**Outstanding warehouse pact ratified**

SAN FRANCISCO—Members of two ILWU Northern California warehouse locals have overwhelmingly ratified a new three-year master agreement which provides modest economic improvements, protects health and welfare and pension coverage and makes union benefits available to a larger group of people.

The agreement was ratified by a margin of 82% by Local 6 members meeting at the Oakland Kaiser Center on Saturday morning June 4, and by a margin of 92% by members of warehouse Local 17, Sacramento, meeting at the same time.

"We did what we had to do, said ILWU International Secretary-Treasurer Curt McClain who served as co-chairman of the negotiating committee. "We maintained our health and welfare programs. We protected and improved pensions. We moved forward on wages. We avoided two-tier and other unacceptable concessions."

"We preserved the alliance between the ILWU and the Teamster warehouse locals. As late as the day we signed the tentative agreement, the employers were looking for a rift that aside while allowing us to preserve the Master Agreement and the ILWU-Thamster alliance which has added so much strength over the years to our bargaining position."

**Health and Welfare:** All existing benefits are maintained for actives and retirees, with a liberalization of qualification requirements for life insurance for actives, durable appliance and hearing aid coverage for those enrolled at Kaiser, increased coverage under the Drug, Alcohol Recovery and Education Program (DARE), and other improvements.

A new Health and Welfare Trust fund will be established to help pay for continued health and welfare coverage for retirees, insulating the health and welfare program against the impact of increased medical care costs, and the decline in the number of participating companies. The fund will be based on funds diverted from the IEDA Pension Trust.

**SECURITY**

"It's a tribute to the security of our pension plan that we can fund this trust without out in any way compromising its ability to provide for our retirees, now or in the future," Lannon said.

**Pensions:** Current pensioners will receive three separate "thirteenth checks" on December 1 of each year. Pension benefits for new retirees will increase from the current $20 per month to $25 for service after May 31, 1988.

Addenda negotiations, coordinated by Local 6 Secretary-Treasurer Leon Harris were particularly difficult, and were not completed at the time of the vote. Conducting these negotiations were Business Agents, Larry Morrison, Jim Ryder, Victor Panamijian, Joe Lindsay, Mort Newman, David Schernorzhorn, Robert Moreno and Local 17 Secretary-Treasurer Jack Wyatt.

Northern California Regional Director LeRoy King also assisted:

Members of the Local 6 and file advisory committee were: Nick Jones, Stockton (chairman); George Booth, Fred Pecker and Elma Smith, West Bay; Kathy Silva, North Bay; Tina Cabralos, Lala Hall and Raul Mata (secretary), East Bay; and Richard Baugh, South Bay.

As this issue of The Dispatcher goes to press, warehouse locals are beginning negotiations with June 1 independent houses in Sacramento and in the Bay Area, along with negotiations covering dried fruit packing plants in the San Joaquin Valley.
Solid warehouse agreement

By JIM HERMAN
ILWU International President

The new three year contract in the Northern California warehouse and distribution industry is a great achievement under some very difficult circumstances. It's a monument to the unity and hard work of the membership and officers—to all the Saturday mornings spent hashing over contract proposals and developing strategy, to all the time put in by the rank and file advisory committee, to the hard bargaining skills of the negotiating committee.

The agreement is also another demonstration of what labor organizations can accomplish when they hang together. For nearly 30 years the ILWU-Teamster alliance in the Northern California warehouse industry has negotiated agreements providing a steadily advancing standard of living for the members of both unions and their families. The new agreement maintains and improves upon that track record.

It's one thing to negotiate impressive wage and benefit increases when times are good, or where we've got a lock on a particular industry. But it's something else entirely to bargain in industries devastated by takeovers, layoffs, plant closures and relocations, and with employers who are aggressively seeking to roll back union gains.

MAINTAINING MASTER CONTRACT

That was the situation faced by our members in Northern California as bargaining approached this spring. With free-wheeling, union-busting consultants waiting in the wings, there was a real concern about our ability to preserve the integrity of the master contract. There was concern over our ability to avoid two-tier or other unacceptable concessions. Rapidly increasing medical and hospital costs threatened our negotiated health and welfare programs.

But the ILWU warehouse locals in the San Francisco Bay Area and in Sacramento have always performed extraordinarily well in chronically difficult circumstances. Over the long haul they have consistently improved and protected the standard of living and working conditions of the members and their families. It's hard to imagine a more powerful example of the value of a strong, democratic union than in this industry.

The new agreement, negotiated by the ILWU-IBT Northern California Warehouse Council—addresses the needs of the members for increased take home pay, insulation against inflation, and protection and improvement of fringe benefits. Negotiation of sufficient funds to maintain health and welfare benefits for active and retired members was a tremendous accomplishment. Pension plan improvements for current and future retirees continue to make it possible for warehouse workers to look forward to a secure and dignified retirement.

While the lump sum bonus in the second year is obviously not our preferred approach, it is distributed in an equitable and democratic manner. And agreement on a new hire progression for employees hired after June 1, 1988—similar to what was negotiated in longshore last year—turned aside a serious employer attempt to impose a two-tier wage pattern, and allowed us to preserve the master contract.

OTHER TOUGH BARGAINING

Most important, in a time of increased use of part-timers and casuals, the negotiating committee succeeded in extending existing benefits to a larger number of those workers, by winning pension plan participation for casual workers for the first time, and providing that overtime hours will count toward qualification for health and welfare and pension plan participation.

The Northern California warehouse agreement remains a standard setter. Now Local 6 and Local 17 will move to wrap up agreements in the independent houses, in the very troubled dried fruit industry, in paper and other important houses—there will be hard going in several of these negotiations. There is still real concern on some of the addenda items in specific master contract houses. At the same time, Local 26, our warehouse local in Southern California, is in the middle of tough bargaining in the wholesale drug industry and other industries.

In other words, members of our warehouse division are hardly out of the woods. They will need, and receive, the complete support of the entire International union.
Log jurisdiction

Pilot program trials out in two ports

COOS BAY—As this issue of The Dispatcher goes to press, ILWU northwest locals are completing a round of experimental "pilot programs" geared to protecting ILWU log jurisdiction.

A threat has been posed by the ITT-Rayonier Co. which apparently intends to offload logs at Coos Bay, perhaps as early as this fall. Although the local log buyers, which is the bottom line, without any sacrifice in manning, and by members of Local 12 in Coos Bay and by members of Local 24 in Aberdeen, are not admitting any threat, they are planning for a fight if necessary.

Workshop discussion focused on concrete ways to reach members who are suffering from drug and alcohol dependency.

ILWU Local 46 officials display one of the three safety awards they helped Del Monte Tropical Fruit Company receive from the Pacific Maritime Association. From left, safety committee members Jess Lara, president Rudy Mendez, secretary-treasurer Jess Herrera, and Steve Ortiz, safety and labor relations committee member and leadorman for Del Monte.

Local 46 safety efforts praised

PORT HUENEME, CA.—Del Monte Tropical Fruit received three safety awards from the Pacific Maritime Association (PMA) last month commending Del Monte's safety record in Port Hueneme.

"These awards are a tribute to our employees and their efforts to make the Port Hueneme operation as safe as it can be," said Taylor. "These awards would not have been possible without the joint efforts of the members of Local 46 of the International Longshoremen's and Warehousemen's Union." PMA awarded Del Monte for having the safest operation of its size on the entire West Coast, reducing the frequency of injuries being number one in safety in its area.

BENGER BRUNSWIG

Local 26 members employed at Bergen Brunswig, a pharmaceutical and sundries distributor, ratified a one-year agreement calling for a 35 cent wage increase. The agreement requires the employer to maintain the existing medical and prescription plan with a 40 percent improvement in the dental schedule of paid benefits. Weekly uniforms will now be provided to the drivers. The Union was also influential in reducing onerous work rules and making them fairer.

The Bergen Brunswig contract was negotiated by Local 26 President Luisa Gratz, Business Agent Elicer Cepeda, Chief Steward Kirby Ross and committee member Steve Ortiz.

SAYBOLT

Union members at Saybolt, a petroleum testing laboratory, have a new three-year contract which, for the first time, offers prescription and dental benefits and a new non-hospitalization sick leave program in addition to other improvements. The new three-year agreement also paid sick leave days payable on the first day of illness and a new benefit of $25 per day for unused sick leave. For hospitalization due to specific illnesses, beneficiaries will earn paid sick leave up to sixty days.

Wages will be increased by 4 percent in the first year of the agreement and 3 percent in the second. The contract also provides company-provided health benefits.

Other improvements include: a new garbage recovery plan; a C.O.D. plan for accounts in excess of $9,000; and a new plan for the equipment of work; a $250 increase in employee paid auto insurance, bringing the total for the year to $350 and it is required to operate their vehicles for work; and "voiding" of necessary services to employees, such as those for channel records after one year (previously there was no stipulation that it be voided). Local 26 Vice President Larry Jefferson was the union spokesman with Kirk Cardwell, Chief Steward of the Inspection department serving as committee member.
Turbulence hits union-busting airlines

By KATHY WILKES
Assistant Editor

After years of successfully intiminating his employees, installing his union-busting colleagues, and alienating air travelers, Frank Lorenzo, the Dart's Vadis of the skies, has now turned his attention to the laser sword.

His star enterprise, Texas Air Corporation—now the centerpiece of a complex of related, subsidiary, is over $5 billion in debt. It is not that the airline is losing money as fast as they are losing money, and he's under a sweeping government investigation. The board could cut out the right wing of the airlines.

How he got himself in this pickle is a lesson on everything that's wrong with airline management.

Back in 1983, Frank Lorenzo was sitting on top of the world. As chairman of Texas International, he was the proud owner of the once great, now infamous Continental Airlines. The acquisition became the best thing that had happened to the company, but the board chose to turn it over to an outside buyer instead—and found out.

The Board of Directors flew him. The unions also tried to arrange an employee buy-out of the company, but the board chose to lose the company, but the board chose to let another TAC subsidiary for $100 million; Eastern now pays that subsidiary about $130 million a year for a use of a system it once owned. The purchase was not in cash but a 25-year note bearing 5.5% interest. A year later, Eastern, desperate for cash, had to go so outside to secure a $50 million loan at the astronomical rate of 7.25%.

In other curious transactions, Eastern paid Continental a $22.5 million fee for less than a year's use of a profit-

All in all, the airline's labor contracts. He slashed his way through losses, and by the time he was ready to sell, the airline was a mess.

The takeover was sudden, ruthless and well-orchestrated. Company heads were reeling at the prospect of rolling down the corporate structures. Continental chairman Bob Sin blazed his brains out in his office, shattering the dreams of the airline world.

Then Lorenzo went after the unions.

CONTINENTAL BANKRUPTCY

Turbulence hit Continental under Chapter 11 bankruptcy protection. Lorenzo terminated the labor agreements of the airlines' labor contracts. He slashed wages by half, and cut benefits. The unions, representing pilots, flight attendants, and mechanics, were forced to strike, essentially shutting down the airline. But it didn't take long before Continental got its planes back in the air.

Scabs and management personnel were trained to replace strikers. The unions members crossed picket lines. And, although the upheaval scared away the public for awhile, they flocked back to take advantage of the bargain basement fares. Lorenzo aimed to sell the airline to an entire customer. Within a matter of months, the airline was selling almost all of its previous flights with full and near full capacities at the cheapest rates in the business.

Because of its operating company, Texas Air Corporation (TAC), a nonunion carrier, was able to keep the property of the industry for other targets. Analysts marveled at him, competitors feared him, executives envied him, and everyone approved of him. The name Frank Lorenzo became a household word, and his work was praised by ex-patriots more often than not.

In terms of legal and procedural matters, Continental, Lorenzo made his first move on Eastern, another industry dinosaur which had been on the brink of financial catastrophe since the mid-70s.

Under chairman and former astronaut, Frank Borman, Eastern succeeded in 1983 in extracting significant but short-term savings from the company's books, seats underpriced sale of Eastern's most profitable corridor, the Boston-New York-Washington corridor, to a newly created, non-union subsidiary. The maneuver was so bungled that Continental lost millions more from passenger defections, grounded aircraft and safety penalties.

AXES TO GRIND

By the time TAC's financials hit the Top 40 on Capitol Hill, there were plenty of people with axes to grind against TAC's general and Frank Lorenzo in particular. The Department of Transportation (DOT) was being inundated with complaints from passengers ranging from safety to time performance to infitute service to cancellations (the department's latest state on US airlines ranked Eastern last on time performance, with Continental at the top of the list for passenger complaints). The Federal Aviation Administration (FAA), DOT's ad-hoc subsidiary, had lost millions of dollars in fines against Continental and Eastern for safety and maintenance violations. Other travelers were also convinced of the "unfair" competition caused by cut-rate fares at TAC subsidiaries. And members of congress and their constituents were experiencing their own problems with TAC's airlines.

For the first time since the dawn of deregulation, poor service and pilot labor fell on receptive ears.

Sen. Alan Cranston (D-Calif.), head of the Public Works and Transportation Committee, introduced a house resolution calling for a federal probe of the management of TAC and Eastern to determine if a company and corporate financial maneuvering were jeopardizing the public safety and quality of service. Senator Frank Lautenberg introduced a similar resolution.

Also on the heels of congress, DOT secretary James Burnsley announced that the agency was launching a major investigation into TAC's "overall fitness" to operate and whether the corporation's financial problems and internal transactions were causing safety and service to be compromised with the public welfare. Frank Lorenzo will be involved in 25 to 30 agency lawyers, economists, and auditors, is unprecedented in the history of the airline industry.

But what should be observed is FAA safety inspection of both Eastern and Continental aircraft after finding some $1 million worth of safety violations at Continental from 1987, with $10 million in penalties for safety violations led against TAC subsidiaries last year, enough red flags apparently popped up warranting concern.

After six hours, however, FAA inspectors determined that both Eastern and Continental were being operated safely, but that the safety between TAC and Continental at sometimes prevents the airline from coming to terms with the Federal Aviation Administration (FAA). Administrator Allan Mckert said the agency will keep close tabs on the airlines involved.

SUBVERSIVES BLAMED

When confronted about the investigation, Mr. Lorenzo insisted that the safety standards of Eastern and Continental were the same and that "there's nothing wrong with a little competition" in the industry. Lorenzo alleged that Continental's financial impropriety, Lorenzo claimed that the government probes are the result of "negative attention" on union leaders he considers "fifth columns," or subversive elements, who are spreading false accusations about his airlines.

Going on the offensive, Lorenzo has filed a $1.5 billion lawsuit against the unions and threatened union members with discharge and legal action if their wages are reduced.

"Crews alleged that they had been forced to fly without completing pre-flight checks; they also claimed they were threatened with termination for refusing to take off when there were problems."

However, it turns out that there was a profit motive behind Lorenzo's actions.

First, it didn't stop there. Several prime Eastern routes were dropped, services cut, employees laid off. Continental later picked up those same routes, servicing them with its non-union personnel. Lorenzo then tried to manipulate an underpriced sale of Eastern's most profitable corridor, the Boston-New York-Washington shuttle, to a newly created, non-union subsidiary.

Although the pressure was enormous, the unions proved amazingly resistant. Successfully blocking the shuttle sale in court, they turned up the heat several more degrees by bitting congress and the media with data on major operational problems and an exhaustive—and damning—financial study.

Plots and mechanics recited a litany of safety hazards arising from shoddy management—too much paperwork, cutbacks on safety in the air, on the ground and in the fuel, operative service dirty in run and, in some cases, cockroaches in the food. Some employees said they even had to go to an outside computer center in Houston to get the training they were promised that had said the "quick profit" for more employee sacrifices was Frank Borman's head. TAC's "quick profit" for more employee sacrifices was Frank Lorenzo's head.

The financial study commissioned by ALPA charged that the company had made a profit last year of TAC had not transferred some of the airline's assets to Eastern's "fifth columns." The report concluded that the profitable segments of Eastern, once uncontrolled with the "war" between labor and management...
1. Effective June 1, 1988: all hourly rates increased by 30 cents per hour.
2. Effective December 1, 1989, the maximum lump-sum bonus of 80 for all hours worked or paid for between June 1, 1988, and May 31, 1989, will be limited to 500.
3. Standard hour rate for Health and Welfare coverage will be $10.50 per hour.
4. For the first time since the company’s US auto industry
5. Workers employed by Chrysler Corp, last time hours worked within 12 months, they
6. will earn $10.50 per hour.
7. After the next 1040 hour straight time hours worked (measured from the date of age 55; they will earn $11.20 per hour.
8. All hours worked during the calendar year (now $5,000) to keep pace with cost
9. and having been covered a minimum of 80 or more in covered houses in a calendar month will earn pension credit.
10. After the next 1040 hour straight time hours worked (measured from the date of age 65; they will earn $11.20 per hour.
11. Pension credits to be earned from age 65; they will earn $11.20 per hour.
12. Casual employees who worked 520
13. Effective June 1, 1988: all hourly
14. Effective November 1, 1988: (Kaiser) b. Effective November 1, 1988: (Insured
15. Effective June 1, 1988. - The Joint and
16. Effective June 1, 1988. - The Joint and
17. Basic Pension Benefits: a. Employer contribution increased to maintain all benefits.
18. Sick Leave: After first year if an employee has
19. Overtime: Each overtime hour worked will be coun-
20. Job Security: 1. The parties reaffirm their commit-
21. Miscellaneous: 3. The IE&DA will not object if an
22. Auto workers regain pattern agreement with Chrysler
23. northern California Warehouse Contract
24. 1989 and 1990, the estimated COLA pay-
25. The employer will not object to other salaried employees who
26. DISIDAT(HEII!
Only woman on '34 strike committee

Elaine Black Yoneda, devoted activist for labor, peace, civil rights

SAN FRANCISCO— Elaine Black Yoneda, died on May 26 in her home here at the age of 81. A veteran labor, civil rights and peace activist, she was president of ILWU Local 10 and an active member of the Federation of Retired Workers.

"Elaine was a truly unique individual," said International President Jim Herman. "She had an amazing record of service and commitment to the ILWU and to the cause of social justice for all. She was a warm, humorous and caring person. She will be deeply missed by all of us.

LABOR DEFENSE

Born in New York on September 4, 1906, the daughter of Japanese immigrants, Elaine became active in radical politics in her teens. She became Southern California secretary of the International Union of Pure and Applied Scientists, being the first employed legal aid to labor organizations and political prisoners.

In that capacity that she met her husband-to-be, Karl Yoneda, when he bailed her out of jail after an employment demonstration.

Scholarship available for Local 10 kids

SAN FRANCISCO—Trustees of the Victor Smolin Scholarship Fund have approved to accept applications for scholarships for the academic year 1988-1989. Scholarships will be awarded to children of Local 10 members to further their education at four-year colleges.

The application is open to children of Local 10 members, a son or daughter of a retired member of Local 10 and a friend of Victor Smolin; and Lincoln Fairley, retired ILWU Research Director. Fairley endowed the ILWU fund administrator.

Local 10 members with a son or daughter who is planning to enter college are encouraged to apply now to establish a Local 10 scholarship.

In 1988-89, the ILWU Race Relations Committee plans to establish a scholarship for students of color.

The application deadline is May 31 for Fall 1988.

For more information, call Fairley in the West Region office at 213-345-3456.

Eddie Mondor dies in dock mishap

WILMINGTON— Eddie Mondor, a member of Local 94, died May 25 as a result of an accident at work.

He was 56 years old. Mondor is survived by his wife, two sons, two daughters, and his father.

He started working on the Los Angeles waterfront in the early '50s. He was initiated into Local 94 in 1967. Over the years, he served as Business Agent for Local 13, and as Local 94 Vice-President and executive board member.

"It's always tragic when one of our members gets cut down in his prime like this," said International Vice-President Rudy Rubio. "Eddie was a solid union man, a good longshoreman and a fine person. He made real contributions, and all of us will miss him very deeply.

Mondor was working in the hatch of a ship that had finished discharging all the Los Angeles cargo, helping redistribute the remaining cargo of bundled pipe. A load was being repositioned against the side of the vessel, using only one of two hooks on the bridge.

He was standing on the cargo about 10-15 feet above the deck... The free hook hit him, knocking him to the deck, or he tried to grab the hook, lost his balance and fell. He landed on his head, and died instantly.

WATCHEM'S STEWARD — Weidn E. Emerson, at left, receives letter of appreciation from Local 28 President Eddie Mondor, of Portland, for his work in "upgrading the inter- national union operations of your group, and for your excellent job in maintaining the peace upon the rapport between the union and the carriers, without compromising either principle of cred- ibility of ILWU Local 28."
Local 26 holds safety workshop

LOS ANGELES—Members of warehouse Local 26 learned how to better protect themselves against the perils of the workplace during a workshop conducted by International Health and Safety Director Russ Bargmann. The workshop, which was held in April in the Local 26 Hall, was one in a series of classes designed to enhance steward skills.

"The workshop was highly informative," said Local 26 president Luisa Gratz. "The stewards got the factual and procedural information they'll need to guide their activities and influence the conditions under which they work."

After an introduction and overview, a variety of health and safety issues were covered, including workers' rights under OSHA and other laws, access to employee medical and exposure records, hazard communication (right to know), and collective bargaining approaches to health and safety.

"The people were extremely receptive," said Bargmann. "They asked good questions. They want to be involved. They want to learn." He said the workshop was designed to help the stewards get the factual and procedural information they will need to guide their activities and influence the conditions under which they work. The workshops are being held in cooperation with the local council, the Washington State Council of Trade Unions, and the Federal Occupational Safety and Health Administration.

"We're trying to build a new generation of stewards who can do better than the old generation," Bargmann said. "They're not going to go into labor-management battles. They're going to try to work with management to prevent problems before they happen." The stewards will be able to use the information they've learned to bring complaints to management and to prevent problems before they happen.

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Canadians fear loss of jobs, autonomy
economy, culture and way of life.

efforts of the Canadian government to sup-
jobs" to be a myth.

"jobs, jobs and more jobs."

golden door to the world's most profitable
companies was attributable to
in everything from agriculture to "intellec-
curtainment of production in Canada in
create a "level playing field" for business
Reagan, the accord calls for the eventual
ada's future.

statistics Canada proves the promise of "more

federalism isn't the only threat to Canadian workers.

UNION - BUSTING IMPORTS

VANCOUVER, BC — Despite the best
effects of the Canadian government to sup-
renounced, the controversy over the Canada-
Union (CLC) share ILWU's concerns.

BACKLASH

CLC president Shirley Carr called the FTA a "national disaster." CLC public relations director Derik Hodgson said that the Canadian right wing, eyewalling the best-
/labour unions have taken in the States,

The CLC, along with the British Colum-
Labour and employer-based councils throughout Canada, has
launched a massive campaign against the
rine of the ILWU with the passage of Resolution

The SIST STATE

Many opponents fear that abolishing
restrictions on US investment and opening
the doors to US imports will lead to the
virtual Americanization of Canada.

Environmentalists are also worried.

Under the terms of the agreement, Can-
ada's energy resources, (oil, gas, coal, etc.)
are declared "continental resources" which
means that Canada can neither prohibit their export nor conserve them to meet
future Canadian needs. The deal also gives
the US free access to Canada's fresh water.

GOVERNMENT STRATEGY

One of the more surprising aspects of

Washington Report

Pressure needed on minimum wage

By MIKE LEWIS

Washington Report

In 1977, when Congress was last consid-
ehing a hike in the minimum wage, the US
Chamber of Commerce lobbied that 391,000
teen-agers were in danger of losing their
jobs. Congress enacted the hike anyway—

That's the 50 -year battle over the mini-
wage in a nutshell. Before Congress
approved each of the 14 increases we've
had to abandon an index provision that
would have made future increases, tied to
the national average wage, automatic.

A minimum wage hike is long overdue —

In 1977, when Congress was last consid-
ehing a hike in the minimum wage, the US
Chamber of Commerce lobbied that 391,000
teen-agers were in danger of losing their
jobs. Congress enacted the hike anyway—

At least 7,000,000 workers are now paid at
or below the minimum wage. More than
half of them are 25 or older, and one third of
them are families. Many of them depend on
other workers' tax dollars, in the

They've cranked up a blitz of cards, letters,
and economic nationalists.

There are many of them gaining wide -spread support in their communities. They "see" the US as the "coalition to keep
American jobs and services."

They're being backed by the "coalition to keep
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As the opposition grew increasingly vocal, however, supporters learned toward a

The Officers' Report submitted to the
ILRU Canadian Area convention

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