After nine months IBU settles strike at Crowley

SEATTLE—The deadlock is broken.

Negotiators representing Crowley Maritime Corporation and the Independent Stevedores Union of the Pacific, Marine Division of the ILWU have reached tentative settlement of their contract dispute which led to a difficult nine month strike last year.

The Crowley employees, principally tugboat crewmen working for Crowley's Puget Sound Tug & Barge Company subsidiary, returned to work under the threat of being permanently replaced on October 15, 1987.

KEY ISSUES

While neither company nor union spokesman would release details of the settlement prior to consideration by the union members, IBU President Burrell Hatch did say that he feels "that the settlement successfully addresses the key issues that had been obstacles to earlier settlement attempts."

Given the number of IBU members who were freelancers, it is estimated that the process of conducting a rank and file ratification vote would take about one month to complete.

Negotiations were ended at 3:00 a.m. on Saturday, January 30. Hatch attributed the success to "hard work and common sense by negotiators on both sides of the bargaining table," and the help from ILWU Research Director Barry Silverman on assignments from the ILWU’s San Francisco headquarters.

Cal-OSHA drive gathers steam

SAN FRANCISCO—As the move to place implementation of Cal/OSHA on the November ballot gains momentum, ILWU is organizing signature drives in both Northern and Southern California.

In Northern California, members will meet on February 20 at 16 a.m. at Local 6 halls in Oakland (90 Hagenberger Road) and San Francisco (255 Ninth Street), to coordinate forays into the surrounding communities to gather petition signatures.

ALL STOPS OUT

"We've got to pull out all the stops and go straight to the people on this," said Northern California District Secretary Doris Wat- son. "The reinstatement of Cal/OSHA, an agency that really served to protect the working people of this state, is just too critical an issue to give anything less than 100%.

Southern California District Council legislative representative Nate Diffant said all members, pensioners and widows are urged to join the signature drive. As this edition of The Dispatcher goes to press, the appeal and instructions were slated to be the main subjects at the council meeting scheduled for February 12.

Both California District Councils are sponsoring a joint legislative conference on March 12 in an effort to bring labor's views on Cal/OSHA to the attention of key state legislators. Details on this will become available after the conference has been completed.

Union and community groups have succeeded in gathering almost 300,000 signatures in support of Cal/OSHA. Petition organizers say they are shooting for 820,000 even though only 372,178 valid signatures are required.

We need as many signatures as we can—continued on page 5

27th CONVENTION

of the

International Longshoremen’s & Warehousemen’s Union

VANCOUVER, BRITISH COLUMBIA

April 11, 1988

This is a replica of the Call to the ILWU's 27th Convention, to be held in Vancouver, BC, beginning April 11.

The Convention Call, now in the mail to all ILWU locals, contains an excerpt from the International Constitution, Article XI, "Conventions," indicating that an International Convention is to be held every three years, starting on the second Monday following Easter Sunday.

The International Convention is the ILWU's highest decision-making body. Aside from making policy decisions on all matters affecting the ILWU, it also has authority to amend the constitution, and receives nominations for titled officers and International Executive Board members.

In order to send delegates with voice and vote, locals must have their International per capita paid up one month prior to the Convention. Local representation is on the basis of one vote per 100 members, and one additional vote for each additional 100 paid-up members.

Delegates to the Convention are elected by the entire local membership. Each delegate must carry a certified credential. Delegates' wages and expenses are borne by members of each local.

The Call also requests all locals to send credentials to International Headquarters no later than March 21, 1988. Resolutions or Constitutional amendments which a local wishes to propose for consideration of the Convention should be received at the International office by that date.

The Convention will take place at the Westin Bayshore Hotel.

After stopwork Progress seen on log jobs

SEATTLE—Pursuing the program to protect ILWU jurisdiction which was adopted by the 8500 northwest ILWU longshore division members who met at the Tacoma Dome January 14, members of the ILWU log sub-committee have spent the last month in discussions with northwest stevedores, port administrators, and Asian trading companies.

Last month’s mass meeting was called in response to efforts by ITT-Rayonier Corp., through its Reliance Marine subsidiary, to begin log-loading operations at various northwest ports, using non-union labor.

At that meeting, the committee was authorized to begin direct discussions with Chinese, Japanese and Korean trading companies, and to contact area port officials to inform them of the ILWU's contract covering the entire West Coast and of the union's interest in handling logs in the most efficient way possible.

NEW PROCEDURES

The committee was also authorized to discuss with area stevedores new procedures and increased flexibility in log operations which, combined with "equal and effective stevedore company rate reductions" to the trading companies, would permit increased productivity and a reduction in the costs of ILWU labor.

As this issue of The Dispatcher goes to press, the committee has compiled a round of discussions with the port officials and trading companies. "In general, we found a real willingness to work with the ILWU," according to Coast Committee member Randy Veich, who chairs the log subcommittee.

"The trading company executives were extremely pleased to have this opportunity to talk things over with us. We assured them of our willingness to make some changes, increase productivity and reduce costs." Meetings with northwest port officials, he added, "strengthened our already good relationships.

Discussions with northwest stevedores are continuing. "We have had several productive sessions with both Columbia River and Puget Sound employers," Veich said.

Other log sub-committee members include Larry Clark, clerks Local 40; Jim Nor- ton, longshore Local 23; Glen Raminsky, longshore Local 24; Clint Reese, longshore Local 21.

Sugar pact see page 3

Nestle meet see page 8

Comp mess see page 4
Trade and jobs

While growing sales of imported prod-
ucts have drawn all the attention recent-
ly, more than 4 million Americans owe
their jobs to exports, the Census Bureau
reported recently. And more than half of
those jobs are in manufacturing, pro-
viding work for one in nine American
production employees, according to the
report.

Unions pay off

Clearly, belonging to a union continues
to pay off. The average weekly pay of
unionized workers was 36% higher in
1987 than that of non-union workers, the
Labor Department reports.

Data compiled by the Bureau of Labor
Statistics showed that the gap between
union and non-union pay widened to
$123 a week, up from a differential of
$811 in 1986.

The average weekly pay of unionized
workers reached $485 in 1987—an in-
crease of $82 from the previous year’s level.
By contrast, the pay of non-union
workers went up an average of $17 a
week.

Male union members average $884
more a week than those not protected by
unions. Their pay has risen by nearly $600
in the workforce earned $822 more last year
than their non-union counterparts.

Di Biasi to be honored

WILMINGTON—A dinner in honor of
Nate DiBiasi is being sponsored by the
North Carolina District Council (SDC) in consideration of
DiBiasi’s many contributions to the
union.

DiBiasi, current President of ILWU
Pacific Coast Pensioners Association,
has also served as President of Local 13,
and as President of the non-representative
of the SDC.

The dinner will be held at the Ban-
quet Hall of Saturday, March 12, 1988 at Local 13
Wilmington. Tickets will be $25 per
person, payable in 10 installments. Proceeds
will go to the SDC. For further informa-
tion contact the SDC at 1213
830-1340.

Humbug award

The 1986 United Auto Workers Now-
aday-Not-So-Do Humbug Award goes to
Goodyear Executive Vice President
William Clements, who shared nearly $10 million last year
in salaries and bonuses, advised workers that “until wages can
be increased, we willMINIR.DECAPUS
US firms flock to Mexico border area

JUAREZ—Mexican-American com-
panies, assembling everything from autos to
men’s trousers, are fleeing to Mexico’s 
border towns, lured by a devalued peso and
cheap labor. Their flight is raising questions
about the effects of immigration and
cigsaw economy on jobs and wages earned by
the Indiana foodminister and primarily because of the

WASHING TON.

A sharp surge in health care costs has
triggered worker and employer frustration
over the means to contain the ongoing
D OT.

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In Prince Rupert

Grain strikers forced back to work

PRINCE RUPERT, B.C.—Grain handlers at the port of Prince Rupert, British Columbia, who had worked under a work-to-rule strike for 21 after a month-long strike, said Mike Gray, a spokesperson for the port.

Jim Allan, spokesman for Canadian Labor minister Pierre Cadieux, said Canadian Wheat Board officials negotiated and forced both grain handlers and Prince Rupert Grain Ltd. to resume operations at the port.

An arbitrator will be appointed by Mr. Cadieux if the handlers working at the two-year-old elevator owned by Prince Rupert Grain Ltd. in northern British Columbia, walked off the job December 7 after a dispute arose over manning requirements.

Built at a cost of more than $200 million, the terminal began operations late last year and has been a major issue for the port's operators, as they lost a large contract that would have brought in millions of dollars a year.

The 64 grain workers at Prince Rupert have not been on strike in several years when their union was recognized as the bargaining agent for the striking grain workers by respecting their picketing lines and building a shack to shelter picketers from the elements.

After the strike was terminated at the beginning of January, the port's operators were able to sign a new contract, heavily favoring the employees. Participation in the strike was limited to just four days after the BCMEA closed all coastal ports by locking the ILWU out.

The strike began on October 21 when the British Columbia Maritime Employers Association and Canadian Maritime Employers Association terminated a long-term contract and replaced it with a new agreement that was less favorable to the workers.

The strike was called by the ILWU and the Canadian Maritime Employers Association, which represents the port's operators, to protest the proposed changes to the contract.

The strike lasted for four days and involved 64 grain workers at Prince Rupert, British Columbia. The new agreement, which was signed on October 21, was announced by the two parties as a win for the workers.

The new agreement includes changes such as increased wages, improved benefits, and better working conditions. The workers also won the right to strike again if the agreement is not followed.

The new agreement was reached after months of negotiation and mediation. The union had been seeking better conditions for its members for several years, and the strike was called as a last resort.

The new agreement includes a provision that if the workers are not satisfied with the implementation of the agreement, they will be able to strike again.

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This is not a valid document.
Cal-OSHA petition drive gathers steam; ILWU councils plan mobilizations

Why we need Cal-OSHA

Cal-OSHA issue hits environment

Unionists aid new SF mayor

ILWU opposes Reagan nominee

Some facts to bear in mind while circulating petitions to put the restoration of Cal-OSHA on the November ballot:

- Every working hour, nearly 6 Americans die from job-related injuries. That's more than 220 each week—or 11,500 a year, a disgraceful record. It's largely the record of federal government's work safety program, federal OSHA, admittedly inferior to California's Cal/OSHA program killed by Governor Deukmejian.

- OSHA has prosecuted only 14 companies for willful safety violations since 1970 across the country. Since 1973, the Cal/OSHA work safety program has prosecuted 250 such cases.

- Cal/OSHA saved thousands of lives and prevented tens of thousands of injuries.

Inspections lag under federal OSHA

Safety inspections following on the job accidents in California dropped 98% in the first six months after the federal government replaced the state worker's safety program, State Senator Cecil Green reported earlier this month.

Under Cal-OSHA's own program, whenever there was an accident and anybody got hurt, or sick, or exposed to a dangerous chemical, that was reason enough for an inspection, Green (D-Norwalk) told a Capitol conference.

When Gov. Deukmejian first said he wanted to abolish the state worker safety program and let the federal government handle it, a lot of people said the federal program wouldn't be as good as ours. But he did it anyway.

"Now we don't have to guess any more. We know he federal program isn't as good as ours," Green said.

"Cal/OSHA wasn't perfect by a long shot, but it was the best worker safety program in the US. A lot of people in other states like Texas wanted to copy it. And as long as we had our own program, we could work on correcting its weaknesses," he added.

In 1987, political payoffs at the state capitol lead to the destruction of Cal-OSHA. But Cal/OSHA protected all workers from 170 toxic chemicals which the federal government leaves unregulated. Federal standards aren't for 97 other chemicals are inferior to the protections Cal/OSHA enforced. And only Cal/OSHA enforced California's tough occupational cancer law, which far exceeds federal standards.

From July to September, 1986, Cal/OSHA conducted 761 inspections of accidents at work. During the same period in 1987, federal OSHA performed 544 such inspections.

Cal/OSHA cost the state a mere $6.8 million out of a total state budget of $42 billion. We often give away $6.8 million a week to winners of the lottery. But business payers, consumers paid too.

Cal/OSHA also saves money for taxpayers, who will be hit with higher bills when more injured workers and destitute families turn to welfare and MediCal.

Cal/OSHA lifted the infamous short-handled hoe, which cropped generations of California farm workers who were forced to work bent over as they cultivated the crops. Now, under federal OSHA, the short-handled hoe is back.

Cal/OSHA affects everyone. People at work are the first ones exposed to danger. But a chemical factory accident often doesn't stop at the plant gate. Nearby communities also can be contaminated.

OSHA conducted 535 inspections of the three large companies for willful safety violations since 1970 across the country. Since 1973, the Cal/OSHA work safety program has prosecuted 250 such cases.

Protests about the operation of dangerous machinery by persons under the influence of drugs or alcohol.

An arbitrator hearing the worker's grievance ordered him reinstated with backpay, holding that there was no proof that the worker had violated the company rule.

The company's appeal of the arbitrator's decision was upheld by a district court and the Ninth Circuit Court of Appeals.

The US Supreme Court has unanimouslly affirmed two lower court rulings to reverse arbitrators' decisions or grievances involving collective bargaining agreements.

"The Court, "made clear almost 30 years ago that the courts play only a limited role which is confined to the proper interpretation of an arbitration agreement," said Justice Byron White, who wrote the decision.

When arbitration is written into the contract, federal courts may only overturn a decision that is not based on contract provisions or where there was evidence of fraud by the contractual parties or dishonesty by the arbitrator.

NO PROOF

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Ed Torres led alcohol drug program in Southern California

WILMINGTON — Edward V. Torres, 58, former Southern California coordinator of the ILWU alcohol and drug program, died at his Long Beach home on January 10. Members of Local 13 paid tribute to Torres at last month’s “fellowship” meeting. The Torres family was also in attendance.

During his 26 years as an ILWU member, Torres served on Local 13’s executive board and was later selected to be director of the Employee Assistance Program (EAP), a position he held until his resignation last year. As EAP director, Torres continued to conduct the fellowship program, a series of monthly meetings aimed at after-care support for recovering alcoholics and drug abusers.

“Ed was a really influential force in founding the program and making it a reality in Southern California,” said former Southern California coordinator of Alcoholics Anonymous. Later, the program grew to become the Alcohol/Drug Recovery Program at 415-647-2277.

“Ed had fought his own fight with alcoholism, and really understood the problem. It’s a great loss not only to his family, to many friends on the coast, and to literally hundreds of people who he helped turn around.” Under Torres’ guidance, EAP assisted more than 500 members and their families and enjoyed a success rate second only to Alcoholics Anonymous. Later, the program evolved into a referral and family counseling service.

In April of 1986, Torres’ achievements were formally recognized by the National Council on Alcoholism which presented him an award for running the best industrial program in southern California. The funeral, held on January 15 at Holy Trinity Church in San Pedro, was attended by many members of Local 13, six of whom served as pallbearers.

Torres is survived by four daughters, three brothers, three sisters and fifteen grandchildren.

Local 10 leader badly hurt

SAN FRANCISCO — Tom Lupher, newly elected President of ILWU longshore Local 10, was seriously injured in a head-on collision February 4 near Concord, California. Lupher was driving west on Port Chicago Highway when an oncoming car veered into his lane, according to the California Highway Patrol. The oncoming car, also a stolen vehicle, driven at 80 miles per hour.

Lupher is in the Intensive Care Unit at Mt. Diablo Medical Center in Concord with multiple injuries, but is reported to be in stable condition. His wife, Angela, who was in the car with him, was treated at John Muir Medical Center in Walnut Creek and is recovering at home.

The funeral, held on January 15 at Holy Trinity Church, was attended by many members of Local 13, six of whom served as pallbearers.

Local 19 veteran honored by pensioners

SEATTLE — ILWU pensioners here have elected Early Douglas to the office of honorary vice-president on the occasion of his retirement as the first and only vice-president of their club. Douglas, 94, has lived in the Seattle area since 1894 in Posen, Tex. He started on the Seattle waterfront in 1901 after having served in the Missouri steel mills, where he was the first black member of a steel workers local there.

He retired from longshoring in 1961, the same year that the Seattle Pension Club was formed. He was served as vice-president of the club since that time. Since his retirement, Douglas has been active in his church and community affairs, in addition to his duties as vice-president.

“Early is a truly outstanding individual, a 34 strike veteran, who has served this union and his fellow pensioners faithfully for many years, and we wanted to extend this honor as a token of our respect for him,” said club president Bill Fairbanks.

Local 22 helps needy

EVERETT — Members of Local 22 since once again opened their hearts and wallets for the 1987 holiday season.

The fifth year in a row, well over a ton of turkeys were donated to various community organizations. For the third consecutive year, ILWU Auxiliary put together Christmas baskets for families with food purchased from funds raised from Auxiliary projects during the year.

“The Auxiliary members have been absolutely incredible in helping with the holiday season, either. They are active the year round in taking on projects to help the disadvantaged in the community as well as union families affected by unemployment. Auxiliary members also provide lunches for Local and Pensioner meetings.”

Local 17 runs Operation Xmas Basket

BRIDGER, Kt. — Warehouse Local 17 has been the nerve center for community charitable organizations last December when they all pooled their resources and resources to provide both a list of gifts for children who might otherwise not receive any gifts for the holidays.

Local 50 preserves union history

ASTORIA — Local 50 is turning one of its rooms at its two-year-old hall on Illinois Street into a historical museum of union documents, records and artifacts.

“There’s a lot of heritage here,” said Jeff Adams, a member of the Local’s labor relations board. For nearly two years he and Ted Rynenberg, a former photojournalist, have worked to preserve pieces of the local’s strike history.

“Adams said he wants more union treasures to add to the collection, and he’s asking all current and former members and anyone else in the community to look through their attics, closets and garages for union memorabilia.

With three generations of longshore families in the Local, Adams feels confident they’ll be able to come up with something. “They can be anything, just so long as it’s going to be preserved and never tampered with,” he said.
Greatly appreciated and enjoyed by all.

Local 26, Los Angeles

California Southern woodhaven companies have elected their 1988 officers, as follows: President, Lupe Gratz; vice-president, Larry Jefferson; secretary-treasurer, Bob Shreffler; business agent, Hector Cedpa. Executive Board members are Wil Solomon, Clide Bolen, Richard LaViolette, John Bell, Matt Berkelkunmer, Mando Munson; recording secretary, Steve Snow; dispatchers, Gig Larson; caucus coordinator, George Souza; shop steward, Hugh Weinberg; international delegate, Larry Davids; vice-president, Hugh Weinberg; local are: President, Fred Santsche; vice-president, Jim Jeschke, Pat Smith; recording secretary, Steve Snow; dispatcher, Larry Smith; LRC, George Still, Mayor; safety director, Fred Santsche.

Local 32, Everett

Longshore members have elected the following officers for the year: President, Harold Pyatt; vice-president, John Munson; recording secretary, Steve Snow; treasurer, Ron Berry; dispatcher, Gig Larson; caucuses head, Bruce Yorke; trustees, John Daniels, Harold Frey.

Local 54, Stockton

New officers are: President, Pete Fuller; vice-president, Tony Flores; secretary-treasurer, Bob O'Keefe. John labor relation committee members are Virgil Konchak, Herman Foroney, Tony Flores and Frank Lentz. The safety committee consists of Virgil Konchak and Danny Caruso. Nine member executive board was also voted in.

Local 92, Portland

New officers in this foreman's locale are: President, Tom Daugherty; vice-president, Billy Yocum; secretary-treasurer, Bob Shreffler; business agent, Paul Chipstein; caucuses delegate, Wes Johnson.

Labor relations committee are Tom Daugherty, Billy Yocum, Paul Ever advis, and 39 executive board members and three trustees.

Tahoe xmas party

TACOMA — Local 23 members hosted a Christmas party for the pensioners at their December 10 meeting. There was plenty of food and refreshments. The pensioners thanked the Local 23 officers for remembering them during the holiday season. This special party was greatly appreciated and enjoyed by all.

In Northern California

Watch 'California Working' labor's own monthly tv magazine on KCSM-Channel 60 on: Thursday, February 9 at 7:30 p.m. and Thursday, February 23 at 9:30 p.m. on KCGB-Channel 32.

ILWU featured on labor tv show

SAN FRANCISCO — ILWU members will be featured in a discussion of the ILWU-PMU alcohol and drug assistance program on "California Working," the new labor-community television program on Northern California Public Broadcasting System.

The featured segment on the February show describes ILWU-PMU, Teamsters' and Machinists' employee assistance programs, with a special emphasis on labor management cooperation in this area, and the impact of such programs on workplace safety, and the personal lives of union members.

Other segments on the show will include an interview with the former U.S. Forest Service fire chief for creating the National Forest Fire Protection System in the U.S. and a commentary on "Living on the Mini-mum Wage," with william D. Dorton.

"California Working"—sponsored by the ILWU-PMU, AFL-CIO and Teamsters' is a half-hour show featuring the labor movement's effort to restore Cal-OSHA, a day in the life of a waterfront man at the walk-in tender, and a historical piece narrated by actor Danny Glover on the Brotherhood of Sleeping Car Porters.

Check it out. And call or write with your comments, suggestions or questions. "California Working" is located at 240 Golden Gate Avenue, San Francisco, CA 94102. Tel: (415) 673-8755.

Port Angeles golf tourney

PORT ANGELES — The Fourth Annual Port Angeles Golf Tournament was held on April 23 at the Dungeness Golf Club in Port Angeles, the first stop of this popular ILWU Northwest Tour. Continuing on to Tacoma, Victoria BC, Port Angeles, and conclude with the Seattle-Everett Tourney.

The opening round is scheduled for 7:30 p.m. on Thursday, May 28, 1986. Those wishing to register or ob- serve may do so at the Cascades Jazz and entertainment center.

*Names in brackets are those of de-

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Local 6 participates

Neestile unions seek handle on huge firm, pledges increased communication

WASHINGTON, D.C.—With 7% of its members currently employed by the giant Nestle corporation, Local 6 has placed high hopes on the new Nestle Labor Alliance, which held its first conference here last month.

The conference, which was organized by the International Union of Food and Allied Workers (IUFAW), brought together some 40 delegates from 11 US and Canadian unions including eight members of ILWU warehouse Local 6.

"The conference was very productive," said Marcos Simonidis, ILWU chief steward, who is also an ex-officio member in the new union. "We hope that this will help in the new Nestle Labor Alliance." 

"This is a group of workers who are struggling to improve the quality of their lives," said Alicia Matzger, MJB Coffee. "We were able to share information, and to offer mutual support," she continued.

"Nestle has a global workforce of 162,000 and has over 100 collective bargaining agreements in the US. It's a huge company that we need to organize," said Walter Johnson, Central Labor Council 7 and Norbert Miller of Teamsters Joint District Council 39, who also attended the conference.

Joint organizing possibilities were also discussed, along with solidarity actions among various Nestle-owned plants.

GLOBAL IMPLICATIONS

Nestle, a Swiss-based corporation, has recently been one of the world's largest food manufacturers. Subsidiaries include Carnation, Stouffer, Hills Brothers, MJB Coffee, Chase and Sanborn and others. It produces in 58 countries with a global workforce of 162,000 and has over 100 collective bargaining agreements in North America alone.

"Perhaps we should thank Nestle for giving us the impetus to come together, to share information, and to offer mutual support," said Rene Rondou, IUFP President. "We need cooperation and solidarity to overcome the current problems in the workplace."

"Now," said one delegate, "if the company wants our cooperation with NOVA badly enough, it will have to work with us as a group."

Joint organizing possibilities were also discussed, along with solidarity actions among various Nestle-owned plants.

SF rally for peace, jobs and justice

SAN FRANCISCO—The Mobilization for Jobs and Justice has scheduled a march and rally for Saturday, April 30 in San Francisco to draw attention to the Administration's failure to "give peace a chance" both at home and abroad.

The event, which is endorsed by ILWU, will focus on the Administration's intervention in Central America and the Caribbean, US aid to the torturer government of South Africa, the nuclear arms race, the plight of the homeless and unemployed, and restoration and advancement of human- and union-rights.

Participants will assemble at Precita Park at 11 am, march through the Mission District starting at 12 noon and hold the rally at Dolores Park at 1 pm. Jose Huizar, President; Al Lannon, Secretary-Treasurer; John Walsh, Teamster Local 70, (415) 569-1203; Joyce Miller, vice president of the Retail, Wholesale and Department Store Workers Union, described NOVA as a tool for the company to decentralize production so that a strike would be less effective at any one plant.

The following exchange between Del Eickman, President of ILWU-longshore Local 47, Olympia, and Rick Hendin, editor of the Marine Digest, took place shortly after the ILWU closed down all northwest ports to enable members to attend a mass meeting on the threat posed by Nestle's "Project NOVA," a cost-cutting and job elimination program which in- ex-officio member.

Local 6 President Al Lannon led workshop on Nestle's "Project Nova."

Eickman heads SF Commission

SAN FRANCISCO—Keith Eickman, retired President of ILWU Local 6, was elected last month as President of the San Francisco Longshore and Warehousemen's Union. His duties will include presiding at all ILWU meetings and representing the ILWU at all meetings of the Maritime Industry Conference. His duties will include presiding at all ILWU meetings and representing the ILWU at all meetings of the Maritime Industry Conference.