Employers will take their best shot

Management's increasingly aggressive attitude at the bargaining table will continue in 1987, according to a recent survey of employers' negotiating plans conducted by the Bureau of National Affairs. Results of this year's survey show no appreciable decline in employers' tough bargaining strategy.

The survey is based on responses of 181 firms with contracts expiring this year. Employers polled last year indicated that they planned to be tough in 1986, and continued to be put on hold, or dropped strategy. They planned to be tough in 1986, and continue in 1987, according to a recent survey that t

reductions in employers' tough bargaining

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Firms indicated they intend to pursue a go-

it-alone strategy in 1987. Discussion also centered around issues such as CFS implementation, jurisdiction and grain industry bargaining. A full longshore caucus, to begin preparations in earnest for negotiations, meets in San Francisco beginning on April 7. The current agreement expires June 30.

REPLACING STRIKERS

Labor's situation is made even more difficult this year, the BNA point, by the increasing willingness of employers to attempt to operate during strikes and to permanently replace striking workers with scabs. The National Labor Relations Board ruled in June, 1986, that a company may legally hire permanent replacement workers during a lockout provided there is "no anti-union motivation."

Highlights of the survey are as follows:

- Seventy percent of employers say they are planning to bargain pay increases averaging 3-4% per year.
- Two-tier wage systems continue to be popular—nearly 50% of the surveyed firms will do so in 1987.
- Forty-three percent of employers say they intend to bargain regular pension benefit increases this year. Only 10% said they were considering negotiating special early retirement incentives and 8% said they intended to grant increases to retirees.

WELFARE CONTRIBUTIONS

- Many firms said they would continue to seek higher deductibles and increased employee contributions to health and welfare premiums.
- More than 80% of those who said that their contracts included "restrictive work rules" said they would make an effort to relax them.
- Employers showed little interest in negotiating improvements in paid time off or other types of vacation.
- Portending further weakening of industry-wide bargaining, a majority of firms indicated they intend to pursue a go-it-alone strategy in 1987.

Getting ready

Delegates from ILWU longshore, clerk and foremen's locals from up and down the coast met in Seattle December 16 to begin informal discussions on demands and strategy for 1987 bargaining. Discussion also centered around issues such as CFS implementation, jurisdiction and grain industry bargaining. A full longshore caucus, to begin preparations in earnest for negotiations, meets in San Francisco beginning on April 7. The current agreement expires June 30.

Hotel bargaining looms

Fifty delegates from ILWU tourism units met December 16 in Honolulu to prepare for negotiations with the Hawaii Council of Hotels. The current agreement, which affects over 7,000 members, expires May 31. Above, caucus secretary Isabelle Bailey, chairman Daniel Kimura, and vice-chairman Nemesio Sanchez.

50,000 ILWU workers at International Longshoremen's and Warehousemen's Union

87 bargaining

local 41

HONOLULU — Fifty delegates from ILWU's tourism units met December 16 and 17 to prepare for upcoming negotiations with the Hawaii Council of Hotels.

The master agreement, which expires on May 31, 1987, covers some 6,000 hotel workers on Maui, Kauai and Hawaii. Another 1,200 ILWU members work for hotels that are not Council members but whose contracts are patterned after the master agreement.

PROPOSALS ADOPTED

The caucus of hotel workers spent the two days discussing wage and benefit proposals from their membership and ended after adopting a set of demands to present to the Council next year.

The caucus elected Hyatt Regency Maui electrician Dan Kimura, Maui Kea Beach Hotel bellman Nemesio Sanchez as vice-chairperson, and Kaanapali Beach Hotel maintenance worker Isabelle Bailey as secretary.

Warehouse convention set

FRESNO — Every night, on the downbeat, the guys on the swingshift at Ranches cotton oil, members of ILWU Local 78, push the little button on their 3" pink lapel buttons and march into work.

The buttons read "Solidarity Forever," and, when you push the button, they play the tune electronically out of a small speaker on the back. As they march past their employers' office, the members sing the famous labor anthem at the top of their lungs.

"We've been having a number of problems in bargaining here," says RA Play Denson, "and this is just a small, friendly way of saying we're united."

You can have a musical solidarity button. Send in your order — they're $3.50 each — to ILWU Chemical Workers Local 78, 4613 E. Tulare Street, Fresno, CA 93720.
“Six years of the Reagan administration have destroyed the freedom of the free trade union movement in this county. Moving quickly to restore those freedoms has become a matter of survival. --- We need to put a major rewrite of America’s labor law on the agenda.”
Local 63 wins vote at Maersk

LONG BEACH — The office workers at Maersk Container Line's port terminal here voted unanimously recently to join ILWU Local 63's clerical unit.

Negotiations for a contract for the eight workers are "moving right along," after three meetings so far, said Jeff Powell, the local's B.A.

The clerical workers in the new unit are data processors who conduct "export import documentation," Powell said.

The union was contacted by Sherry Delprino, Powell said, in an effort to improve their wages and health and welfare benefits. Their average wage was about $9 an hour, Powell said.

The office workers' organizing effort, headed by ILWU's Southern California regional director Joe Ibarra, has resulted in the unit doubling its ranks, to 323 workers from 156, in the past three years.

About a quarter of Los Angeles and Long Beach harbor's office workers now belong to the ILWU, Powell said.

Delprino and Ibarra form the union's negotiating committee.

Boycott Coors

Counting Local 142 bakery workers' votes to ratify new agreement, International Representative Tony Kahawailoa, Charlie Sham, Bert Yasui and Edie Fao.

Strike averted as bakeries settle

HONOLULU — A strike by ILWU Local 142 members was averted at Love's Bakery here when the company backed off its take away demands last month and signed a contract matching the terms of a competing bakery.

On December 6, an hour after Local 142 members signed with Holsum Bakery, Love's dropped its demands for sweeping changes which included unrestricted testing for drugs and alcohol and changes in the medical and dental plans.

Love's employees had voted unanimously to authorize a strike against the company.

Local 6 fights to preserve labor's rights at Arvey Paper

SAN FRANCISCO—About 100 members of Local 6 and their supporters gathered in front of Arvey Paper and Supplies Co. in San Francisco on Saturday, January 10 to protest the employer's replacement of ILWU strikers with scabs, and to demand a resumption of bargaining.

At a rally in Local 6 before they marched a half-mile down to Arvey, picketers heard from Local 6 steward Howard Siegel who, after 26 years at Arvey, had been replaced without warning by a scab on October 30, along with other Arvey strikers. "They are trying to break our backs," Siegel said. "They will break yours next.

The strike began on October 9 when Local 6 members struck in an effort to retain Local 6 jurisdiction, and keep the employer—a Chicago-based mail order distributor—from replacing them with low-wage new hires at electronic checkout counters.

The strike crippled a major sale, and has won substantial support from hundreds of customers. "But the employer decided to bust the union," and Local 6's offer to return to work was met with the unilateral statement that "you've been replaced." The National Labor Relations Board turned down the Local's unfair labor practice charges, leading Local 6 President Al Lannon to tell the picketers that "we have come to the point where the right to strike has been replaced by the right to commit suicide.

Other speakers included Local 6 Secretary-Treasurer Leon Harris; International Secretary-Treasurer Curt McClain; California AFL-CIO Executive Secretary-Treasurer Jack Hening; San Francisco Labor Council Assistant Secretary-Treasurer Jeff Greendendorf; and San Mateo Labor Council Secretary-Treasurer Art Pulaski. Picketers from the Service Employees Union, Sign Painters, and other unions were also on hand.
Move to boost minimum wage

WASHINGTON—When Ronald Reagan took office in January 1981, the federal minimum wage was $3.35 an hour—a level dubbed "terribly out of date." But in the seven years since then, the Reagan Administration has ignored calls to raise the national wage, even as it has helped push state minimums higher.

This week, Mr. Reagan, and the Commerce Department, presiding over the Federal Minimum Wage Council, will meet to consider the issue. However, a number of senators have already introduced legislation that would raise the federal minimum wage.

A recent poll found that 64% of Americans believe the minimum wage should be raised. The minimum wage is a key issue in the 1988 elections, and both President Bush and Vice President Quayle have indicated they support raising the minimum wage.

The minimum wage is currently $5.15 an hour, but the current federal law allows states to set their own minimums. In 1986, 12 states raised their minimum wages above the federal level, and 10 states raised their minimums in 1987.

The National Low Income Housing Coalition, which advocates for low-income housing, estimates that raising the minimum wage to $6.50 an hour would provide adequate income for 10 million low-wage workers.

The National Employment Law Project, which advocates for workers' rights, estimates that raising the minimum wage to $6.50 an hour would benefit 20 million workers.

However, raising the minimum wage is not without its challenges. Some businesses and industry groups argue that raising the minimum wage will lead to job losses and higher prices for consumers.

Some economists argue that raising the minimum wage will lead to higher productivity and increased economic growth.

In conclusion, raising the minimum wage is a complex issue with many stakeholders involved. It is essential to carefully consider the potential benefits and drawbacks before making any decisions.
IWA settles in BC

VANCOUVER, BC — The 20,000 members of the International Woodworkers of America (IWA) ended their 137-day strike early last month when they signed a new contract with the Forest Industry Relations, which represents the province's forest companies.

The long and often-bitter dispute finally was settled after the most contentious provision — the companies contracting out what the union believes is work that should be done by union members — was finally resolved by a government commission.

If the parties had not settled, BC Premier Bill Vander Zalm had been scheduled to make another attempt at mediation late this week to return to work. The two sides had agreed to a wage increase in the first year and a 40% increase in the second year on a base rate of $4.00. It also provides for full retirement at age 60, early retirement at age 55 and a freeze on all contracts except those in the steel industry, up until June 1986, when the contract expires.

ILWU joins call for unionists' release

SAN FRANCISCO—The ILWU has joined transport unions all over the world in asking for the immediate release from detention of Euseo Rankhalo, General Secretary of the South African Transport and Allied Workers Union.

Rankhalo has been imprisoned without charge for many months and was at a meeting last summer. The continued detention of Euseo Rankhalo and hundreds of other trade union officials is the grossest violation of human rights, and makes a mockery of any claims South Africa has to membership in the family of civilized nations," said International Transport Secretary Tom Herman in a telegram to Prime Minister P.W. Botha.

"We demand his immediate release, as well as the release of other trade unionists who have been imprisoned under the state of emergency."

The campaign for Rankhalo's release has been organized by the International Transport Federation, with which the ILWU is affiliated.

Nicaraguan visit 'to see for ourselves'

SAN DIEGO—Paul Torres, a member of ILWU Local 29, was in Nicaragua last summer listening to a radio broadcast with a room school house and an addition to an existing hospital, and helping to build a new three-family house and a 270 union locals had pledged to 10,000 strikers, family members who traveled on a trip sponsored by the American news reports," Paul said. "We wanted to see for ourselves.

"We saw a lot of school houses and hospitals in the Bay Area. We also saw that the strikers were members of Hospital Workers 250, a Service Employees affiliate, and ten other unions.

The contract, covering workers at 27 Kaiser facilities throughout Northern California, contains a $1,000 bonus for the first year of the contract, $850 plus 3% of the final salary for the second year and a 15% increase for the final year. It also provides for $210 per year for work outside the San Francisco-Oakland area.

The strikers were members of Hospital Workers 250, a Service Employees affiliate, and ten other unions.

Employee who transfer to one of the new hospitals will not be a factor in selecting employees for promotions, demotions, transfers or reduction in force.

Health insurance coverage for retirees who are kept, but had to add new provisions for lower pay for new workers in outlying areas. Workers won an important victory with management's agreement to hold an annual labor-management patient care conference.

Pharmacists will receive lump-sum bonuses of $1,490 in each of the contract's first two years, and will be exempt from two-tier provisions.

NEW EMPLOYEES

Two-tier provisions apply to new employees other than pharmacists in Santa Rosa, Vallejo, Napa, Fairfield, Sacramento, South Sacramento, Roseville and Stockton.

New hires in San Francisco, Alameda, Contra Costa, Marin, San Mateo and Santa Clara counties would start two salary steps below the current structure and then reach the current structure after two years.

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ILWU Spanish Civil War vets visit battlefields of the 1930s

A group of ILWU pensioners who fought (legal) battles in the 1930s trooped to the battlefields of their youth last year at the urging of the ILWU's political section and trade unionists and political groups, to celebrate the 50th anniversary of the war.

Making the pilgrimage were Local 10 retirees George Keys, Archie Brown, and Bimsie73 30s and 10 and ILWU pensioners Bill Bailey, Wilbur Willman and Nate Southard.

In the Abraham Lincoln Battalion of the International Brigade, under whose flag thousands of men and women from nearly every country in the world risked their lives to defend the Spanish Republic against the Nazi-backed troops of Generalissimo Francisco Franco.

Some 400 American veterans participated, joining delegates from the Soviet Union, the Netherlands, England, Mexico, Cuba and other countries in an emotional tour of the site of the battle.
Local 7, Bellingham

Longshoremen members last month elected the following officers: President, Kenneth Mansejaval; vice-president, Edwin Miller; secretary-treasurer, Clifford Crum and Mason Bailey; relief dispatcher, Edwin Miller. Labor Relations Committee consists of John Bennett, Howard Morgan, Guy Williams.

Elected to the ILWU-PMA Joint Accident Prevention Committee are Dean Singam, Jack H. Bart, Ronald Corbit and Richard Lindquist.

Local 8, Portland

Portland longshoremen elected their 1987 officers last month as follows: President, Neil Millspaugh; vice-president, Jerry Brown; secretary-treasurer, Frank McAlpine; business agent, Mike Palmer; shop foremen Dick Madak and Ed Dimond; labor relations committee, Brandt, minced, Mason Bailey; marshal, Wayne McLain. All Officers are the regular dispatcher, Ron Lewis, new dispatcher. Trustees are Gene King, Ed Reynolds and Art Bonne. Columbia River District Council are agents, Arthur Wagner and Norman Lowery. Safety committee are Frank Kirk, James Welch and Robert Nelson.

Legislative lobbyist is John Olsen. The caucus delegates are Art Bonne, Frank Kell, Bob Brandt, Norman Parks, Tom Thompson and Norman Lowery.

Local 9, Seattle

Members of Local 9 have elected their Local 9 have elected the following officers for the coming year: President, Randy Campbell; vice-president, Charles Meske; secretary-treasurer, John McClatchie; shop foreman, Art Bonne; labor relations committee, Jackson Cate; the warranty and pension trustee is John Karlock, a 10-year member executive board was also elected.

Local 12, North Bend

Longshoremen here have elected their 1987 officers: President, Richard Buchanan; secretary-treasurer, Eugene Bailey; dispatchers (2), Steve Martzina and Monroe Merchant; 12 Caucus delegates for the first half of 37 are: Jack Jacobson, William Cotten, Wallace Robison, Art Bonne, Howard Morgan, Guy Williams.

Local 24, Aberdeen

Longshoremen here have elected the following officers: President, Glen Ramiskey; vice-president, George Buchanan; secretary, Tony Burton; dispatchers, Mike Harron, Jim Searson, and Hank Vandersand. Paul Blight and Cliff Wilson are on the labor relations committee. Steve Seele is also a delegate, caucus chairman. Harold Miller is on the board of trustees.

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Local 63, Wilmington

Southern California Marine Clerks voted in their 1987 officers: President, Billy Clay, vice-president, James Spinosa, secretary-treasurer/dispatcher, Victor Hietala, membership — Steve Gabel, sergeant-at-arms, Thomas Garritson, the board of trustees are members are Ralph Finnman, Bill Yenne, Vic Hardcaste, Patrick Harrison is labor relations committee, Caucus delegates include Joe Argenta, Tom Warren, Patrick Harrison, T.C. Harrison, Jr., and Steve Gabel.

The following committee were also elected: Grievance — John W. Anderson, Fred Johnson, Frederick W. Taylor, George Randolph, Phillip Bates, Tony Coppenick, Chuck Mitchell, John Vestal. Membership — Norman Cornell, Donald Back, Phillip Guerrero, Kenneth Pesker, Nick Golub, Gilbert Maynez, John Taylor. The motions — Steve Gabel, Steve Cowell, John P. Anderson, Steve Stavro, 11 member executive board was also voted in.

Local 8 honored for auto handling

Port officials credited the increase in import auto sales over the past year to the efforts of the longshoremen and the Inlandboatmen's Union. The millionth auto was slated to arrive on January 16, 1987.

Alcohol Problems?

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

Southern California
Ed Torres, Local 13
1313A North Avalon
Wilmington, CA 90744
Phone: (213) 519-6661

Northern California
Frank Dwyer, Local 19
500 North Point St.
San Francisco, CA 94157
Phone: (415) 776-9637

Columbia River/Oregon Coast Area
Jim Copp, Local 82
750 North Jet Island, Suite 2
Portland, Oregon 97211
Phone: (503) 323-2947

Puget Sound/Washington Area
Frank Dwyer, Local 19
Smith Tower Building
Room 1410
506 Second Avenue
Seattle, Washington 98104
Phone: (206) 621-1018

Northern California Warehouse
Gary Atkinson
2505 North 18th Street
San Francisco, CA 94101
Phone: (415) 221-7126

British Columbia/Canadian Area
Bill Hewson
715 Clark Drive, Office Suite 205
Vancouver, B.C. V6L 3L7
Phone: (604) 841-3011

ILWU asks seat on Portland port roll

PORTLAND—Oregon's new Governor Neil Goldschmidt has promised to point an ILWU member to a vacancy on the Portland Port Commission, Secretary Larry Clark told. In an interview with Goldschmidt, Clark suggested that International Representative Dick Wise, a member of Local 8, would make a good choice, "port officials are 'in-sightful' service on the commission."

Another longshoreman, G.O. Johnny Parks, served on the commission "with distinction" when he was the ILWU's NW Regional Director, Clark wrote. At present only two members of the 9-member commission are from labor: Bill Fast of the Marine Engineers Beneficial Association and Mike Herdman, President of the United Food & Commercial Workers.

The terms of four others, two of whom are lawyers and two have been on the board for the past nine years, expired November 1. The board members include Oran Robertson, a Fred, who's an executive, business agent Arth-

 Idaho vote

PORTLAND — A complete ballot count revealed 578 of 586 votes cast for Idaho's recent electoral votes, keeping the state's right-to-work law intact and only 46% failed to repeal the law.

IDAHO VOTERS

"The Dispatch"
In California

**Labor plans fight on state budget**

SACRAMENTO—Gov. George Deukmejian's 1987-88 budget proposal—which eliminates Cal OSHA's 10-day rock-the-staffing-out-of-educational, Medi-Cal and other social spending progress—will count under heavy fire from labor and other groups this year.

At the invitation of the California Labor Federation, ILWU District Council representatives will attend a legislative conference early next month to form a united strategy to salvage the ILWU-Labor's National California District Council legislative representative Don Watson, Local 34, travelled to the state early this month to testify before a joint legislative task force on the union's strong opposition to the proposed cuts.

Overall, the $58 billion budget reflects a 3% growth over last year. Inflation has run at 4%.

Aside from totally eliminating Cal OSHA's 10-day rock-the-staffing-out-of-educational, Medi-Cal, even though the number of patients covered under the state's program is increasing. The proposed cuts are "an affront to poor people and to the hospitals, which are least able to absorb more cuts," said C. Dianne Davis, president of the California Association of Hospitals and Health Systems. "The health of poor people is obviously not as important to the governor as other budget priorities."

Welfare recipients among others who receive money under various state programs were targeted for cuts. "People are hurting and plans to retrain welfare recipients, rejuvenate the lumber industry and rescue the homeless are among the high-priority from the unemployment line to the priority of the program to the Food Bank in 1986. "Of course, there are some people who won't take charity no matter what. But of those who know we are here we've helped. When you're getting $100 a week from a strike fund it doesn't go very far."

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**Local 13 theater and arts benefit aids LA homeless union**

Local 13 Theater and Arts Workshop participants include, from left to right, Ken Yasamaki, "Billy von" Nagle, Melissa Luse (on ladder) Michael Luse (Machinists Local 790), Jeremy Luse, Andrea Luse, Linda Palacios and John Toussseau.

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**ILWU Calendar**

Local 13 now has on sale a handsome 1987 calendar filled with photos of union activities and union members at work. The calendar includes events, dates,卡通, and other features.

Send your check for $5 to Local 13, 213 West Bay Street, Wilmington, CA 90744.

The calendar was produced by Local 13 member Louis L. Cerral.