Tim Thompson, San Francisco

“We are going to win because of the tremendous strength which the longshore division of the ILWU has given us, and because our own membership is 100% solid. There are no cracks. We’ve got them shut down almost everywhere they look.”

Tom Cunningham, Seattle

“My father and grandfather worked for Crowley, and I’ve got 25 years in. They were always tough, but they were fair. You’d work together to get the job done. But now they’ve got a new philosophy. We’re just numbers, and unionism is just something that gets in the way. But we built this company too, and we’ve got something to say about that.”

Crowley wants the end of unions on the west coast towboats. We’ve made concessions to keep them competitive, but that’s not what this is about. They’re making money — they just want more. They figure they’ve only got two more years of Ronald Reagan in which to finish us off.”

Parker Rogers, Columbia River

“You’ve got some unique people in this industry. They’re professional, they take a lot of pride in what they do. They pay their dues, working in the snow, in freezing rain, 15-20 hours at a stretch. We’ll compromise, we’ll work with the company, but we won’t give up everything we’ve fought for just so they can give themselves bigger bonuses.”

SF politics see page 4
Asbestos see page 5
Cal/OSHA see page 7
Business ethics
By JIM HERMAN
ILWU International President

The headlines belong to Ivan Boesky, Martin Siegel and a handful of other high rollers faced with sensational fines and even prison terms for playing fast and loose with "inside" information on pending takeovers in order to make another million or two on the stock market.

But the real story goes a lot deeper. Since the beginning of 1983 more than 12,000 companies and corporate divisions have been bought and sold in deals worth $490 billion. Enormous sums of money have been borrowed, and enormous amounts of capital have been diverted from other uses. A small army of investment bankers, attorneys and executives have made fortunes by massaging these deals into place.

PROFOUND CONSEQUENCES

It's time for the rest of us to start paying attention. This fast forward monopoly game has profound consequences, few of them positive, for the economy as a whole, and for workers and the communities in which they live.

The current wave of mergers and acquisitions has little to do with increased efficiency or productivity. The only guiding principle is greed. Companies have been purchased simply to be broken up and sold off to pay the debt assumed in their purchase — with the raider pocketing handsome profits — and not for any larger constructive purpose.

This highly vaunted "restructuring" of the economy may be making companies more profitable, but it is not the same thing as making them more efficient, more productive or more competitive, from society's point of view. It's the opposite. They are instead often being simply stripped down to pay off their debts, a burden that could prove unsustainable when business turns down.

Enormous amounts of time, energy and money are expended by corporate executives to defend themselves against takeover attempts. The economy as a whole has suffered from chronic underinvestment in research and development, lack of interest in new products and markets that will be profitable over the long haul — many companies are run by executives more skilled at financial manipulation than at developing, producing and marketing a superior product. By forcing executives to be preoccupied with their own self-defense, or with fashioning the best possible "golden parachute" for themselves, the current merger mania has made a bad situation into a nightmare.

COMMUNITIES SUFFER

Most important, the takeover game has had devastating effects on American communities. Last Thanksgiving, for example, Goodyear Tire announced that it was shutting down its plant and laying off 1,675 workers because it needed cash right away to pay $93 million to British freebooter, Sir James Goldsmith, to "persuade" him to abandon his bid to buy the company. Closer to home, the failure of his bid to take over Lucky Food Stores was annoying to financier Asher Edelman, but it was a staggering tragedy for the thousands of union members employed at Gemco, a Lucky subsidiary, who lost their jobs in the skirmishing. The same story has been repeated in literally hundreds of communities across the country, and there is no sign of any letup.

"Getting government off our backs" seems to have become a code word for encouraging a fast and loose style of doing business that has turned the US economy into a giant free for all. With the free market taken to its extreme, many business executives, Fortune magazine recently noted, "seem to think that, whatever I do in my own race for wealth — spill this company's secrets or put that one into play or lie to a third — is fine. The concept of let the market govern takes away any sense of responsibility."

There will be some effort in Congress this year to pass legislation to limit the worst financial excesses. Well and good. But there's a much deeper issue here — and it has to do with control. The corporate charter provides certain legal rights and immunities, but it also implies responsibilities. We need to start talking about an economic structure which is responsible and accountable to its employees, to its customers and suppliers — to the entire community — who have every bit as much, or more, invested as officers and shareholders.

While part of the answer may lie in the broader political arena, a number of unions have begun to experiment — demonstrating once again the need for workers to be organized and united in the face of constantly shifting economic attacks. The United Auto Workers, for example, has negotiated at one plant a series of concessions on condition that the workers be repaid if the company is sold. Other unions have focussed on strengthening successorship clauses, or insisting on severance pay for all workers, not just handsome deals for executives. A few unions are attempting to influence the outcome of takeover struggles by becoming players themselves in the capital markets. More generally, unions need to attack management waste, inefficiency and failure to invest wisely before bigger problems develop.

These are areas once thought to be management turf. But management's failure to police itself in a responsible manner has made it necessary for American workers to take some real leadership in the management of an economy reeling wildly out of control.

JIM HERMAN
President

RUDY RUBIO
Vice-President

CURT McCLEAIN
Secretary-Treasurer

DANIEL BEAGLE
Information Director

BARRY SILVERMAN
Research Director
IBU pickets tighten grip, settle in for long Crowley strike

It’s pushing six weeks, and yet each day the strike, involving as many as 1,000 members of the Inlandboatmen’s Union against Crowley Maritime grows stronger and tighter. Buoyed by solid support by ILWU longshore division locals and from other unions, the members of the ILUW’s marine division have entirely shut down Crowley ship assist work on the west coast, crippled its bunkering and freight operations and cut deep into its bottom line. 

“Crowley’s a tough nut,” says IBU President Don Liddle. “But they didn’t count on how well organized we are, and how much support we’ve got from the longshore division, the members of the ILWU’s Puget Sound locals, the major metal trades workers have also respected the longshore contract and the longshore division, in shutting down Crowley’s Hydrotrain.

The strike has been bolstered by a series of arbitrations which have affirmed the right of ILWU longshoremen, clerks and foremen to respect IBU pickets lines at Crowley subsidiaries on the west coast and in Hawaii. It means that we have the strength of MM&P members, patrol barges, outside towing and barge maintenance by Puget Sound Tug and Barge, and employees of Alaska Hydrotrain.

The strike is run from a control center at IBU headquarters, where volunteers monitor Crowley operations and dispatch pickets as appropriate. IBU picket boats, commanded by MM&P members, patrol the sound 24 hours a day. Members of the Seattle metal trades council keep the IBU posted on movements in an around Todd Shipyards.

“They can’t make a move without us knowing about it,” says picker John Nute. As a result, freight, ship assist and bunkering operations are all but shut down — Alaska Hydrotrain, which ships railcars to Alaska, is basically functioning. “It’s a grind. We’re solid, and we’ll stay out as long as it takes. But in the meantime, their customers are going elsewhere.”

TEAMSTER SUPPORT

At NorthStar Forwarding, Teamsters who load cargo into railcars for Crowley’s Alaska Hydrotrain system have also respected IBU picket lines. Many of them are walking IBU picket lines. Work at Hydrotrain has slowed dramatically. There have been several violent attacks on IBU pickets. On February 13 a scab dumped a load of liquid pig manure on pickets at pier 5. On March 3 IBU member Mike Holochuck was hospitalized briefly after being hit by a Crowley manager at pier 17; a cab driver from Far West Coal Co. bringing in a load for the IBU line has also been charged with attempting to run down some pickets.

The IBU has filed formal protests with the Seattle police and Port of Seattle police, demanding full investigation and prosecution of these assaults. “We’ve turned all four checks,” Liddle told the press March 4. “We’ve got very little patience left.”

Between 4-500 IBU members, along with representatives of all area ILWU locals, attended a noon hour mass picket line at Crowley’s downtown headquarters March 12 to protest the attacks. Other unions participating included the TEAMSTERS, machinists, boilermakers, plumbers, rodders, office workers, teamsters, communications workers, state and county workers and others.

In San Francisco, the 80 deckhands and tankersmen employed by Harbor Tug and Barge have also succeeded, with the help of the longshore division, in shutting down virtually all Crowley ship assist and bunkering operations. They are picketing Harbor Tug and Barge headquarters at pier 9 and the company’s home dock in Alameda 24 hours a day. IBU picket boats are also on the bay 24 hours a day with additional mobile pickets on call at all times.

SHUT DOWN IN SAN FRANCISCO

“As far as ship assist work is concerned, they’re just about 100 percent,” says negotiating committee member Tim Thompson. “They had 45% of all ship assist work on their books, but they have been forced to cut to nothing within 4-5 days. They had 70% of the bunkering, and that’s about wiped out. The only thing they’ve been able to do is to move the oil barges up the coast from Los Angeles to Vancouver, and even then the oil dock at Richmond, and its hard to get to. But we’ve kept picketing over there as well.”

It’s clear that economics just aren’t the issue,” said Regional Director Richard Estrada. “We’ve been over backward to keep Harbor Tug and Barge competitive. We just want the longshore workers a fair and decent wage, once again, that’s the root of the whole thing. We’re ready to negotiate a new agreement which increased productivity by 25%. They’re making money. They just want more.

Extra cited strong support from IBU members at another Crowley subsidiary, Harbor Tours, Inc., which is not affected by the work stoppage.

On the Columbia River, Crowley runs only one towboat which pushes barges loaded with grain. The other two towboats are under repair with petroleum products. The company cannot maintain the Vancouver area, and it also out of oil. We’ve been out of fish for two weeks, and the salmon are just coming in. They’re out of work because the government has not built the fish canneries.

“Once again, “the longshore support has been terrific,” says Marsh, citing one instance when one employer forced him to stop picketing at a local grain elevator, only to find that the entire elevator floor workforce had walked off the job.

The IBU strike has also drawn strong support from members of ILWU Local 200 who refused to unload struck cargos on several occasions. “When the strike began I was at sea,” Marsh remembers, “working on two to three, hauling frozen fish out of Seaborg. When Local 200 members refused to handle it, Seaborg fired the Crowley off the job and hired another company to finish up. They didn’t want to get caught in between.

The strike has also won strong support in Honolulu where, on February 4, members of ILWU Local 142 joined IBU members flown out from Seattle and local ILWU members in a mass picket line protesting the arrival of a Crowley barge. They were joined by MM&P, MATCH, and Flight Attendants.

All in all, Liddle said, “we’re extremely happy about the economic impact we’re having. We’ve conducted ourselves peacefully and responsibly. By it’s going to be a long haul, and we’re set for it.”
WASHINGTON, DC — With the Senate now in Democratic hands, there’s more determination than ever on Capitol Hill to require employers to notify their workers of imminent plant shutdowns.

Federal legislation has been introduced in both chambers — S538 in the Senate and HR 1132 in the House — to set minimum notice requirements. Both bills would compel an employer to consult with his workers and his local government on the need for a shutdown or on ways to keep the plant going. They would also provide in some instances for programs in retraining, adjustment, assistance, and demonstration projects.

BROAD SUPPORT

The Senate measure, introduced by Howard Metzenbaum (D-Ohio), Ted Kennedy (D-Mass), and Paul Simon (D-Ill), has already been cosponsored by all the Demo- crats on the Labor Committee. The House bill, introduced by Reps. Bill Clay (D-Mo.), Bill Ford (D-Mo.), and Silvio Conte, has similar support. Hearings have already been held before both committees. Both bills are expected in April.

The notice provisions would apply to em- ployers of 50 or more workers. Any layoff of 50 to 100 workers would require 90 days’ notice of the layoff, any layoff of more than 500 or more workers, 180 days. The notice period could be shortened if justified by “unavoidable business circumstances.” In consultation with workers and the local government, the employer would have to provide all relevant information.

Most other legislation would pass a sim- ilar bill in 1985. Since then, the flood of shut- downs and permanent layoffs — most with little or no notice — has only worsened. The number of work stoppages in the past each year. One in five remains jobless for more than two years. Those who find work are paid on average 16% less than before and those who have to switch occupations or industries take a pay cut of 30%.

Yet two-thirds of all workers facing a shutdown or a mass layoff still get less than one week’s pay in advance notification. The notice provisions would apply to em- ployers of 50 or more workers. Any layoff of 50 to 100 workers would require 90 days’ notice of the layoff, any layoff of more than 500 or more workers, 180 days. The notice period could be shortened if justified by “unavoidable business circumstances.” In consultation with workers and the local government, the employer would have to provide all relevant information.

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What is the role of cigarette smoking?

Cigarette smoking may increase the risk of developing asbestosis. The risk is based on the fact that asbestosis disease often develops many years after a person has been exposed to asbestos. If you think you have been exposed to asbestos, you should contact your union for assistance.

What is asbestos?

Asbestos is the common name for a group of naturally occurring fibrous minerals that are mined as rock, crushed, rolled and used as fire-proof insulation. Asbestos is also used in the general population except for those exposed to asbestos-related disease, you should contact your union for assistance.

How are asbestos exposure cause disease?

Asbestos-related diseases are caused by the fibers that are not exhaled or swallowed, but remain trapped in the lungs. Lung cancer and mesothelioma, a nearly always fatal cancer rarely observed in the general population, except for those exposed to asbestos.

What are the signs and symptoms of asbestosis?

Workers exposed to asbestos on the job have a workers' compensation claim against the manufacturer of the product to which the worker was exposed. Referral to a qualified lawyer. Asbestos litigation has developed into a highly technical field of law. You should find a lawyer experienced with asbestos litigation.

Why is it so important to act promptly?

One of the main defenses to asbestos claims is a statute of limitations. State and Federal Workers' Compensation Acts prescribe periods of time to file notice of injury and a claim for compensation. State laws vary on the period of time you have to file a lawsuit against the manufacturer. The time period may be as little as one year in your state so it is important to act promptly in order to preserve your rights.

What remedies are available?

Workers exposed to asbestos on the job have a workers' compensation claim against the manufacturer of the product to which the worker was exposed. A worker may have rights, depending on the place of exposure, under the Longshore and Harbor Workers' Compensation Act, a state Workers' Compensation Act or the Federal Employers' Liability Act. If a worker was exposed in more than one state he may have a claim under the Workers' Compensation Act of each state where exposure occurred. Generally the claim is made against the employer where the last exposure occurred. But since they will always be a light as to the exposure, many lawyers prefer to file against all of the most recent employers where exposure is found.

In a workers' compensation claim, a worker must prove the injury or disease occurred in the course of employment, and must prove the extent of disability caused by the workplace exposure. Workers' compensation will pay only time-loss compensation and the medical and funeral expenses, subject to the limitation of the particular Workers' Compensation Act involved.

A worker also has a claim against the manufacturers of the asbestos product to which he was exposed. This is generally called a "third-party claim" and is filed in state or federal court. Unlike a workers' compensation claim, a worker in a third-party claim must prove fault of the manufacturer or supplier of the product in addition to proving the cause of the injury. A worker who wins his (third-party) claim is entitled to receive a damage award for pain, suffering and disability in addition to his time-loss and medical expenses. Often the worker's spouse is entitled to a separate damage award for loss of consortium.

What effect does a third party recovery have on your workers' compensation case?

Generally speaking, workers' compensation laws prohibit a so-called "double recovery." Therefore, a worker who wins a damage award in a third party claim must use part of the damage award to repay the workers' compensation carrier for the compensation and medical payments previously received. Compensation benefit generally will stop as long as for the new third party recovery exceeds the workers' compensation benefit.

What will it cost me to perfect my compensation claim and third-party claim?

Settlement of a third-party claim may also affect your workers' compensation claim. Settlement of a third-party claim may affect your workers' compensation claim. Generally speaking, in a workers' compensation claim, the condition worsens before a settlement. If you decide to handle your workers' compensation claim yourself, consult either the US Department of Labor in your local area or the state workers' compensation agency for details. It is very important that you file the necessary claims forms without delay, as to do otherwise may result in a loss of your rights. It is important that you practice to at least talk to a lawyer to make sure that you have filed the right forms in the right place. Don't take a chance on losing the case for failure to file. A large number of valid claims are dismissed by the appeals board as you have filed the right forms in the right place.

What is happening in the Johns-Manville bankruptcy?

On August 28, 1982 the Johns-Manville Corporation filed for bankruptcy in the Bankruptcy Court for the Southern District of New York. Johns-Manville (now the Manville Corporation) alleged that the filing was necessary due to the large number of asbestos-related personal injury lawsuits which had been filed in the last four years, efforts have been directed toward finding a solution to the problem of compensating those individuals who have been injured by Manville's asbestos-containing materials.

Johns-Manville's plan to repay creditors and personal injury plaintiffs, which the bankruptcy laws require, has recently approved, leaving the benefits of the plan to be determined by the court in a hearing. About 10,000 plaintiffs are expected to receive benefits. If you think you have been injured by exposure to Johns-Manville asbestos, you should contact your union for assistance.

What is the difference between workers' compensation and a workers' compensation claim?

Let's see, your sample compensation claim: "ILWU membership. It is the Committee's hope that this article will "encourage members to contact us immediately so that we can help them secure their legal rights."
No image provided.
Watsonville strike won

WATSONVILLE — Watsonville Cann- 
ing and Frozen Food Co. workers reached a tentative end to their 18-month-old strike on March 3, then ratified a new three-year contract in a vote here eight days later.

The vote was 543-21 in favor of the con- tract, which calls for a wage of $8.80 per hour and full employer paid health and welfare benefits in 90 days, according to Tuesday’s秤 912, Ken McMillan.

The nearly 1,000 canners went on strike in September 1985 when the com- 

pany refused to recognize the union, then fired workers hired by the company.

A tentative end to their 18-month-old strike in a vote here eight days later. 

Watsonville strikers still need aid

Although the 1,000 Watsonville Can- ning Co. workers have ended their 18- 
 month-old strike, “there is a lot of money 

and legal aid that will be needed in the 

future,” according to Teamsters Local 912 

business agent John L. Dillon, Watsonville.

The company is still seeking to 

collect on loans advanced to Watsonville Canning. Other Teamster locals in the area — also strike targets initially — set- 

tled after the union made concessions that 

reduced wages by about 17%, but Watson- 

ville refused to bargain and eventually 

hired scabs.

“MAGNIFICENT support and assistance 

from the entire labor movement — ILWU, 

other Teamster locals and in particular the 

AFL-CIO central labor councils and building trades — was of monumental im-

portance in sustaining the strikers and reaching a settlement,” said Bill Mack, 

president of Teamsters Joint Council No. 7.

The Watsonville Canning plant, one of 

the largest in the country, has packed 

vegetables for such companies as Birds Eye 

and General Foods.

SAVE CAL/Osha!!

Dear Governor Deukmejian,

I am dismayed to hear you have blue-pencilled Cal/Osha, the best state safety program in the U.S. We need on-the-job-safety in California.

Please restore funding for Cal/Osha!

(surname)

(address)

(name—please print)

Port of Everett from the Navy

EVE Rupert — ILWU Local 32 and the Puget Sound District Council continue to oppose efforts by city officials and the Port of Everett to force the Puget Sound District Council "will be mailing out notices" to all ILWU members in California and their families. Please clip, sign and return to your local.

ILWU carries on fight to save Port of Everett from the Navy

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Executive Board

Continued from page 1

the need for fundamental reforms in the na-

tional labor law so as to make it easier for 

workers to join the union, the delegates 

gave the titled officers full authority to 

work with other unions to develop a 

legislative program for such reforms. The 

Board, considering the authority 

given to it by the 1985 International Con- 

vention to institute a 20 cents per month in-

crease in International per capita, carefully 

reviewed the financial condition of the In-

ternational and decided to adopt the recom-

mendation of the titled officers to defer 

action on this matter for the time being. In-

ternational per capita will continue as cur-

rently provided in the International Union 

constitutions.

Finally, the delegates approved a state-

ment of policy denouncing California Gov-

ernor George Deukmejian’s proposal to 

eliminate the Cal/Osha program from the state budget as “a callous attempt to 

solve the state’s fiscal woes by sacrificing the health and safety of California’s workers.”
OLYMPIA — Lockheed shipyard workers enjoyed the full support of the Puget Sound District Council and all ILWU area locals in their fight to have their lockouts lifted — since mid-November, won their fight to have their lockouts lifted, - said N.J. McDon-ald, office manager in the Rank and File Committee's office.

"It's one of the battles and we won it, but we haven't won the war," McDonald said. "We keep on fighting until we have it all back to Olympia next year to fight for permanent benefits."

The Senate passed the "Lockheed hookup bill" and cleared the House by a vote of 94-2 on February 20 and signed into law within the hour by Gov. Booth Gardner. The bill signed on February 23. The Senate attached two amendments, which remained intact in the final passage in the House. One included a sunset clause that terminates benefits in December 1987. The other stipulates that the Senate and House members for a two-week period before eligibility can be established. Even with this provision, Lockheed workers were estimated $81,700 each in retroactive benefits.

"Well, it was tough the first battle and the second battle, but we won the second battle," said McDonald, "and we'll stay locked out until we make that quite clear." Talks have resumed between US Steel and POSCO, a largely South Korean operation which produces steel through the Ravenswood plant in Contra Costa County.

"It's round one of the battle and we won it, but we won't win the war," McDonald said. "We'll keep on fighting until we have it all back to Olympia next year to fight for permanent benefits."

"The Lockheed workers are "still locked out," said McDonald, "and we'll stay locked out until we make that quite clear." Talks have resumed between US Steel and POSCO, a largely South Korean operation which produces steel through the Ravenswood plant in Contra Costa County.

FUTURE SAFEGUARDS

How to avoid futurelockouts from Vancouver, insisted the amendments were passed as a result of the workers the majority Democratic caucus. King wants to guarantee that workers locked out in the future will have a way to make it to Olympia next year to fight for permanent benefits.

When the House was unwilling to accept the bill as passed by the Senate, the rank and file committee organized an overnight vigil in the capitol, and finally persuaded the compromise bill would alleviate the suffering of locked out workers.

Lockheed workers

Local 142 Maui Division Director John Arsimi, left, shows Del-Philipine workers Abe Dar, Carlos Ramo and Konrad Apuzen the mechanical planter used by Maui Land and Pineapple, the only such piece of equipment in the world.

In Contra-Coast County

Local 34 assists

English speaker to fish industry

SAN PEDRO — A $1.5 million windfall from the donation of a pipeline from here to Texas will be used on projects to develop the depressed fishing industry and to get a marine research institute. That was the report of the Local 34 Joint Area San Francisco Community College District teachers helped the teachers' union set up further talks on efforts to eliminate a two-tier employment system.

Representatives of the American Federation of Teachers and Local 2121 held a one-day meeting at the district's Governing Board at which Local 34 Brian McWilliams spoke on behalf of Local 2121's Full-Time Jobs Campaign.

McWilliams said that as a result of the two-tier system, the Board "hasn't hired full-time staff in years, they've hired them on a temporary basis with years of seniority, no social security, no health and welfare, and when they do hire full-time they don't even hire from within the ranks of the temperary teachers."

Last fall, McWilliams also grilled canning officials to develop ties with Dole, the local seafood outlet. The idea of building ties with Dole Philippine workers came up almost a year ago when Lape and Voisey of the ILWU editor Mel Chang met with Koronado Apuzen in Manila after attending a sugar workers conference in Negros.

The delegation planned to visit Hawaii in October but the US Embassy denied them visas because of the NLF's affiliation with the KMU, a progressive labor center in the Philippines. This was done at the insistence of Inouye and Matsumoto for help and, after the Senators made a few calls to the U.S. State Department, the visas were granted on November 29, 1986.

Two and a half months later the delegation

Ohio teachers

As a field inspector for Dole Philippine workers at Dole Wahiawa, Sanchez talked with ILWU members from Dole Wahiawa and Del Monte fields at the joint meeting in Negros. Sanchez also talked with the other hand, Hawaii pineapples workers doing similar work earn 84.88 an hour by 20 times more than their Philippine counterparts.

"Carlos and three leaders of the Philippine National Federation of Labor (NFL) toured ILWU Pacific area operations during their week-long visit to Hawaii from February 6-10. The NFL members are leaders of the 7,100-member Dole Unite in Polomolok. With them were vice-president Abraham "Abe" Dar, a can packing member Rosita Raneses, a fruit packer in the Field Workers' Section, and second vice-president of the NFL from Manila.

VERG LOW WAGES

"We are very fortunate and what we have seen and learned will help us tremendously," said Dar. "We have many years behind us in Hawaii, but now we know what to expect and can prepare ourselves."

"Our major concern for is job security. Six bars with a population of over 47,000 people depend on the Del-Philipine workers for their livelihood.

The level of automation and the lower average wages in the state, the top Dole workers. Dole Wahiawa used less workers to harvest both fresh and canned fruit. At Dole Canao, Rosita pointed out, there are only ten trimmers and four packers while in Min-

OZONE

"The work is more than one can imagine," noted Rosita. "In the Philippines we must separate the white fancy and yellow fancy and we must be careful of our trivialism. If we trim too much fruit we face disciplin-

In fact the relaxed work atmosphere impressed them very much. "You seem to have a very good management," said McWilliams. "You have united dominated companies.".

"This is not something that happened overnight," McWilliams said. "This is something they started and we have helped them get further."

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San Francisco College teachers

OUTSIDE SAFEGUARDS

Northern California unions in an effort to get a research institute to study pollution in the field rather than in the lab. The idea of building ties with Dole Philippine workers came up almost a year ago when Lape and Voisey of the ILWU editor Mel Chang met with Koronado Apuzen in Manila after attending a sugar workers conference in Negros.

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