'Balanced' pact covers broad range

SAN FRANCISCO—A new three-year ILWU-PMA west coast longshore and clerks agreement, providing major economic and other improvements, was ratified last month by a margin of nearly 63%. The vote was certified by the International Balloting Committee, meeting in San Francisco September 4.

The contract had received a solid 59.975% yes vote in the first ballot, conducted in July. A second vote was made necessary, however, by the contract's defeat in two large locals—San Francisco and Los Angeles—and the consolidated clerks locals. Ratification of the second ballot required a 60% majority coastwide.

The total vote was 4,602 in favor of the agreement, to 2,736 opposed, for a margin of 62.71%.

"It's a solid, balanced settlement," said International President Jim Herman. "It meets the economic and job security needs of our active members. It addresses the needs of our pensioners. It deals effectively with the legitimate operational needs of the West Coast longshore industry."

Highlights of the agreement include:

• Wages: The conversion of the historic "six hours straight time—two hours overtime" formula to a straight eight hours will increase the base rate for longshoremen from $17.27 per hour to $19.43 immediately—with skill differentials increased in proportion. Hourly rates will increase by 40 cents a hour in July, 1988, and by an additional 50 cents on July 1, 1989, bringing the base rate to $20.33 by the time the contract expires on June 30, 1990. (The skill differential for UTR drivers on the dock is increased to equal that of MR drivers on the ship.)

The "6 & 2", which in practice created a growing disparity between longshoremen and clerks, "has long been a sore point on the waterfront, because it created a division in our ranks," said ILWU International President Jim Herman, Vice-President Rudy Rubio and Coast Committee members Robert Olivera and Randy Vokich in a letter to all longshoremen and clerks. "This conversion eliminates that inequity."

• Pensions: The pension settlement is substantially larger than increases negotiated in the past. People retiring on and after July 1, 1987 will, over the next two years, have their pension credits increased from $29 to $33 per year of service, a $4 increase in the accrual rate. These increases, —continued on page 5

BC box rule
see page 3

ILWU-ILA meet
see page 3

AIDS at work
see page 7
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PRESEMT'S REPORT

We can defeat the Bork nomination

By JIM HERMAN
ILWU International President

President Reagan’s nomination of Judge Robert Bork for a seat on the US Supreme Court can and must be defeated.

In 20 years as a law professor, Solicitor General, and Appeals Court Justice, Bork has time and again demonstrated his opposition to the rights of workers, minorities and women. He is motivated not by devotion to the Constitution, nor to the Supreme Court’s traditions but, as a recent AFL-CIO statement puts it, “by an overriding commitment to the interests of the wealthy and powerful in our society.”

HEARINGS BEGIN

As this is written, almost 200 years to the day after the signing of the US Constitution, the Senate Judiciary Committee is about to begin its confirmation hearings on the Bork nomination. In a Democratic-controlled Senate, an election year ahead, we have a good shot at blocking Bork’s confirmation. What is needed — right now — is a deluge of mail to the Senate Judiciary Committee, and to your own Senators, demanding rejection of this outrageous effort to place the balance of power in our nation’s highest court in the hands of right-wing extremists.

This fight is particularly urgent because the man Bork would replace, Justice Lewis Powell, while conservative, was independent and open-minded. His respect for the constitutional process consistently overrode his political biases. He often provided the swing vote on the frequent 5-4 decisions on this narrowly divided Court.

Bork, on the other hand, is a rigid right-winger. His legal philosophy, such as it is, rejects 200 years of judicial precedent in favor of a narrow commitment to simply enforcing what he perceives to be the “intent of the framers” of the Constitution. His confirmation will give the Court over to a point of view which would so limit the court’s right to protect the rights of Americans as to undermine its most important function.

His record speaks for itself.

• Bork has opposed nearly every major civil rights advancement of the last generation. He opposed court decisions outlawing racial restrictions on property deeds, and outlawing the poll tax. He opposed the Supreme Court’s “one-man, one-vote” decision. He has opposed even-handed affirmative action to end racial discrimination, as well as legislation on public accommodations and voting rights.

• He has argued that union organizing at the workplace is more “disruptive” than non-union solicitation and that an employer may therefore fire a worker talking union even if other types of soliciting on worktime are permitted.

• His opinions on appeals from the National Labor Relations Board cases have almost uniformly favored the employer.

• He defended President Nixon’s secret bombing of Cambodia as an “inherent power of the presidency.”

• He fired Watergate special prosecutor Archibald Cox in the 1973 Saturday night massacre after two other higher officials in the Justice Department had resigned rather than do so.

• He has vigorously opposed the most basic principles of anti-trust law.

• He has consistently favored reducing the access of disadvantaged groups to the federal courts.

JUDICIAL RESTRAINT?

President Reagan has praised Bork as a “powerful advocate of judicial restraint,” a legal scholar who will not permit his own personal beliefs to influence his interpretations of the law. But his track record demonstrates that he has little trouble taking more “activist” positions in service of the interests he supports. A recent study of 400 decisions in which Bork participated demonstrates that while he consistently exercised such “restraint” in response to appeals by labor, civil rights, women’s and other groups, he easily abandoned it when corporate interests were in jeopardy.

Indeed, conclude the authors of the Public Citizen Litigation Groups’ study, “one can predict Bork’s vote with almost complete accuracy simply by identifying the parties in the case.”

So it all seems to depend on who is knocking on the courthouse door. President Reagan, we are certain, will make other efforts to appoint a conservative to the Supreme Court. But the Senate must not allow him to appoint a man so committed to a particular extreme view of things that he will be unable to read the evidence and interpret the law in a balanced, impartial manner. I urge every local, every district council and every individual member to do everything possible to bring their point of view before the Senate, as soon as possible.
HONOLULU—Delegates from Lanai, Molokai, Maui, and Oahu gathered in Honolulu on August 18 to work out a set of industry-wide demands for ILWU’s 4,500 pineapple workers. Agreements with Dole, Del Monte, and Maui Land and Pineapple Company expire on November 30, and the union must submit items for negotiation to the companies between 60 and 75 days before the expiration of the agreements.

The 85 delegates elected Ligorino Nono, Dole Cannery unit chair, to head the caucus. The other delegates elected Bill Coday, Maui Pine Cannery chair, as vice-chairman for the caucus, and Fred Pagampao as secretary.

MODEL OF DEMOCRACY

The body considered every proposal submitted by ILWU’s ten pineapple units. Representatives from each unit explained the problems they faced and the reasons behind their different demands. The caucus members asked questions or made suggestions. Similar proposals from different units were combined into single demands. Experienced union leaders explained the principles and the background behind language in the contract.

At the end of the two days the caucus adopted a package that combined proposals affecting the industry as a whole and proposals affecting single units. The strength of the workers has increased dramatically because they have called them together.

ILWU suit sustained

BC court rules on ILWU’s 50-mile rule

VANCOUVER, BC—The rule which gives the ILWU Canadian Area Jurisdiction over all consolidated containers bound for the United States, except points within 50 miles of this port was not abolished, as scheduled, September 1, as a panel of federal judges has in part upheld an ILWU suit. The container clause was slated for ex-

ILWU and IALA officials met last month in San Francisco to discuss a number of common issues. Jim Herman and IALA President Donald Carson and attorney Thomas Gleason.

New era in ILWU-ILA cooperation

Dock unions, employers meet on containers, INS, other issues

SAN FRANCISCO—Officials of the ILWU and the International Longshoremen’s Association (ILA) held two days of highly constructive informal meetings here late last month.

The meetings were the first time that these four representatives have met together, said Herman. "We discussed a number of issues of great interest to the ILWU and the ILA, including policy on the part of government, or in other cases, just simply because the owners and managers of those companies have been allowed to chase a buck without regard for consequences for those people who work in those plants."

NOW, MORE THAN EVER

Herman said that workers must support and rely on their union. "We each together, have that continuing commit-

RANK AND FILE POWER

"I am pleased to sit here and listen to the discussion on demands that you have—this is the most important item that will come before us in the next few weeks. I know that I am not the first to raise this issue. I am not the only one who has brought this to the attention of the membership. But I believe that it is time for us to take action on this issue."

Long-term care needed

WASHINGTON, DC—"Long-term care has now become the most important item on the political agenda of Medicare and Social Security. I hope that you will work with me on this issue."

At left, Pine Caucus member Rudy Aroli comments on a proposal. At right, Lanai delegates Goro Hokama, Angelino Agatap and Maui Business Agent Roger Tadcoil.

Local 142 pine caucus sets bargaining demands

The opening of the Westin Maui and Kauai and the additional members that will bring into the ILWU are some of the good things that happened. On the other hand, he said the uncertain future of Waialua Sugar with Castle and Cooke and what is happening with the US sugar market makes for an unsettled future for sugar workers. "Econ-

Elected were: Ligorino Nono, chairman, Domingo Javier, vice-chairman, Gilbert Gouveia, secretary, Juan Trinidad, Irvin Sarna, Clifford Bradford, Earl Toten, Russell Fulp, Rustituto Cameros, John Kupa, Jr., Darlene Palmerton, and Goro Hokama.

STATE OF THE UNION

"This year has been a year of the good, the evil, and the ugly," said Local President Eddie Lapa as he gave the pine delegates an overview of the state of the ILWU. Lapa discussed the union victory at Hangar 6 in 1986, when the company has agreed to take the workers back. The union won more than $470,000 in severance and vacation pay for the workers, and other developments in tourism.

Herman and John Bowers, President of the ILA, "and the conversa-

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HEAD OFFICE

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things that happened. On the other hand, he said the uncertain future of Waialua Sugar with Castle and Cooke and what is happening with the US sugar market makes for an unsettled future for sugar workers. "Economics sometimes dictate the future of the islands and the future of the industry," said Lapa.

PCU LIVERPOOL

Pineapple workers. Agreements with Dole, Pineapple Company expire on November 30, and the union must submit items for negotiation to the companies between 60 and 75 days before the expiration of the agreements.

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"Nowadays we wonder which industries will remain with us in this nation. This is the first time that I know of the industry's history when industry-wide demands for ILWU's 4,500 pineapple workers. Agreements with Dole, Del Monte, and Maui Land and Pineapple Company expire on November 30, and the union must submit items for negotiation to the companies between 60 and 75 days before the expiration of the agreements.

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Another Reagan secret war

BY MIKE LEWIS
ILWU Washington Representative

The contra mercenaries whom Reagan is helping to overthrow in Nicaragua have been front-page news for several years. Not many Americans are aware that the Reaganites are now helping a fascist regime in both Nicaragua and Angola there's a popular movement that threatened the CIA's secret war against both South Africa and the United States. The socialist faction won the most popular support, and when the other two—the CIA's urging—tried to take power by force, they were driven out of the country. One of these groups, headed by an am- bition to control a good third of the world and get its resources, and each of two governments is trying to revive its economy with a mix of cooperatives, publicly owned businesses, and private ventures that help working people. Each refuses to permit a wealthy elite to hog the country's profits, each refuses to give US aid to governments that are not more than a puppet of the US government. In each case the Reaganites succeeded in repeating the ban, and since then Savimbi has received at least $80 million in direct military aid from Washington.

Arm In Apartheid
How did Savimbi get by before the 1985 repress? With the help of the apartheid government of South Africa, which provides 90 percent of his support. The Botha regime has been actively assisting its neighbors to the north ever since they achieved black majority government in 1994.

But by dominating all of southern Africa, Pretoria has been able to prevent anti-apartheid sanctions from the rest of the world from putting in place. A bloody civil war in Angola involves Botha's policies nicely. (In fact, Savimbi was the only black man to attend Botha's inauguration.

The bill may soon be taken up by the AFL-CIO, voting unanimously last March to boycott the project, thanks to intervention of the national AFL-CIO, save the AFL-CIO, the government policy encourages long-term, growth, low business vitality and bad economic opportunity, the council evaluated the states and posted the grades. On the other end of the scale, five states—California, Connecticut, Illinois, Massachusetts and New York—each received an A or B grade in each of the categories. On the other end of the scale, Alberta and Tennessee scored the worst, receiving Fs in all categories.

Alternative Survey

President Robert Friedman said the report card is an alternative to traditional "business climate" surveys that have their rankings on the lowest tax costs, lowest wage costs and lowest overall business costs. This report card is an alternative to the Ministry of Labor's "business climate" survey that has its rankings on the lowest tax costs, lowest wage costs and lowest overall business costs. This report card is an alternative to traditional "business climate" surveys that have their rankings on the lowest tax costs, lowest wage costs and lowest overall business costs.

Letters needed

California AFL-CIO asks help in fight against non-union steel plant

All affiliates of the California Labor "intervention" are being urged to add their voices immediately to the protest over use of scale labor on the USS-POSCO steel plant in Pittsburg in Contra Costa County. Union officials, executive secretary-treasurer of the state federation, labor has "a fighting chance" to block the scale project, thanks to intervention of the national AFL-CIO.

The project is underwritten by the South Korean government because Koreans trade or in which they do business. The USS-POSCO joint venture involves the South Korean government because Pohang Steel Co. (POSCO) is largely owned by the government.

In alliance with USX (formerly US Steel), the government of South Korea, through Pohang Steel and Iron Company, of Korea, has awarded the $350 million job to a joint venture between USX and Alumina companies that will build trade workers 50% above union scale.

If unionized labor can halt it, the project will be the largest non-union construction job in California history, Hann- ing pointed out.

The Executive council of the state federation responded to the crisis by voting unanimously last March to boycott steel being imported into this country from South Korea. The boycott protest was brought to the attention of Kim Dong-in, president of the Federation of Korean Trade Unions, by the becal representing the national AFL-CIO's Asian-American Free Labor Institute.

Kim, in turn, took the protest to the minister of the South Korean Economic Planning Board, who promptly agreed that the government of South Korea should "re- spect the culture and practices of countries with which Koreans trade or in which they do business."

The letter to general contractors about the South Korean job is significant because with wide union membership.

By using a four-part weighted index that measured economic performance, business vitality, capacity for expansion and the existence of policies to aid business growth and economic opportunity, the council evaluated the states and posted the grades.

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Not content with the current military pressure, Reaganites are now calling for a US trade embargo against Angola and South Africa. There are promises to keep that promise, they are saying. Savimbi, however, a bill calling for a full Congress to vote on sending aid to UNITA has been introduced in the Senate. The bill may be taken up by the State Department for consideration.

In the meantime Angola's suffering continues.

CIAOSHA won't monitor risky jobs

Cal-Osha has announced that it will continue to issue permits for employers for certain kinds of high-risk work but will not conduct inspections or do anything else to see that the work is done safely. This bizarre development was announced in a letter from the Los Angeles Division of Occupational Safety and Health apparently began mailing piecemeal, mostly for last- week's events at Cal-OSHA, to the list of employers throughout California. It was announced that employers at 15 companies were dated August 18 but apparently reached few newspapers or broadcasters before this announcement was made.

It comes as the California Labor Federation executive board, which has been trying to get the votes of the state of November in 1988 with a general election bill ini-itative to restore Cal-Osha. Gov. George Deukmejian killed funded bills for all except public school worker health and safety in California. The letter advises employers that Cal-Osha will not issue permits to any company which:

- Issue blasters' licenses which are re- quired before any company can use deep explosives.

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Unionized areas most competitive

A new economic "report card" gives high marks for economic performance and business vitality, low business costs and lowest overall business costs. This report card is an alternative to traditional "business climate" surveys that have their rankings on the lowest tax costs, lowest wage costs and lowest overall business costs. This report card is an alternative to traditional "business climate" surveys that have their rankings on the lowest tax costs, lowest wage costs and lowest overall business costs.

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together with the extension of credit from the present one to 35 years, will bring the maximum pension benefit up to $1,156 per month ($33 per year multiplied by 35 years).

Present retirees will receive an additional $33 per month of service of $33 per year of service of that to the surviving spouses of retirees over the term of the new agreement, or a maximum increase of $89 per month to a pensioner who retired with 35 years of credit prior to 1981.

- Health and Welfare: While many other unions across the US have had health and welfare benefits reduced imposed upon them, longshore benefits continue intact. Improvements were made in a number of areas, including increased life insurance for active and retired union members.

- Pay Guarantee Plan: Benefits for Class A members will be increased by $82 per month, and for Class B members, by $115 per month. A one-time registration fee of $3 per month per year of service will be imposed upon Class A members, and half of that to the surviving spouses of retirees.

- Los Angeles/Long Beach Crane Operating: The contract provides for a series of penalties for safety violations. New penalties for drug use and drug peddling extend the previously existing penalties for repeated instances of alcohol abuse and pilferage. "We wanted the rules and they should be enforced," said the Coast Committee chair. "We retain the right to 'penalize the employer' by shutting down unsafe operations. We have demonstrated our ability to prevent employers from misusing penalty provisions to harass our members, and we will continue to do so. Our record in preventing employer abuse of penalty provisions of the agreement speaks for itself.

- Industry Travel: The Voluntary Travel System has been expanded to an Industry Travel System, for individuals and gangs, and the defined areas for travel have been broadened.

- Experience Rates: New entrants to the industry, registered or not, receive progressively higher rates as they acquire experience.

In the meantime, along with a better result. In the meantime, along with another, this problem will be resolved — the right way."

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HORSESHOES AND MORE—On August 13, members of Tacoma Longshore Union 23 held their annual picnic at Campertons Park in Lacey, Washington. Although the sun did not come out until late in the day, more than 1,100 longshoremen, port workers and retired members and their families enjoyed excellent food, clowns, swimming and games for all ages.

Started on a dare—Canada ILWU member honored for achievements on rodeo circuit

VANCOUVER, BC - ILWU Local 514 member Will Senger, chairman of the Cloverdale Rodeo Committee, was recently named Man of the Year at the Canadian Professional Rodeo Association’s annual banquet.

Senger hasn’t missed attending the annual rodeo since 1948 when he first took a dare and entered the bareback riding competition and “got thrown on my head.” He is thankful for his job’s work schedule on the waterfront over the years.

“I had other jobs before I was involved in the waterfront and there was always the difficulty of getting away to go to a rodeo as you would need to get off on Friday to travel there,” Senger said. “Some of my friends who were rodeoing on the waterfront at the time (1946) said ‘come to the waterfront’. It has been a big advantage to me and it was a real freedom for us to be able to get away and do something we love to do.”

Back then, Senger and his fellow rodeo riders “were known as the cowboys on the waterfront,” he said. “Most of us worked at the grain board and on the wheat board.” Senger first became a rodeo administrator in 1974 when “they were talking about canceling the Cloverdale rodeo because it had management problems,” he said. “I volunteered to take the job of chairman.”

As chairman, Senger works with about 150 volunteers, and attends “an average of about two meetings a month throughout the year” for overall planning.

However, from March to May when the rodeo is held, he attended “at least 10 meetings a month, talking to the sponsors, volunteers and everyone else,” Senger said. “All the money we make at the rodeo goes back into the community.” Senger said. “We helped 860,000 for the limestone paving of the racetrack. It’s the third largest industry in Surrey now, in employment.

Local 20-A, Wilmington

Local 20-A Wilmington will hold its final election October 8 to fill the offices of president, vice-president, secretary, financial secretary, chief steward, trustee, director, financial secretary and Southern California District Council delegate. Nominations were held last month. Polling is October 8—one day only—from 7:30 a.m. to 5 p.m. at 300 Falcon Street, Wilmington, CA.

Local 99, Seattle

Local 99, ILWU, Seattle, Washington will hold its annual election during December to fill the offices of president, vice-president, secretary, executive board LRC and dispatcher. All positions are for a one-year term with the exception of the labor relations committee representative’s term, which is two years.

Nominations will be closed during the regular meeting in November. As in the past, balloting will be by mail.

Union amnesty centers for undocumented

LOS ANGELES — Six counseling centers operated by AFL-CIO unions in the Los Angeles area have been helping undocumented workers qualify for legal resident status under the new federal immigration law.

A dozen unions have contributed more than $100,000 to fund the program. William R. Robertson, executive secretary-treasurer of the Los Angeles County Federation of Labor, said union leaders expected to provide counseling to more than 25,000 alien seeking amnesty under the new law.

Medran, project coordinator, said immigration counseling for both union members and the general public also would be offered periodically at two dozen union offices throughout the Los Angeles area.

Gene Vranic, formerly a member of Local 10, is the newly hired ILWU Research Librarian and Archivist.

New librarian at International

SAN FRANCISCO—Gene Dennis Vranic, son of the late ILWU International’s Homer Vrana, has been hired as the International’s new Research Librarian and Archivist. He replaces Sarah Stewart, who resigned in order to move to England.

As a member of Local 10 between 1969 and 1974, he served as a vice-president and secretary of the Stewards’ Council, as a representative to the Joint Accident and Prevention Committee, and as a member of the Grievance Committee.

While working on the waterfront, Vrana obtained a Masters’ Degree in US History at the University of California, Berkeley. He earned his second Masters’ in Archives Management from the University of Wisconsin in Milwaukee. He worked for two years as Archivist in the Milwaukee Water and Sewer State Historical Society.

Vranic said he would have offered me such a great opportunity to combine my academic training with my deep respect for the traditions of the ILWU.

“My first priority will be to continue the library’s tradition of meeting the needs of the ILWU for research, information and preservation of the union’s history.

“Also, I hope to make the library’s unique holdings more accessible to both members and the general public for education and research. This will require some reorganization of our materials, but it will be a job made easier because of the efforts of my predecessors.”

Deceased member leaves scholarship for Local 10 kids

SAN FRANCISCO — A provision in the will of deceased ILWU Local 10 member Victor Smolin and his wife Antonia would establish a scholarship fund for children of Local 10 workers worth about $175,000 once probate proceedings are completed.

Victor Smolin, who died November 19, 1984, and Antonia, who died April 12, 1978, provided that among other things, “the residuary part of the estate of Smolin, Sr. and the residuary part of the estate of Smolin, Jr. shall be divided into two parts, one part to be used for the benefit of the wife and children of the decedent, Victor Smolin, and the other part to be distributed to the full satisfaction of the decedent’s executors, distributees or devisees.”

The fund’s worth is “conservative” and won’t be actually determined until after a complete inventory of the Smolins’ assets is completed during probate, which could last another couple of months.

The scholarship fund “was very gracious of the Smolins who were childless themselves,” said Leonard.

“The interest from this scholarship fund is to be derived by trustees for the sole purpose of assisting children of members of Local 10 in the pursuit of higher education,” according to the Smolins’ will.

Leonard said his “present estimate” of the fund’s worth is “conservative” and won’t be actually determined until after a complete inventory of the Smolins’ assets is completed during probate, which could last another couple of months.

The scholarship fund “was very gracious of the Smolins who were childless themselves,” said Leonard.

“The interest from the scholarship fund is to be derived by trustees for the sole purpose of assisting children of members of Local 10 in the pursuit of higher education,” according to the Smolins’ will.

The Smolins gave the fund’s trustees “unrestricted discretion” for the number and amount of scholarships to be awarded. It is decided by the trustees, and if they deem it appropriate, work together with the trustees of other similar trusts which have been set up for the same or related purposes,” the will stated.

Alcohol Problems?

If you are a longshoreman, clerk or boss with an alcohol problem, or know one, contact the ILWU-PAAMA 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

Jackie Cummings
1316A North Avalon
Los Angeles, CA 90033
Phone: (213) 494-1869

Northern California

George Cobb
400 North Point St.
San Francisco, CA 94133
Phone: (415) 376-0832

Columbia River/Oregon Coast Area

Jim Copp
210 North East Gilson, Suite #2
Portland, Oregon 97213
Phone: (503) 231-5902

Puget Sound/Washington Area

Richard Borsheim
Smith Tower Building
Room 1221
500 Second Avenue
Seattle, Washington 98103
Phone: (206) 621-1038

Northern California Warehouse

Gary Atkinson
250 Ninth Street
San Francisco, CA 94103
Phone: (415) 425-3009

British Columbia/Canadian Area

Bill Blou
7454 Drive, Office Suite 205
Vancouver, BC V5L 3J3
Phone: (604) 254-7911

MOURNED — Vito Monreal, former ILWU Southern California Regional Director, died July 29 of complications resulting from a stroke he suffered several years ago. He was 66 years old. A lifelong resident of San Pedro he was a merchant seaman until 2005 and was well known and highly regarded prior to his service with the ILWU. “Vito was one of the best, a very decent man and a solid union brother. We will all miss him very much,” said Regional Director Bill Forrester.

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AIDS at work — hysteria and reality

First of a series

AIDS is the most serious infectious disease carried by humans. The AIDS virus has isolated itself in the body's immune system, making the body vulnerable to infection. Aiding the spread of AIDS is the fear of infection, which often leads to panic and discrimination against infected people. As a result, many infected people are afraid to seek medical care, and some are accused of spreading the disease.

AIDS is caused by the Human Immunodeficiency Virus (HIV), a retrovirus discovered in the 1980s. HIV is transmitted through the exchange of body fluids containing the virus, such as blood, semen, vaginal fluids, and breast milk.

The AIDS virus affects the immune system, which is responsible for fighting off infections. When the immune system is weakened or destroyed, the body becomes vulnerable to infections that would normally be fought off by the body's defenses.

The AIDS virus is transmitted through the exchange of body fluids containing the virus. Transmission can occur through several routes:

- Sexual contact: vaginal, anal, or oral sex
- Sharing contaminated needles for drug injection
- Mother to baby during pregnancy, childbirth, or breastfeeding
- Infected blood transfusions or organ transplants
- Untreated blood, semen, or vaginal fluids

The risk of transmission is highest in people who have multiple sexual partners and those who inject drugs with shared needles. However, the risk of transmission is low when sexual practices or drug injection practices are changed to reduce the risk of exposure to the virus.

The AIDS virus can be transmitted in infected blood, semen, vaginal fluids, and breast milk. It cannot be transmitted by air, water, or casual contact. HIV is not spread through objects, nor is it spread through food or water.

The AIDS virus is not transmitted through sharing eating utensils, drinking fountains, telephones, toilets, or other non-living objects. It is not spread through hugging, kissing, sharing towels, or any other activity that does not involve the exchange of body fluids.

The AIDS virus is not spread through contact with the skin. It can enter the body only through the eyes, nose, or mouth, and this can only occur if there is a break in the skin or mucous membranes, such as a cut or sore.

In summary, the AIDS virus is not transmitted through contact with objects, food, or water. It can only enter the body through the exchange of body fluids.

With this fall's labor studies classes about to start, The Dispatcher publishes the following article on the state of labor studies programs and how they got started.

Barbara Byrd is the Coordinator of the Labor Studies Department at the San Francisco Community College District.

In the early 1970s, an alliance was forged between organized labor and community colleges to develop a new program: labor studies. This program was created to provide education and training for union members and to promote the development of labor unions and the labor movement.

Barbara Byrd is the Coordinator of the Labor Studies Department at the San Francisco Community College District. She has been involved in the development of labor studies programs for over 30 years and has worked with many different unions to create effective learning opportunities.

The Labor Studies Department at the San Francisco Community College District was founded in 1973 by the San Francisco Labor Council. The program was designed to provide education and training for union members and to promote the development of labor unions and the labor movement.

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ILWU Board speeds aid to South Africa miners

The following statement was adopted unanimously by the ILWU Executive Board, polled by telephone from international headquarters shortly after the conclusion of the three-week strike by the National Union of Mineworkers in South Africa.

The recent strike by 300,000 black South African miners, members of the National Union of Mineworkers, was the most successful trade union action in that country's history. The predominant issue in the ongoing struggle for democracy and racial justice in that country.

Nine miners were killed, 412 injured. Miners were attacked by police and private mine security with tear gas, whips, rubber bullets and even live ammunition. Hundreds were arrested during the strike. Some were tried for refusing to cross their own picket lines.

Despite all this pressure, the union hung together for three long weeks, shutting down 60% of the country's vital gold and coal capacity. Members of the five-year old union demonstrated once and for all that they have the maturity, discipline and leadership necessary for the long haul, and that they will be powerful players in the struggle for their country's future.

The union was forced by the mass dismissals to conclude its strike on August 30, returning to work with the same in-depth work rules and manning as in Honolulu will apply.

Local 6 contract provides new security at Cutter Labs

BERKELEY, Ca. — The nearly 150 members of ILWU Local 6 employed at Cutter Laboratories here have overwhelmingly approved a new three-year contract which provides substantial economic, job security, and other improvements. In my 22 years here, said chief steward Mary Alice Bynum, "I can't remember when I've seen people happier with a new agreement."

The Cutter membership came into bargaining this summer after a year of enormous insecurity. A 1986 decision by the Japanese government last year to stop subsidies and financial aid for another one of Cutter-Berkeley's main products, created the prospect of major layoffs, and it was widely recognized that the Germany-owned company was seriously considering the prospect of a large-scale shutdown.

SEVERANCE NEGLIGENCES

For the Local 6 members who signed the contract, the settlement represented a major step forward. "Naturally nobody's thrilled about the loss of jobs," said Ryder. "The company agreed to a severance package which provided substantial severance improvements in severance benefits to every Local 6 employee at Cutter/Berkeley's main products, created the prospect of major layoffs, and it was widely recognized that the Germany-owned company was seriously considering the prospect of a large-scale shutdown.

The recently approved contract which provides substantial severance benefits to any Local 6 employee at Cutter for negotiations for a supplementary separation agreement. The agreement formalizes the union's right to extend the contract three years ago, for all classifications and the maintenance of the basic longshore work rules and manning as in Honolulu will apply.

Local 6 members at Cutter Labs discuss their new agreement.

CROWLEY STRIKE PLANS — Officers of the Inlandboatmen's Union-ILWU came to San Francisco August 29 to meet with the International officers, coast committee and heads of major longshore division locals to present an update on the IBU's strike against Crowley Maritime, now nearly eight months old, and to develop a strategy for bringing it to a successful conclusion. In attendance were International President Jim Herman, Vice-President Rudy Rubio, Secretary-Treasurer Curt McClain, Coast Committee members Robert Olvera and Randy Vekich, and IBU President Don Liddle, along with IBU Puget Sound Regional Directors Burrill Hatch and Richard Estrada, National Representative Rusty Davy, Columbus, Ohio Local 1, Mike Petschnick, Local 8, Ron Thombery, Local 52; Joe Amyes, Local 91; Brian McWilliams, Local 34; Tommy Clark, Local 10; Lou Loveridge, Local 13; Bill Ward, Local 40; Carl Clay, Local 63; George Ginnis, Local 23.