Dock unions in Europe meet

LONDON — Representatives of European dockworkers' unions will meet leaders of striking dockers in the United Kingdom this month to discuss the possibility of support for the national dock strike that began last week, a spokesman for the UK Transport and General Workers Union said.

Delegates from Dutch, West German and Belgian unions will be present at the meeting, the TGWU spokesman said. But he declined to comment on what form the support would take.

Shipping lines aim to defeat the strike by rerouting vessels to European ports and then transferring containers to smaller vessels that unload at non-striking UK ports. The meeting has been called to counter such action.

The TGWU spokesman said Dutch dockworker unions have already indicated they "intend to make it difficult to reship cargoes from Rotterdam to UK ports."

However, any action by European dockworkers would have to be taken within the framework of their own employment laws, he added.

The strike was called by the TGWU at 60 ports where the government has ended the National Dock Labour Scheme, a job protection plan that guaranteed 9,400 workers jobs for life.

Port employers rejected union demands to negotiate a new national agreement covering the ports and said all pay and other bargaining would be conducted locally in the future.

In-house committee made the difference

Local 142 organizers score at Holiday Inn

HONOLULU — It started with a phone call three years ago when Waikiki Holiday Inn workers called the ILWU for help. It ended with a victory for the workers when they cast a decisive vote in an NLRB election for representation by ILWU Local 142.

When the balloting closed and the votes were counted Wednesday evening, May 31, Local 142 came out on top with 139 votes. The hotel owners, Otaka, Inc. gathered 107 votes and six votes were cast for Hotel and Restaurant Local 5.

A strong core inside the hotel made the difference. "This group really wanted the ILWU; they worked hard, and they didn't give up, even after two defeats," said Regional Director Thomas Trask. "I take my hat off to them. They stuck it through these years. We lost only one organizer and that was because of a promotion."

TRY, TRY AND TRY AGAIN

This was the third election at the Waikiki Holiday Inn. The ILWU lost two previous efforts in 1987 and 1988, but in both cases the federal Labor Board ordered new elections because of unfair labor practices by the company.

This time the inside network and ILWU organizing staff from Oahu and Maui campaigned hard. Meetings were held every Sunday afternoon. Hundreds of house calls were made.

Phone banks were set up at the ILWU's Atkinson Drive headquarters on the Monday and Tuesday before the election.

"Hello, I work at the Holiday Inn. I'm voting for the ILWU and I want to remind you to vote this Wednesday." This message was repeated a hundred times over the two evenings the phone bank was in operation.

On the day of the election, WWII members, business agents, and organizers provided rides for voters from Waianae, Mililani, Waipahu, and Kalihi to the hotel.

GROWING ILWU FAMILY

The newest addition to the ILWU family now boosts the tourism grouping to 11,300 members. Previous to this win, the ILWU represented only one other hotel on Oahu, the Airport Holiday Inn.

Trask said Local 142 will now work together with the Otaka management to "get the best possible contract that we can get for the people. Our big job now is to pull all the members together, no matter how they voted, so we can have a solid front."
Help the Pittston strikers

By JIM HERMAN, ILWU International President

As this is written, some 2,000 members of the United Mine Workers in Virginia, West Virginia and Kentucky are well into the fourth month of their strike against the Pittston Coal Co. These coal miners need and deserve every measure of support we can deliver. Their strike is a test of whether one renegade employer, out of the greed, can plunge the entire Appalachian region back into the dark ages of more than 50 years ago, when basic operators held absolute power over the lives of their employees. The Pittston strikers carry with them the hopes of literally hundreds of communities where only the strength of their union can make the difference between peonage and a decent life.

Pittston Coal is just one more company—not unlike Eastern Airlines—which has embarked on an ambitious “restructuring” program with no regard for the fate of those workers who made it a success in the first place.

For many years Pittston was part of a multi-employer bargaining relationship with the UMW in which—in exchange for high productivity and stable labor relations—had provided decent wages, price hikes, work security, collective bargaining and legislative action had produced at least some protection from the mine disasters which have made this industry the world's worst. The future of many communities—their schools, their small businesses, their churches—was built around this understanding and sense of shared responsibility.

But in 1984 Pittston acquired a new management team and a company philosophy which embodied all the negative values of Reagan-era corporation selfishness, greed, short-sightedness and irresponsibility.

Through a series of paper transactions, the company created a complex web of more than 30 coal mining subsidiaries, holding companies and land companies designed to peel off the coal reserves mined by UMW members and move it to non-union mining divisions.

Finally, in 1987, Pittston announced that it would no longer be party to the contract negotiated by the UMW and the Bituminous Coal Operators Association. For 17 months, the UMW sought to negotiate a separate agreement based on the trust fund model. The company rejected union proposals—accepted by the rest of the industry—which would have cut labor costs in exchange for improved worker benefits. Instead, Pittston simply let its threats and demands—to eliminate or sharply cut health care benefits and pensions, to destroy the concept of the eight-hour day, and to permit a tremendous increase in the mine scale—stand.

The Pittston strikers carry with them the hopes of hundreds of communities where only the strength of their union has made the difference between peonage and a decent life.

The Pittston story is part of the larger story of the path of classic old-time coalfield warfare. As of early June, the strikers are sitting down to block roads to the mines. Strikers have been beaten, forcibly turned back by the roadside while handcuffed, and threatened with lawsuits. Some of them have been sent to jail. The union is faced with crippling fines as a result of injunctions issued by state and federal courts.

The future of the United Mine Workers, one of the great coal mining unions of the American labor movement, is at stake here. ILWU members have always responded generously to the needs of their workers who are under attack. Longshore division locals alone have donated $20,000 to the Eastern strikers, and more help is on its way. We can do no less for those at Pittston. Please mail whatever contribution you can, earmarked for the Pittston strike, to the International office, and we will gratefully and immediately pass it on to the United Mine Workers.

Bay area gets tough on oil spills

SAN FRANCISCO—On June 15, members of the Bay Conservation and Development Commission (BCDC) heard staff recommendations to reduce the likelihood of an oil spill disaster in the San Francisco Bay.

The recommendations were formulated by the BCDC staff at the request of commission members. The commission has been holding ongoing meetings following the Exxon oil spill in Alaska's Prince William Sound.

“We wanted to know the chances of that happening here and the status of cleanup activities,” BCDC executive director Allen Pendleton told The Dispatcher.

“We had people from the Coastal Commission, experts on tankers and oil cleanup, the Coast Guard, and representatives from the state's Department of Fish and Game. One of the witnesses had just come from Alaska and reported on the efforts there. “As a result, several commission members felt we should beef up our abilities to provide information and be in a position to clean up oil rapidly if it happens.

Staff recommendations included guidelines on containing resources, tug boats for tankers, surprise oil spill drills, and mandatory usage of the Coast Guard's radar system which pinpoints the exact location of every vessel in the San Francisco Bay.

“Right now, use of the system is voluntary. As crowded as our bay is, everyone should be using it,” Pendleton said.

The problem, he explained, is that there is no “safety margin. Others say it has little effectiveness as a result of injunctions issues by state and federal courts. “The question of a spill is of enormous importance to us,” said BCDC commissioner Dave Jenkins, an ILWU longshore Local 10 retiree. “A major area of concern is making衅n tanks on a ship.”

Over 1000 tankers a year pass through the Golden Gate to Bay area ports, Jenkins noted. “Many of them park right in the middle of the bay, so barges and lighters have to come out to transfer the oil. That alone doubles the possibility of spills.”

Reduced manning on tankers makes it even worse.

“As any time, there are a dozen dozen tankers here. Some of them are taken care of by the natural rhythm of the bay. But an accident the proportion of the one in Alaska would be an environmental and economic disaster.” Shipping would come to standstill.

The BCDC staff recommendations don’t go as far as a proposal made by a California state senator last year. The time they were formulated, “not enough information was available,” Pendleton said. “The proposals, if made, will fall short of what the ILWU and the Inlandboatmen's Union (IBU), the marine division of the ILWU, have in mind.”

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The battle at Bill's Trucking

Drivers win new Local 26 contract

LOS ANGELES—Now you see 'em. Now you don't. That's how it was for drivers at Bill's Trucking.

"We had them under our jurisdiction for a long time," said ILWU warehouse Local 26 President Mike Diller, "but last year they were gone again since the company changed hands.

Bill's Trucking is the offspring of Hugo Neu-Profer, a company which, for decades, has been a leader in the multi-employer sector. The company, which in the past had been under a multi-employer collective agreement with Local 26, had recently signed a new agreement with the ILWU.

About 13 or 14 years ago, the Local had problems keeping the company supplied with drivers on a regular basis due to a strike. But no dispatch hall, Hugo begat Bill, and Bill got drivers elsewhere.

DEJA VU

"About a year ago, some of the workers came to us and asked to be represented," said Garcia, who said he asked for recognition with the National Labor Relations Board and notified the company of the ILWU's interest in organizing the members who had been working for Hugo.

They ruled that the unit was under ILWU jurisdiction, but they scheduled an election anyway because the work had been subcontracted for a lengthy duration. The election, held last December, was no surprise: drivers voted overwhelmingly for Local 26 representation.

NEXT STEP

The next step was a new contract. Wages over the course of the agreement increase $1.75 an hour, with $1 this year, 50 cents over the course of the agreement increase next year, and 25 cents in year three. Lead was increased to $2 an hour. "We were backed for real trouble," said Diller. "But the people hang together real well.

A solid negotiating committee and a large degree of patience on the part of the union led to a new agreement that met the needs of everyone involved," said Gratz.

The company also agreed to full maintenance of health and welfare benefits whether the drivers are called in to work or not.

WILFRONT—After several weeks of difficult bargaining, the 143 members of ILWU Local 26-A represented at the US Borax shipping and packaging facility on the LA waterfront have ratified a new three-year agreement providing interesting wage increases and other benefits.

The vote was 105-18 in favor of the new contract.

Things were moving very slowly," according to Local 26-A President Mike Diller. "There were absolutely unacceptable employer demands on the table for employee and retiree contributions to health and welfare plans. They wanted takeaways on sick leave, and they were dead set against any pension increases for active members."

"We were backed for real trouble," said Diller. "But the people hang together real well."

A solid negotiating committee and a large degree of patience on the part of the union led to a new agreement that met the needs of everyone involved," said Gratz. The agreement was negotiated by Local 26-A President Mike Diller, Senior Vice President Matt Berkelhammer, Anthony Navarrete and Frank Reinauer, with Local 26 Vice President Jose Miranda, chief steward.

The agreement provides wage increases of 55 cents per hour raise in the first year, 45 cents next year, and 40 cents in the third year. An additional 3.5 cents goes into the pension fund each year. The monthly contribution on the new pension increases which will provide an average one-time benefit of nearly $1,300 per employee. A 4.25% across-the-board increase will go into the pension fund each year. The agreement includes a 4.5% lump sum signing bonus which will provide an average one-time benefit of nearly $1,300 per employee. A 4.25% across-the-board increase will go into the pension fund each year.

Gratz headed up negotiations with the company, along with chief steward Bobby McKnight. Complicated by a corporate takeover, the agreement provides for significant improvements in health and welfare, Local 20-A also succeeded in getting the company to move off an effort to reduce sick leave.

The agreement was negotiated by Diller, Sisto Duran, Gary Stephens, Teresa Sanchez, and Frank Reinauer, with Local 26 Vice President Jose Miranda, chief steward.

Health and Welfare

"The wage increases of course were critical, but saving the health and welfare program was perhaps the most important thing we did," said Diller. "Their demand for employee and retiree contributions didn't come off the table until the very last moment."

The agreement includes a new optional plan for health and welfare coverage that will cost employees $2 an hour. The plan provides for hospitalization, prescription drugs, and vision care for employees, but the employees will contribute to the cost of their coverage.

"The wage increases of course were critical, but saving the health and welfare program was perhaps the most important thing we did," said Diller.

A shift premium increase of 10 cents per hour on guaranteed, 5 cents on swing, an increase that retirees who elect to reduce their pension benefit in order to allow a deferred retirement can get a 50% benefit upon their death, will get the full increase. They should have their spouse pre众筹 their benefit.

Aside from defeating takeaways on health and welfare, Local 26-A also succeeded in getting the company to move off an effort to reduce sick leave.

The union continued its negotiations to establish a "flexible workweek" to replace the current "double plant" system. "We have a procedure now where an employer can have a specific adjustment for a specific purpose in the union," said Schwalb. "We'll take it in the members in the next contract negotiations and let them decide. They're the ones who have to live with it." That system remains in effect.

The board sustained the union's contention that the work had been subcontracted for a lengthy duration. The election, held last December, was no surprise: drivers voted overwhelmingly for Local 26 representation.

The agreement was negotiated by Local 63 office/clerical BA Schwab, with a committee consisting of Stu Cahn (APL/Eagle Marine), Gary Marquez, Matt Berkelhammer, Anthony Navarrete and Frank Reinauer, with Local 26 Vice President Jose Miranda, chief steward.

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Pressure from US unions set him free

Labor leader kidnapped and tortured by US-backed “death squads” in El Salvador

SAN FRANCISCO — The ILWU recently joined with a score of other US unions to secure the safety of Salvador labor leader Jose Mazariego, who had been kidnapped and tortured on two separate occa-

sions — first by a “death squad” that seized him, then by the government's Treasury police.

"Without that kind of support, I would like to think that they might have killed him, like they did with others," said Mazariego, who met with US congressional officials at the US Capitol on July 5. "The support you have extended is absolutely vital if our unions are to survive."

Mazariego, a member of the executive committee of the ILWU’s labor union federation, as well as an academic and activist in El Salvador, was freed several days later thanks to a protest letter from the ILWU. The letter was signed by over 200 US and Canadian union officials and made it clear that the US unions were monitoring the Mazariego case closely. The letter was delivered to the US State Department, as well as to the US Embassy in San Salvador.

Mazariego was released. But when he arrived at the airport, the US embassy there had him in custody.

When the US State Department was notified, the State Department was put on notice that the US unions were monitoring the Mazariego case closely. The letter was delivered to the US State Department, as well as to the US Embassy in San Salvador.

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CROCKETT, Ca. — Saturday, June 24, 1989

By Jeff Link

CROCKETT, California. The company's C&H warehouse unit Local 6 was called to order 9:25 a.m., meeting adjourned.

Six business agent Larry Morrison. "But this time, we put out the word in advance; with everything that's been going on, it was crucial—and, more importantly, why. To keep the membership informed was called to order; 9:25 a.m., meeting time, we wanted to include people there just knew what was happening—and more importantly, why.

"Normally, we wait to distribute information after the ratification meeting," said ILWU Local 6 business agent Larry Morrison. "But this time, we put out the word in advance; with everything that's been going on, it was crucial—and, more importantly, why.

"The problem was not so much the bonus itself but who would get it.

"The company wanted to exclude the refinery workers who were going to do the same work, but we had already negotiated severance and early retirement program and increased opportunities for advancement to higher-paid classifications.

COMMON DENOMINATOR

"We're going into a new era," she said. "Going from AS/RS into a new era, the management committee did a great job of addressing the diverse needs of the unit. They helped the pensioners, the people getting laid off and the current workforce. "

The trick now, said warehouse checker Gloria Topete, will be to keep coming up with good futures in the contract.

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NO CONCESSIONS

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**Our lives have been enriched...**

Linc Fairley, 86, was long-time ILWU research director.

**SACRAMENTO, CA. — Lincoln Fairley, who served as ILWU Research Director from 1946 to 1967, died at his home here Friday, July 7. He was 86 years old.**

"Lincoln was universally respected and admired as a master of his craft, a man of great talent and integrity," said International President Jim Herman. "He lived a rich full life, a man of his own principles. He put an aweful lot of himself into this union, and all of our lives have been enriched by what he did.

Born in 1903 in Brooklyn, New York, Fairley was raised in New England, attended Amherst College and received his Ph.D in economics from Harvard in 1931. After teaching labor relations and economics at Harvard, he went to work for the Massachusetts Institute of Technology and the Office of Economic Warfare and with the Senate Committee to Investigate War Mobilization.

After serving for a year as Washington Representative of the United Auto Workers, Fairley came to San Francisco in 1946 to organize the research department of the ILWU and served as its director until his retirement in 1967.

**WORK ON VIA**

Over the years, he provided important support for longshore, warehouse and sugar industry bargaining, represented many ILWU arbitration proceedings, testified before congressional committees on the union's behalf, and analyzed national and worldwide economic developments for the ILWU's point of view. Along with the late Anne Rand, he was instrumental in developing the ILWU's library as one of the foremost labor archives in the country.

Fairley played a critical role in the development of the ILWU's first systematic approach to the problems posed by waterfront mechanization, John waging in the 1960s. His 1979 book, "Facing Mechanization: The West Coast Longshore Front," has become recognized widely as the definitive study of that process.

**LUC ASGE ALES—George Shibly, the labor lawyer defending rights of workers, minorities, poor**

Shibly, who represented nearly every labor union in the Los Angeles and Long Beach harbor areas at one time another, won national prominence as a defender of twelve young Latinos in the racially tinged Sleepy Lagoon murder case in the early 40s.

He also served over a year in jail in the late-fifties, and suffered severe damage to his law practice, as a result of contempt and other trumped up charges stemming from his defense of Marine Sergeant John R. Bennett, a member of Local 13.

"George Shibly was a very special person. He was a giant in his field and we were privileged to have him on our side for so many years. He was enormously skillful, enormously committed and he had a tremendous ability to identify with the needs of people who needed his help," said ILWU International President Jim Herman.

Born in 1910, in New York, the son of Syrian immigrants, Shibly grew up in Long Beach. He graduated from Full Beach Poly High in 1929 and went on to attend Stanford University, graduating in 1931. He got his law degree, also from Stanford, in 1934, and was admitted to the California bar a year later, after recovery from a near fatal auto accident. He began representing ILWU Southern California longshore locals in 1937.

"George is absolutely irreplaceable," said President Herman. "On behalf of the entire ILWU, we extend our most heartfelt love and compassion and concern for the welfare of the union and the entire ILWU we extend our most heartfelt love and compassion and concern for the welfare of the union and the daughter of Peter and Linda Wold; the daughter of Roger and Nancy Coleman, says goodbye to Fife Senior High; Cesar Chavez; and the editor of the Everett Police Journal."

**Local 32 member runs for Everett Port Commission**

EVERETT — Local 32 member Don Hopkins announced last month that he will be a candidate for a six-year term on the Everett Port Commission. Hopkins, who has been living resident of Everett, is not a stranger to the port, having served as President and Assistant Business Agent of ILWU Local 32 for 11 years. He has also been a member of the Puget Sound Labor Federation and the Port of Everett Port Roundtable.

**PMA safety awards**

Local 4 wins top PMA safety awards

"In our effort to develop the port we must be careful that we don't make our gains at the expense of those who have made the Port the success it is today," said in his campaign announcement. "I feel it is imperative that we not get in touch with the people who utilize the port. Hopkins has been involved in community affairs much of his adult life, including 24 years in Little League Baseball and softball programs, and 12 years with the Everett Police. He is a graduate of the City of Everett Park Board and the National Recreation and Parks Association Board. Contributions may be sent to Don Hopkins for Port Commissioner #2, PO Box 123, Sumas, WA 98294.

**DON HOPKINS**

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ILWU Welfare plan eligibility verification

The 1987 Memorandum of Understanding between the ILWU and PMA provides that the Trustees will verify the eligibility of all dependents enrolled for coverage under the ILWU-PMA Welfare Plan, for the purpose of preventing abuse.

At the direction of the Trustees, the Benefits Plan office will conduct dependent eligibility verification in stages. Active members of Locals 18, 29 and 53 recently participated in a pilot study to launch this project. Over the next few months, both active and retired members of all locals will be asked to verify their current enrolled dependents. Each local will be notified in advance when dependent eligibility verification packets are scheduled to be mailed to its members.

During July, eligible members of Locals 4 and 23 will be receiving dependent eligibility verification packets. In May and June, packets were mailed to all eligible members of Locals 19, 24, 25, 27, 32, 47, 51, 98 and to retired members in the pilot study locals. The Plan office schedule for this project will be reported in future issues.

Mass CPR training class
SAN FRANCISCO—Save-A-Life Saturday is gathering support in the Bay Area as volunteers work diligently to promote it.

Scheduled for September 23, the event offers free CPR training classes at San Francisco's Candlestick Park; sessions begin at 8:30 a.m., 9:30 a.m. and 10:30 a.m. Save-A-Life Saturday is a joint effort of the American Red Cross and the Center for Pre-hospital Research & Training, which operates under the guidance of the University of California in San Francisco. Co-sponsors include the San Francisco Giants, KNBR Radio and the San Francisco Examiner.

Irv Kipnis, a warehouse Local 6 retiree and second vice president of the pension club, is one of many people soliciting support for the event.

For more information about Save-A-Life Saturday, call (415) 476-8502.

Watch out for Medigap fraud
WASHINGTON, DC—More than half of Medicare supplement insurance policies fail to meet a federal standard of paying 60 cents in benefits for every dollar collected in premiums, according to a government survey issued last week.

A General Accounting Office survey of 92 commercial insurance policies, using 1987 data, found that 54% of them failed to meet the 60-cent standard. Three years ago, the GAO reported that two-thirds of such policies failed to meet that voluntary federal standard.

The lack of progress was called "very disappointing" by Rep. James J. Florio (D-NJ), chairman of the House consumer protection subcommittee which held hearings on the medigap policies last month. Some policies pay less than 15 cents on the dollar which Rep. Florio said was "bordering on fraud."

About 22.5 million older Americans spent $13 billion annually on so-called medigap policies that are supposed to plug the gaps in Medicare coverage.

Consumer experts said one reason some insurers don't pay more benefits is that agents convince older Americans to buy two or more policies, even though only one will pay benefits if a claim is filed.

Irene Graham, 81, of Santa Rosa, California, told the committee that she and her husband spent $6,000 on six policies in 1987 and later learned that most of the coverage was unnecessary.

"The agents were waging a war with each other to sell policies, and none of them cared what was best for us," she said.

Important notice on ILWU Political Action Fund
Delegates to the 26th Biennial Convention of the ILWU, meeting in San Francisco, California, April 15-19, 1985, amended Article X of the International Constitution to read as follows:

"SECTION 2. The International shall establish a Political Action Fund which shall consist exclusively of voluntary contributions. The union will not favor or disadvantage any member because of the amount of his/her contribution or the decision not to contribute. In no case will a member be required to pay more than his/her proportionate share of the union's collective bargaining expenses. Reports on the status of the fund and the uses to which the voluntary contributions are put will be made to the International Executive Board."

"The voluntary contributions to the Political Action Fund shall be collected as follows:

1. 20¢ of each September's per capita payment to the local union, or
2. 20¢ of each September's per capita payment to the local union and 20¢ of each September's per capita payment to the International Union, or
3. 20¢ of each September's per capita payment to the local union, 20¢ of each September's per capita payment to the International Union, and 20¢ of each September's per capita payment to the Political Action Fund."

"In order to ensure that no portion of the contributions to the Political Action Fund is used for any purpose not related to the objectives of the Political Action Fund and that the voluntary contributions are used for the primary purpose of educating and organizing the membership, contributions will be solicited only from persons who express a desire to contribute and who have made a contribution of at least $1.20 to the Political Action Fund."

"Those persons who wish to contribute more than $1.20 may do so by sending a check in the desired amount, made out to the ILWU Political Action Fund, directly to the International Union.

"NOTE: CONTRIBUTIONS ARE NOT DEDUCTIBLE AS CHARITABLE CONTRIBUTIONS."
The delegates were called to order by the convention's Speaker of the House, President Juan Martinez of Local 13. A total of 600 delegates from across the United States attended the convention, which took place at the New Orleans Hilton. The delegates heard speeches from a variety of experts, including labor leaders, politicians, and activists, who spoke on a wide range of topics, including labor rights, civil rights, and environmental issues.

One of the highlights of the convention was a panel discussion on the Exxon oil spill in Alaska. The spill caused widespread outrage and led to calls for stricter regulations on corporate behavior. The panelists discussed the impact of the spill on local communities and the importance of holding companies accountable for their actions.

Another important issue discussed at the convention was the issue of workplace safety. The delegates called for stricter regulations and more resources to be devoted to enforcing existing laws. They also supported the creation of a national database of workplace accidents.

The convention also featured a variety of other activities, including a talent show, a dance, and a variety of workshops. The delegates enjoyed the food and festivities, and many commented on how much they had learned from the event.

In conclusion, the 1989 ILWU convention was a landmark event that brought together a diverse group of people to discuss and address some of the most pressing issues of the time. The delegates came away with a renewed sense of purpose and a commitment to fighting for a more just and equitable society.