against racism within the trade union movement and in the community at large. His civic leadership was a credit to the ILWU and to all of labor.

—ILWU International Executive Board, November 12, 1985

Bill Chester January 6, 1914-November 3, 1985
British Columbia economist

New study shows unions aid economy

VANCOUVER, B.C. - The growth of unions in British Columbia should be encouraged because they improve the performance of the economy, according to a study prepared by Prof. Robert Allen.

"Many people view unions as part of the economic problem," says Allen, who is teaching at the University of British Columbia. "But the facts support the opposite conclusion." His findings were released by the BC Economic Policy Institute, a group of professional economists who study public policy.

Allen paid particular attention to the impact of union wages, and the militancy and productivity on job creation and other measures of economic well-being.

WAGE WAGE MARRIAGE

While BC wages are higher than those in newly developing areas, such as southeast Asia, Allen's study suggests that unions on BC are prepared to accept a drastic drop in the standard of living, compared to $9 for non-union workers. The figure is even more dramatic when the value of fringe benefits is computed—$17.64 for union workers compared to $11.64 for workers with union—$5.53 per hour....

NEW YORK—The union of the future may work with and vote for candidates who will in turn support the labor movement. The charge that unions lower productivity—i.e., inhibit technological change—was also refuted. "Far from lowering productivity," Allen said, "the usual result is that unions raise productivity by as much as 25%.

"The main reason Ontario and Quebec are the most industrialized provinces in proportion to their human capital and American midwestern markets," says Allen.

Allen concludes. "For those reasons, union shops enjoy better morale; bargaining means workers have a say in the terms of their employment and more outside pressure on top management because the firm has to negotiate a settlement.

boss won't cross

If working people could vote for their favorite rock star, Bruce Springsteen would probably win in a landslide. The New Jersey native has earned the admiration of millions of Americans with songs that celebrate the working class and with his generous contributions to union causes.

At a concert in Cleveland recently, the "Boss" arrived at a sold out stadium on- time to find a picket line put up by Service Employees Local 38, which represents ticket takers, ushers and others at Cleveland Municipal Stadium. The concert would be cancelled unless the New Jersey native agreed to hire and pay unionized workers, which he did.

Johnny Parks honored

G. Johnny Parks, who recently retired as an ILWU speaker-writer with the San Francisco Building Trades Council, AFL-CIO. "What are they complaining about... We haven't worked a day in our lives..."

FLEXIBILITY key to labor's future

NEW YORK—The union of the future will have a seat at the table, and workers will be involved in workplace decisions, according to the union's regional coordinator, Cheryl Schaffler, the ILWU Northern California Regional Director.

"The main reason Ontario and Quebec are the most industrialized provinces is that they have a larger proportion of their workforce represented by labor unions," says Allen. "In fact, unionized work places, confront employers and unionized workers are more experienced and require less training. The union's ability to achieve a settlement is greater, and management can expect that the union will work with it to find innovative ways to deal with the problems that arise.

"The union movement is undergoing a transformation, with contracts covering all aspects of employment and work environments, including personal con-

ductivity on job creation and other measures of economic well-being.

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ductivity on job creation and other measures of economic well-being.
Northern California warehouse locals hold line as ‘consultants,’ and hustlers take pot-shots at contract

SEPARATE DEAL SOUGHT

Employers in the paper industry were particularly adsorbed over the potential threat of job losses. Trouble appeared last spring, just before master negotiations were set to begin at Crown-Zellerbach, Bliss and Moffitt, and Towne, as well as at Kaiser Aluminum in Richmond. Employers and union busters were quick to see the potential for a strike. The first signs of a strike came last month, when a late night strike vote was held at the Southern California warehouse locals.

Local 6 members showed high spirits at Bio-Rad picket line.

At Bio-Rad

Three-tier demand provokes strike

RICHMOND—More than 100 ILWU Local 6 members employed by Bio-Rad Laboratories went on strike October 30 after the company insisted on establishing a three-tier contract and freezing most workers’ pay.

Picket lines were set up at the company’s chemical processing, equipment fabrication and computer production sites here. Another line was set up at Bio-Rad’s headquarters construction site in Hercules, but was pulled when the company threatened to file a secondary boycott charge with the NLRB, according to chief steward Leo Gomez.

Bio-Rad, which sells its products to universities and genetic engineering firms, earned record profits during the third quarter of 1985. Yet the company demanded all new employees be hired under a new three-tier entry level pay structure.

PAY FREEZE

Also, “all employees who joined the company between September 1, 1982 and August 1, 1983, and are beyond the entry level category,” would see their wages frozen under the company’s proposal.

Only Chemical Process Operators I-V, Engineers and Maintenance workers and Journeymen Machinists would receive pay above this rate.

Moreover, Bio-Rad also wants to eliminate cost-living adjustments and seeks a free hand to contract out work. The company wants to eliminate vision care, scheduled physical exams and the substance abuse program.

Since picket lines were set up, three employees have been hit by vehicles driven by company supervisors or scab truckers. Chris Callero, a plastics fabricator, was hit by a van driven by his own supervisor.

“TEN SECONDS”

“We didn’t even need to caucus when the company gave us its last proposal. It took us 10 seconds,” said committeeman Kevin Reynolds.

Reynolds said a meeting was set up with a federal mediator but “the company called it all off” when the strike started.

Other committee members are Walter McReynolds, PIers Langlois, Local 6 ILWU Local 6 President Gerald Hemeneg and Local 6 president David Hemeneg at journeyman. International Secretary-Treasurer Curt McClain has also assisted.

Key-snatching guard foil’s Matson tire thief

LOS ANGELES—Police thinking and acting quickly foiled a Matson Lines’ rubber thief.

A local 6220 observer who noticed an El Camino truck filled with old tires being driven past the main gate. Further checking further, he saw a man unload the tires on December 7 called “The Future of unions in California.”

Local 78 committee members at Ranchers’ Cotton Oil include Mike Furr, John Hargis, Frank Esman, Bob Bankston, Don Finkins, Rene Garcia, Juan Trevino, Jerry Morland, Bob Howie, Local 78 President Hugh Walker and Business Agent Flay Deaton. Northern California Regional Director Hoy King and International Representative Alba Ramos are assisting.

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FRESNO—Members of ILWU Chemical Workers Local 78 have over whelmingly given their negotiating committee authors the right to call a strike in the absence of any progress in bargaining at Ranchers Cotton Oil. Negotiations for a new contract have gone nowhere in recent weeks because of employer demands for large wage cuts—22% on the bottom, 9% on top—as well as a cap on health and welfare costs, disruption of seniority and job-bidding procedures, and other unacceptable takeaways. Bargaining has reached new levels, but the employers “last and final” offer has not been implemented.

Some 254 members of Local 78 are employed at Ranchers’ facilities in Fresno and Bakersfield. The company is listed as 50th among the top 100 California corporations.

said Local 6 Secretary-Treasurer Leon Harms that the new bargaining process would take time, to soften us to the next time.

One employer for example demanded a 60% cut in hours, a 100% increase in hours over the next three years. "That would actually have been sufficient to pay for our job losses in the past. But then we would have seen a push for 50 cents at the next house. The companies knew that the on line employees would be paying benefits out of their own pockets." Efforts by at least three other employers to emerge a new wage system nearly succeeded when members of one of those industries actually电阻丝 the construction table. Agreement was rejected by the local Executive Board, and a new agreement, without two-tier, was negotiated.

Two-tier was also the issue in a bitter strike at Baskin & Shell, a San Francisco beauty supply house long under contract with Local 6. The company at first replaced the Local 6 members here with half-priced skilled, ultimately forcing a settle ment. Here, Lusler, Mendelson etc. were apparently so anxious to take on Local 6—and apparently so confident of a victory—that they worked for free.

PEACEFUL SETTLEMENTS

Despite these difficulties, however, Local 6 achieved three settlements in a row. The overwhelming number of June 1 notices and other evidences of conflict indicated excellent agreement was negotiated covering Local 6 X-ray technicians at 13 East Bay hospitals; the chemical industry, including Kaiser Aluminum, in the dried fruit industry, including both of Wolf Green Truag-Schmidt, an old San Francisco printer where Local 6 has seven members. In three of those cases, Luson and Har ris have noted that their solutions were "courageous."

"We were positioned by the concessions granted by the union and employer on the same job, for the same employer or in the same competitive industry."

"There was nothing wrong, they said, when one or another union makes concessions which seriously impact on another union. They have set the terms for workers they themselves do not represent, and who have no voice in the matter. Luson and Harr are on to suggest "that we begin a discussion of no jobs and strikes."

"We should be agreed that no union will make concessions in an area which affect other unions without consultation and coordination."

"I could start where several unions work under one roof, and then expand into a geographic area and finally, nationally, to all industries dealing with the same employer or industry." Otherwise, they conclude, "employers and unions will be forced to play us against one another in a continuing downward spiral undoing the gains of the last five years."

The battles being fought today are set ting the stage for everyone down the line, according to the Local 6 officers. "The lower levels and consultants are circuits like a wolf pack, biting here and there. We must resist them today or face even more bitter and vicious battles tomorrow.

Local 6 workshop set

OAKLAND — ILWU Local 6 has scheduled a workshop to be held on December 7 called "The Future of unions in California." which will include panel discussions with employer representatives along with stewards, unit and division officers.

In a panel called "The Changing 80's in the Workplace," union and employer speakers will present a variety of views. The panel will be moderated by ILWU Secretary-Treasurer Curtis Mc Clausen, with Keith Fuller, Bio-Rad lab, and David Breen, Metal Trades Association; Dick Baker, Plant Manager, Folgers Coffee, as well as Maurice McConnell, with Cutler Labs.

For more information, contact Local 6 at 259 Ninth Street, San Francisco, CA 94101. (415) 621-7326.
More Snake oil on US budget

MIKE LEWIS
ILWU Washington Representative

If US legislators sign on the dotted line, the $200 billion deficit will disap-
pear and all our troubles will be over.

That's the line the White House and Congress are playing. As long as it sounds good to you, you might be interested in buying
a rabbit farmer's New Year's Boy.

The deficit is the amount of money the federal government spends each year in excess of the amount it takes in. If it were a $300 billion-a-year arms race and his 1981 tax plan
would cost $100 billion, the United States would be hard pressed to keep pace.

So the deficit has stayed about the same for three years.

Re-enter Phil Gramm, a Democratic House member from Texas. He was in the Senate in 1981. He's playing the same role now as when helping the White House run through a wave of budget slashes in programs important to working people.

Gramm recently introduced a Senate bill to raise the federal debt ceil-

San Francisco—Flight crew
members and families from several airlines
joined with other trade unionists in a noon-
time rally in front of the Transamerica
building to demonstrate against Transamerica Airlines.

The three-year contract expires on
November 12, 1985

The talks were over a six-year period, to provide wages and retraining for displaced workers.

The settlement, reached after marathon negotiations stretching over a six-hour period, paved the way for the end of the first UAW strike at Chrysler in a dozen years. Union officials said they expected prompt ratification of the agreement and a speedy return to work at the 60 plant strikes.

The Chrys.

Detroit—More than 70,000 Auto
Workers won a three-year contract at Chrysler last week, giving them "parity-plus" with their counterparts at Ford and General Motors, as well as bonuses for their
strike in the second year, and an additional 3% wage boost in the third year.

UP-FRONT BONUSES

Although negotiations were unable to agree on how to replace the profit-sharing plan that the UAW gave up as part of its 1982 concessions, the contract calls for payments of $500 each in March 1987 and March 1988 in lieu of profit-sharing.

In addition, the contract provides up-

Final votes to ratify the accord were announced on September 14, 1985. The current Ford and GM agreement, reached on September 14, 1987, the Chrysler accord, UAW president Owen Bieber said, establishes "a full in-
dustry pattern" that will "move our entire industry upward into the high stratosphere.

Bieber said that the agreement covered all Chrysler workers, including those in the right
including job security, outsourcing, training (and pensions), "aiding
this package is parity-plus.

Under the agreement, Chrysler workers will receive pay increases totaling 7.5% over the three years of the agreement—an immediate 2.25% hike, a lump-sum bonus of 2.5% of the previous year's base earn-
ings in the second year, and an additional 3% wage boost in the third year.

Another takeaway fight
Transmerica workers win support
William H. Chester, International Vice-President Emeritus of the ILWU, died on November 3, 1985. He was 71 years old. Bill Chester was part of the generation of ILWU activists who helped bring union conditions to workers all over this coast, and who helped use the strength of the union for the betterment of the entire community. He recalled International President Jim Herman.

"Thousands of members of the ILWU have enjoyed a better life because of Bill's work over the years. He was a pioneer in the fight for racial equality, within the unions and in the community at large. His many civic and community activities were a credit to all of labor. He will be very sorely missed."

Bill Chester was born in Shreveport, Louisiana, in 1914, the son of a railroad worker. Off in Europe they were fighting the war to make the world safe for democracy, but there were no promises of democracy for young black kids in Shreveport in those days. The family moved to Kansas City when he was just a year old. Chester attended public schools there, and went on to attend Western College in Quindaro, Kansas.

A BARGEMAN

But Kansas City was still no paradise for a young black man in the midst of the great depression, and so Bill Chester helped lead ILWU during tough times. He landed in San Francisco Bay a group of ILWU members who formed a new union, Local 22 of the new International Longshoremen's and Warehousemen's Union.

World War II was a crucial turning point for people of Bill Chester's generation. He died in the war--even when Jim Crow still ruled the armed services--serving with the 25th Infantry in Arizona, and shipping out with the Marine Cooks, earning the commission as ensign in the Merchant Marine.

And like many other young men and women of his generation, Bill Chester emerged from the crucible of the war even more strongly determined to make a real place for himself, to fight as hard against racism at home as he had fought against fascism and nazism overseas.

When bargemen's Local 22 merged with Longshore Local 10, Bill came onto the beach and began working on the waterfront. Before anything else, he was a good longshoreman--on May 24, 1950 he and his partner Claude Saunders, working at the Howard Terminal in Oakland, saved the lives of scores of fellow workers by putting out a fire that ignited in a dangerous cargo of nitrates--only a block away from the conflagration.

STRIKE COMMITTEES

He served as chairman of the ILWU's executive Board of Local 10, and soon after, to the board of trustees. He served on the 1946 and 1948 strike committees, and was a delegate to many union meetings and caucuses. In 1950 he was appointed Northern California Regional Director.

For most of the next 20 years, until he was elected International Vice-President, Bill Chester was a chief spokesman, organizer, strategist, and ambassador from the ILWU to the rest of the community in Northern California. He was, by this time, a mature labor leader, a skilled negotiator and organizer, an integral part of the team of ILWU leaders who took the achievements of the 1930s, consolidated them and extended them to tens of thousands of other workers.

Within the union, he helped negotiate scores of contracts, not only for west coast longshoremen, but for workers in the cotton compress industry in California's central valley, in the dried fruit industry in the San Clara Valley, for water front watchmen, for Canadian longshoremen, for Hawaii longshoremen and pineapple workers, for workers in nearly every section of the ILWU's broad jurisdiction.

He served for many years on the Bay Area Longshoremen's Memorial Association, and was active in the campaign to raise funds to construct Local 10's headquarters in San Francisco. He was chairman of the San Francisco Joint ILWU Legislative Committee and Welfare Trustee of the ILWU-PMA Benefit Funds.

COMMUNITY ACTIVITIES

Bill Chester also always understood that labor unions have an obligation to represent their members in the community, and to use their strength on behalf of the less powerful. He was a founder of the National Negro Labor Council. He fought for fair housing and fair employment practices for all people. He fought for freedom of people like a large number of southern victims of Jim Crow laws and Jim Crow courts. He fought for the rights of his friend, the late Paul Robeson.

Perhaps one of his greatest moments was as the chief organizer and leader of San Francisco's Human Rights Day, when 20,000 people from all walks of life marched up Market Street in a moving display of commitment in the fight for human dignity. He was an active fund-raiser on behalf of Rev. Martin Luther King, Jr.'s Southern Christian Leadership Conference, and was the man who made the motion in 1963 to make Rev. King an honorary member of Local 10.

In 1968 he made a tremendous contribution as a mediator of the San Francisco State Teachers Strike.

As President of the Bay Area Rapid Transit District in 1972, Bill Chester led the delegation of civic leaders who rode the first BART train under the bay between San Francisco and Oakland.

On the occasion of the induction of the late Rev. Martin Luther King, Jr. as an honorary member of ILWU Local 10—Curt McClain, Rev. King, Local 10 dispatcher Albert James, Bill Chester, LeRoy King, Rev. James Stovall, unidentified, and Revels Cayton.

Bill Chester, around 1950.

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Among the leaders of the team which coordinated the effort in the San Francisco Bay Area to defend ILWU President Harry Bridges from deportation in the 1950s were, top row, Local 10 dispatcher Howard Bodine, Chester, International Secretary-Treasurer Lou Goldblatt; bottom row, Local 10 dispatcher John Walker, Bridges, and Local 10 Executive Board member Claude Saunders.

A COMMISSIONER

He was appointed by then-Mayor Joseph Alioto to the Board of Directors of the Bay Area Rapid Transit District (BART) in 1970, and served with distinction during the critical period the system was being launched—as vice-president in 1972 and as president in 1973. He was subsequently appointed to the Airport Commission, also serving as vice-president in 1980.

He was on the Board of Directors of the San Francisco Council of Churches, the Senior Center of San Francisco, the National Conference of Christians and Jews, and the Northern California Committee of Africa. He was a sponsor of the Community Effort for Disturbed Children, the Bay Area Health Facilities Planning Commission, the National Council on Alcoholism, and other civic organizations.

He served also on the Human Rights Commission, and on a wide variety of civic organizations—the UN Association, the YMCA and even the Ballet Guild.

He is survived by his wife, the former Ethel V. Johnson, whom he married in 1949; one son, William, Jr., and one daughter, Kathy Ann; by his mother, Mrs. Benah Lyday, of Kansas City, and his brother, Virgil Lyday, also of Kansas City.

The funeral was held at a packed Third Baptist Church in San Francisco on Friday, November 8 with the Rev. Amos Brown delivering the funeral. Speakers included International President Jim Herman, who noted "Bill's enormous compassion for the oppressed, his hatred for racism and all forms of injustice, his defense of the right of people to be advocates, to enjoy full liberty in this system."
**EARL GEORGE**

EARL GEORGE, a longtime ILWU member, dock worker, and dedicated laborer, passed away peacefully on August 22, 1985. Born in 1919, Earl was a member of the Meriwether family, which has a long history of service to the ILWU, including his father, Treasurer G. W. Meriwether, and his brother, Local 13 Secretary-Treasurer G. W. Meriwether, Jr.

Earl served his country during World War II, enlisting in the U.S. Navy in 1943 and serving until 1945. He completed his service with the rank of Seaman First Class.

After his military service, Earl worked at the Seattle port, first as a longshoreman and later as a labor organizer. He was a founding member of the Seattle ILWU Local 13 and played a vital role in the struggles for workers' rights and union solidarity.

Earl was a devoted union member, participating in countless union activities and events. He was a member of the ILWU Local 13 Executive Board and served as a union steward for many years. Earl was also a member of the ILWU's Retired Members Association and actively involved in union affairs until his retirement in 1979.

Earl's dedication to his family and community was unwavering. He is survived by his wife, Myrtle, and their three children, Sally, John, and David. He was predeceased by his parents, George and Mary Meriwether, and his brother, G. W. Meriwether, Jr.

Earl was a true labor hero and an inspiration to all who knew him. His legacy lives on through his family and the ILWU Local 13, which he loved so deeply.
Two tier plans turn sour for some employers

Employers who have forced two-tier contracts down the throats of their employees in recent years are now reconsidering their thoughts, according to a recent article in the Wall Street Journal. "Although two-tier agreements can help employers make false claims, but because these small-scale victories individually seem pyrrhic, the Justice Department seldom moves against them."

"The bill to bring swifter punishment to those who sneak past the prosecution is being marred through the Senate with general support from the Reagan Administration, which is publicly touting its stance of getting tough on white collar crime."

"Would an earth oppose a plan to light up on waste, fraud and abuse?"

Answer: the nation's largest defense contractors, of course.

"It would take you forever to get to the top but people know that they can reach that maximum wage scale for each grade. "It would take you forever to get to the top but people know that they can reach that maximum wage scale for each grade."

Supervisors meeting in November on this issue." —Rohatch added. "They have added.

WASHINGTON—The heads of the three biggest federal employee unions were fired without pay by federal employment by an administrative law judge for violating the Hatch Act during the 1984 presidential election."

The 60-day suspensions ordered by Edward J. Reidy, chief ALF of the Merit Systems Protection Board, if upheld on appeal, would force leaders of federal employee unions to quit their jobs in order to run for public office.

The Hatch Act, passed by Congress in 1939, prohibits federal workers from campaigning, raising funds, distributing political literature or seeking office."

The suspension of the three union leaders, Reidy stated in his decision, was "ludicrous," since the three union officials were not giving "mere inactivity" in political literature or seeking office."

"The decision cuts at the heart of America's position of participatory democracy," said Reidy.

Doyle Degman, Local 8 Earnings Clerk

PORTLAND — The Brooks Hill Free Methodist Church couldn't hold all the people who showed up to get a good-bye to Local 8 Earnings Clerk, Doyle Degman, 54, who died October 10 of a heart attack.

"He was very well-oriented; the union was his life," Secretary Neal Millspaugh said.

Degman was a familiar figure on the lot, where he said that of all the jobs he's had, "he was a very well-directed messenger."

Millspaugh said that Degman's service to Local 8 was "well deserved," and he praised the union for being good to the general public."

He had served as dispatcher and had no enemies, according to Andrew A. Feinstein, chief counsel of the House Civil Service Subcommittee.

Local 47, Olympia

Local 47, ILWU Olympia Washington, will hold its final election December 16-20, 1986 to fill the offices of president, vice president, secretary-treasurer, recording secretary, five (5) labor relations committee members and seven (7) local board nominees. Nominations open November 19. Polling will be between the hours of 6 a.m. to 8 p.m. at the longshore hall.

Local 19, Seattle

Local 19, ILWU, Seattle, Washington, will hold its final election December 11, 12, 13 and 14, 1985 to fill the offices of president, vice-president, secretary-treasurer, five (5) labor relations committee members and seven (7) local board nominees. Nominations open November 19. Polling will be between the hours of 6 a.m. to 8 p.m. at the longshore hall.

Local 18, West Sacramento

Local 18, ILWU, West Sacramento, will hold its final election December 11, 12, 13 and 14, 1986 to fill the offices of president, vice-president, secretary-treasurer, five (5) labor relations committee members and seven (7) local board nominees. Nominations open November 19. Polling will be between the hours of 6 a.m. to 8 p.m. at the longshore hall.

Log exports create

Vancouver Island jobs

In a recent report, the ILWU has identified several issues that have created conditions for the BC forest products industry to result in significantly increased export of new and expanded wood exports to new areas. The report also notes that new areas are crucial to the forest products industry's future. Coal trains, for example, which have used logging vessels at sites closest to the logging site, are now available for export, creating additional charges, and significantly reducing towing costs. The ILWU has entered into various agreements to ensure that the logging of logs in remote areas falls under ILWU jurisdiction, said Canadian Area 2nd Vice President Willard Gallie.
Workers deserve early warning on plant closures

By Owen Bieber
President, ILWU Local 10

All across our nation in the last several years, workers and their communities have been buffeted by recession, international competition, technology and structural economic change. The pain may be most evident in ports, where union membership, but it has even hit Silicon Valley, as computer chip makers close operations and head for low-wage nations across Asia.

The number of workers who have been victims of plant closings and permanent layoffs would be bewildering by any criterion if the question of economic dislocation were not so serious. Many problems of economic dislocation may be alleviated by a social policy that seeks a diversified, balanced, and flexible economy. But the social policy must be accompanied by a coherent industrial policy that seeks a diversified, balanced, and flexible economy. This policy should be a right to negotiate with management about alternative attitudes, and a right to fair compensation and assistance with retraining and relocation expenses.

The local communities in which these companies are located have often invested heavily in them, through public services, educational and a host of other community resources. They too have a right to expect management to respect their interests.

At a minimum, “a bishops”, continued, “workers have a right to be informed in advance which actions are under consideration, a right to negotiate with management about alternative attitudes, and a right to fair compensation and assistance with retraining and relocation expenses.”

Canadian ILWU follows jobs to remote ports

“The Port Alice area which includes Cleagh Creek and Kultus Cove is serviced by Smelter and Coast, out of Port Alberni, with the remainder of the employees added to the crew of the Logdredage. Workers there have a tremendous opportunity for input into the decision since employers will be required to consult with unions or, in the absence of a union, with employers about alternatives to a closure or layoff. Where alternatives cannot be found there will at least be some time in which workers and communities can adjust to the permanent job loss.”

Industrial change is, of course, familiar. Just as our labor force shifted from agriculture to manufacturing in the first half of the century, it is now shifting from manufacturing to services. Since a rising standard of living accompanied the first shift, it is now accompanied by even greater changes. However, this time the changes are not only deeper but they are not improving the lot of our citizens.

A recent study by a team at Boston College found that more than 112,000 Michigan auto workers experienced extended layoffs between 1979 and 1982. Of those recall, the averaged length of layoff was 66 weeks. By the last month of layoff, the average weekly income had fallen 6%. Eighty-five percent of those surveyed were unemployed, the employer-paid medical coverage during layoff. Almost half had worked in manufacturing, yet manufacturing accounts for only 20% of total employment.

As for ILWU, we would prefer that the period of notice and required consultation be increased beyond 120 days. We know that many employers make decisions to close a plant or eliminate jobs months or even years in advance. Alternatives to such decisions made so long in advance often cannot be developed by those workers who have, for example, not found a longer period of notification would increase the chances of workers that will be able to make a less painful adjustment.

Blue collar hit hardest

Since 1979, according to the Government study, more than 55% of the displaced workers had been in blue collar occupations, proportion far larger than the 29% share these occupations represented in the economy. Almost half had worked in manufacturing, yet manufacturing accounts for only 20% of total employment.

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The Labour Minister should establish a 15-member commission to make recom mendations on a plant-closing policy. If the commission does not recommend the strongest kind of comprehensive plant-closing legislation, the government clarification that the negotiations were under consideration, a right to negotiate with management about alternative attitudes, and a right to fair compensation and assistance with retraining and relocation expenses.

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