Pandemonium prevails

Oakland port blasted over axed exec

OAKLAND—This month's firing of Oakland Port director Nolan Gimpe! by the Board of Port Commissioners has whipped up yet another stormy controversy at the beleaguered Northern California harbor. Hired just 14 months ago to replace ousted director Walter Abernathy, Gimpe! has been criticized by the commissioners for his "capricious" act that "smacks of a snatching up yet another stormy controversy at the beleaguered Northern California harbor. Hired just 14 months ago to replace ousted director Walter Abernathy, Gimpe! has been criticized by the commissioners for his "capricious" act that "smacks of scapegoating."

In his letter to port commission chair Carol Ward Allen, King applauded Gimpe!'s dismissal as a "highly irregular" and "capricious" act that "smacks of scapegoating."

"Problem-plagued port"

The ILWU has joined the Alameda County Central Labor Council in prevailing upon the City of Oakland to hold full public hearings on Gimpe!'s discharge and other problems plaguing the port, including the much-delayed dredging of harbor channels and the long and frequently fractious battle over real estate development.

The political composition of the Board of Port Commissioners has further complicated the issues. All current commissioners were appointed by former Oakland mayor Lionel Wilson—including Wilson himself.

"K" Line takes its lumps

"K" Line America, a wholly owned subsidiary of "K" Line, has opened up its office in an entirely new location and did not hire most of the Kerr Steamship employees who had handled "K" Line accounts. These were the only unionized "K" Line office-clerical workers anywhere in the US.

The settlement agreement, which came to a total of over half a million dollars, was ratified overwhelmingly by bargaining unit members agreed, we came out ahead of the game."

"It's Our Right.

Safe Jobs. We WORKERS MEMORIAL DAY

CONVENTION

Update

Please note that the hotel where the 26th ILWU Convention will be held is the Westin Hotel, not the Seattle Hilton as reported in last month's issue of The Dispatcher. The Westin Hotel is located at 1900 Fifth Avenue, Seattle, WA 98101.

The official call, sent by mail to all locals, contained the correct information.

K" Line takes its lumps

Clericals win out-of-court settlement

LONI BEACH—Members of the ILWU Local 63 office clerical unit have overwhelmingly approved an out-of-court settlement of their NLRR claims against "K" Line which will provide each of them with a substantial lump sum severance payment.

The agreement involves 25 office-clerical employees of Kerr Steamship Co. who provided marketing, accounting, cargo book ing, documentation, inventory control and other general agency services for "K" Line. They had been members of Local 63 office-clerical unit since 1985.

Subsidary formed

In early 1990 the company formed its own wholly-owned agency, called "K" Line America. In most of the new company's 19 offices, the former Kerr Steamship employees who handled its accounts were hired by "K" Line America. In Southern California, however, the new agency opened up its office in an entirely new location and did not hire most of the Kerr Steamship employees who had handled "K" Line accounts. These were the only unionized "K" Line office-clerical workers anywhere in the US.

In response to this discrimination, the union filed contract grievances and unfair labor practice charges with the NLRR. The NLRR found merit to the charges and brought the companies to trial in December, 1990. After some three weeks of trial the union determined that the delays and other distortions in the process introduced by Reagan administration appointments to the NLRR made an out-court settlement, with definite and substantial benefits, worth considering.

$500 MILL PLUS

The settlement agreement, which came to a total of over half a million dollars, was ratified overwhelmingly by bargaining unit members.

Under the final terms of the agreement each of the 25 workers will receive a substantial sum of money in a lump sum payment. Up to six of these former Kerr employees will be rehired immediately and will receive somewhat smaller lump sum payments. Those not immediately hired will be put on a preferential list for future openings.

The agreement was negotiated by International President Jim Herman and Southern California Regional Director Joe Ibarra with the help of Local 63 office-clerical BA Steve Schwab and International Counsel Rob Reman.

The question of Local 63 representation at "K" Line America in the new Newport Beach location "remains open for the future," said International President Herman. "The settlement provides a substantial benefit for each employee, and makes some real steps forward for them in terms of preferential hiring. Under tough circumstances, the committee felt, and the bargaining unit members agreed, we came out ahead of the game."
TV show recounts catfish workers strike

Next month, in cities around the country, Do the Work presents "This Far By Faith," the story of a courageous Mississippi Delta catfish processing workers, mostly African-American women, many single mothers, who were the largest strike in Mississippi's history.

The show is hosted by award-winning actress Alfre Woodard and features "Kung Fu Fighting King." We Do the Work takes viewers to the Deep South to meet workers who pay their taxes to support welfare and food stamps after a forty hour week, who have never run up their arms from multiple carpal tunnel surgeries. They are fighting for the modest indignities such as restriction to only six trips to the bathroom per week. Air time is as follows: San Francisco, KQED-Channel 9, April 11 7:30 p.m.; San Mateo, KCUC Channel 80, April 2, 9:30 p.m.; Los Angeles, KFTV Channel 28, April 12, 10:00 p.m.; San Diego, KPBS, Channel 15, April 7, 7:30 p.m.

Nicaragua today

Nicaragua Today will be the subject of a panel discussion to be held April 13 at the headquarters of ILWU Local 34, at First and Broadway Streets, San Francisco, from 7:30 to 9:30 p.m. Speakers include local CWA official Marie Mault, Supervisor Bree Hallinan and Gł. Gonzales, Mayor of Esteli, Nicaragua, a sidewalk coffee vendor. The suggested donation is $5-$10.

Nicaragua: Free Trade conference

A conference on the US-Mexico Free Trade Pact will be held at the offices of Harvard Square book store, 348 Market Street, in Oakland on Wednesday, April 3 from 10:00 a.m. to 4:00 p.m. Speakers will discuss the impact of the proposed trade agreement on Mexican workers, US labor, Latinos, the environment, agriculture and immigrant rights. Admission is free, with a voluntary donation. For further information call the Plant Closures Project at 415 769-6202.

Scab legislation

The states have changed—in more way than one.

Add to the ranks of the "permanently replaced" 200,000 members of the Steel Workers who were locked out by Republic Steel. We should all consider what the outcome was for the 30—60 even though the union had offered to rehire them, and who are not included in the 800,000. We are hearing that the number is rising. Workers who worked day and night are given heroes' welcomes as they arrive on the docks.

Add insult to injury. Rowanwood recently established a scholarship program for the "scabs" kids. None of the former workers are eligible, regardless of length of service.

For more information: The Senate and House bills to ban "permanent replacements"—and restore reason and fairness to the bargaining process—have been changed. They are now S 55 and HR 6. The bill is a protest against the recent moves by the union to take control of the union units. The new bill would allow for the vote of all workers in the unit, both current members and those who have been laid off or who are on strike. The new bill would allow for the vote of all workers in the unit, both current members and those who have been laid off or who are on strike.

Recessions watch: jobless rate 6.2 percent

As of January, 7.7 million workers are unemployed, the highest unemployment rate in 12 years; for those with jobs, the work week dropped by 30 minutes, down to 54.1 hours.

The most recent of the story. Adding 1.5 million "dishcountr-"ed workers who simply gave up looking and another 5.6 million "involuntary" part-time workers, the total number of people who've lost regular, full time jobs is 14.7 million.

The Persian Gulf War

BY JIM HERMAN ILWU International President

Like all Americans, ILWU members are welcoming US troops home with profound relief at the shortness of the war and the relatively small number of US casualties. We have nothing but admiration for the young enlistees and reservists who've lost their families and put their lives on the line for us.

But that's only part of the story. ir the top of the story was the determination of the United Security, the head-busters who gained to continue negotiating. At midnight, trailers filled with replacement workers replaced 1,700 members of the United Mine Workers. The Mine Workers, the most organized and 1989 workers are eligible, regardless of nationalities—"and restore reason and fair-

ments"—and restore reason and fair-

ments in the creation of smart bombs. The truce is so low that they were eligible for national Executive

imposition of UN eco-

non-sanctions, and urged that they be given a chance to work. We continued to have every reason to believe that US policies would indeed have worked, and that the damage that was done by the war was avoidable: 80,000 deaths, environmental, health, and a cut in the capital gains tax rate, and a cut in the capital gains tax rate, and a cut in the capital gains tax rate, and a cut in the capital gains tax rate, and a cut in the capital gains tax rate, and a cut in the capital gains tax rate, and a cut in the capital gains tax rate, and a cut in the capital gains tax rate, and a cut in the capital gains tax rate, and a cut in the capital gains tax rate, and a cut in the capital gains tax rate, and a cut in the capital gains tax rate, and a cut in the capital gains tax rate, and a cut in the capital gains tax rate, and a cut in the capital gains tax rate, and a cut in the capital gains tax rate, and a cut in the capital gains tax rate, and a cut in the capital gains tax rate, and a cut in the capital gains tax rate, and a cut in the capital gains tax rate, and a cut in the capital gains tax rate, and a cut in the capital gains tax rate, and a cut in the capital gains tax rate.

President Bush's proposed budget is drawing fire from the AFL-CIO for failing to recognize “the suffering that the recession is imposing on workers and their families.”

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Bush budget bombs at AFL-CIO

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Key features of the Bush budget are:

- no protection against inflation for certain child care and educational programs;
- no "extended unemployment insurance" for jobless workers who have exhausted their benefits; a $25 billion cut in Medicare over five years;
- no funding for construction of public housing;
- a substantial of Trade Adjustment Assistance (benefit for jobless workers victimized by unfair foreign competition);
- termination of the non-profit postal subsidy (affecting union newspapers like The Dispatcher); and charitable insurance programs;
- reduction in and restriction of operating assistance for mass transit; and a cut in the capital gains tax rate, which would mostly benefit people making more than $200,000 per year.

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- the provision of 258 federal programs, with reduced funding for another 109 programs;
- no protection against inflation for certain child care and educational programs;
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Local 30 makes Borax cleanup its act

Boron, Ca. - ILWU Local 30, which represents workers employed at the US Borax and Chemical Corporation here, has won a series of arbitrations which accomplished the collective bargaining agreement, protecting members from unjust discipline and ensuring that arbitration awards are enforced.

In an extremely critical case, the union challenged the company's decision to subcontract the replacement of one of the facility's plants during the annual summer vacation shutdown. While the contract the replacement of an ore chute at the US Borax facility had prevailed, even the contractor would have performed the work during the summer shutdown.

**OTHER VICTORIES**

In another case, the company transferred higher-paid pit and truck shop workers to lower-paying jobs in the lab pool in violation of contractual pay guarantees.

The collective bargaining agreement mandates that the pay of a worker transferred to a lower-ranked position be guaranteed until that worker obtains a job paying as much or more than the one he lost. The pay guarantee does not, however, apply to workers fired for reasons other than, or other causes beyond the control of the company.

The employer claimed that pay guarantees were not applicable because the transfers were based on a marketing forecast and production of ore. The union charged the company with the action as a result of the company's interest in purchasing a change of arborists and the plant's desire to reduce the number of workers needed.
US health care out of control, out of reach

WASHINGTON, D.C. — The crisis in health care has been with us so long that it's become routine for most people in Washington.

But the crisis is now more lethal than ever, and it's already hurt us more than any war we've fought in this century. The United States has the 15th highest infant mortality rate in the world, ranking even behind some developing countries. Thirty-seven million children now have no health coverage at all, and another 50 to 90 million have coverage that is too limited. One million Americans are turned away at the hospital door each year because they can't pay for treatments.

OVERPRICED, INEFFECTIVE

On the average, the United States pays more for health care per person than any country in the world: 38% more than Canada, 124% more than Japan, and 171% more than Great Britain. On a case-by-case basis, translated into dollars, insurance companies can charge $700 in health costs per car it manufactures in the United States, but only $223 if it can factory-build in Canada—and this helps make its US auto industry competitive. The cost per patient on US employers has been so intense that health care is how much of the national budget, the hand-me-down to union workers now has more coverage.

The goal of the Star Wars approach to health care. The US medical profession emphasizes expensive, high-tech gimmickry that's great for some, but for many patients with advanced and complicated health problems, it comes at the cost of having too few basic facilities and services for adequate health care that would reach far more people and prevent simple health problems from escalating into major ones.

A HUMAN RIGHT

But the best way to ensure that we allow health care to be a business for profit: you're not worth treating unless you can pay for it. You can bet the health care worker that lacks a union contract will lose the job. Social Security, Medicare, Medicaid, and private group insurance all have set mandatory annual fee schedules—with workers getting hit with higher rates for more coverage.

The crisis in health care is a failure—this is what's happened to the cost of living, the cost of health care, the cost of housing, the cost of education. As a result, 18% of all US health care spending goes to administration. For private insurers, the rate is generally over 25%. In Canada, by contrast, the province's public health care system— which covers everyone and excludes private insurance carriers—spends about 1.8% of every dollar on administration, and less than 10%.

A new grassroots campaign is now being launched by Labor, Citizen Action, and other progressive health organizations, and even some employers, to turn all this around. The best legislative vehicle is HR 1300, sponsored in the House by Reps. Marty Russo (D-Mass.), Patsy Mink (D-Hawaii), and other members. The Russo bill would replace all private insurers, the rate is generally over 25%. In Canada, by contrast, the province's public health care system— which covers everyone and excludes private insurance carriers—spends about 1.8% of every dollar on administration, and less than 10%.

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VANCOUVER, B.C. — The proposed tri-lateral free trade pact among the US, Mexico and US was a prime subject of dis- cussion last week. The Canadian Area held its second annual political action seminar here late last month. Well attended by ILWU members, their spouses and a impressive line-up of guest speakers, the seminar affirmed the ILWU's goal of addressing the challenges confronting labour through the political process.

Member of parliament Dave Barrett, a former premier of British Columbia, gave an insightful presentation on the free trade pact, with special emphasis on the pact's potential impact on labour.

BLEAK OUTLOOK

Barrett, a member of the New Demo- cratic Party (NDP), said he has established a working relationship with labor leaders in Mexico, none of whom believe that "free trade" will bring any standards of health care to the workers of Mexico to the workers of their neighbours.

Barrett said that both Mexico and Canada provide their citizens with some form of national health care, but the US—like South Africa—doesn't. Both Mexican and Canadian workers, Barrett said, fear that a free trade agreement will mean trading their current entitlements down to the level of the US.

The tri-lateral pact, Barrett said is being marketed as "a new continental trading block" that has to be rubber-stamped in order to "compete with the European Eco- nomic Community. But what Federal Trade Minister John Crosbie does not tell us is that, unlike the EEC, there will be no rejections against 'low-wage partners' in the union."

Barrett claimed that, in 1992 when the EEC goes into force, lower wage countries such as Portugal, Spain and Italy will all be brought up to minimum standards of wages, working conditions, environmental protections and other standards. Not so, the case here, says Barrett: "Our wages will go down to Mexican standards if we are to compete in this new global economy."

$4 A DAY

The "Maquiladora Zone" along Mexico's northern border with the US currently employs some 500,000 workers at an average wage of $4 a day. Initially established by large US corporations, the zones have become an attractive cheap labour alternative for many other countries, including Taiwan, South Korea and the People's Republic of China.

The ILWU in Canada

Elections, free trade pact dominate

Barrett said Canadian labour must work closely with elected representatives to postdate a trade pact with Mexico, and work with the Canadian government in the next federal election.

WHY NDP?

Dale Lovick, an NDP member of the British Columbia legislature, made a compelling case for labour to actively support the NDP, and noted the passage of anti-labour legislation effectively gutting enforcement of BC labour laws—the strongest in North America—was a significant setback that could have been avoided had there been an NDP majority in the legislature. Lovick said, that should the NDP gain control, reversal of the legislation and restoration of labour law enforcement will be a top priority.

Alderan Derek Corrigan from Burn- aby, BC, said that since his municipal council for labour has been high on the agenda. With organized labour actively involved in decision-making processes, Burnaby has successfully established fair wage policies and is currently exploring ways to ensure that union contractors will handle construction projects.

The BC Federation of Labour was well-represented by president Ken Georgiotta, and women's rights advocate Jey MacPhail who addressed affirmative action in poli- tics and the need for unions to get out the vote in the upcoming provincial election. The labour fed reps also brought good news: the NDP, they predicted, is well ahead in the election, meaning many sympathetic ears for labour in the legislature.

EDUCATION AND REGISTRATION

From the Canadian Labour Congress came Gord Larson, a political action coor- dinator, who spoke on how the ILWU could improve its political action program over the next two years. The union, he said, must take the lead in communicating key issues to the rank-and-file so that the full impact of government policies on working people is understood.

The seminar was open to all members of the ILWU, Canadian Area and, this year for the first time, to spouses. Held at Van- couver's Maritime Labour Centre, it drew a broad cross-section of members, from a 20- year union official to a newcomers who had been on the job just 6 months.

But the success of the seminar has yet to be translated into full registration of ILWU members, according ILWU Canadian Area political action chairman Doug Sigurdson: less than half of Canadian ILWU members are on the voters' list. Sigurdson said the committee works closely with ILWU local registration efforts and make sure members know how important it is to be registered to make informed choices of the polls.
Tool design linked to hand injuries

Cumulative trauma disorders involving hands and wrists can result in serious, long-term injuries for workers with better-fitting production tools, according to Thomas J. Armstrong, an industrial health expert at the University of Michigan.

To combat the rising injury epidemic of cumulative trauma disorders, such as carpal tunnel syndrome and tendinitis, Armstrong says that the movements entailed in performing a specific job should be analyzed and then matched up for size, shape, contour and weight of production tools.

For example, the shape of a tool handle "can be critical," Armstrong points out. He suggests that tool handles be smooth, rounded, and designed so as to permit manipulation of the whole hand. Short-handled tools that permit the middle and sides of the palm are not recommended as they put too much pressure on the median nerve.

Other "fairly simple" measures to reduce hand injuries include: supporting heavy tools with an overhead handle; providing heavy boxes with handles or grip boards so workers can lift with a full hand rather than using their fingers and thumbs to lift; using gloves if appropriate (a suede or rubber glove can enhance grip by about 50 percent); designing work surfaces to make the job easier (for example, if workers have to elevate parts); and designing the whole work environment so that workers do not have to lift objects or rest the parts.

Grants available for health and safety programs

California's Department of Industrial Relations is offering the Workers' Compensation Health and Safety Commission is ready to receive applications from employers and unions for grants to implement occupational safety and health prevention programs.

Both the commission and the grants were established under workers' compensation reform legislation signed into law in 1989.

"The major goal of the grant program is to encourage the development, implementation and maintenance of effective injury/illness prevention programs that are alternative to but consistent with Cal/OSHA program activities," said DR acting chief deputy director R.W. Strangberg.

"Major objectives include developing strategies to provide occupational safety and health training and education programs or materials, increasing the number of employers and unions receiving occupational safety and health training and education services, and encouraging the development of programs that include labor-management cooperation."
Local 17 retiree pays tribute to warehousemen

WEST SACRAMENTO — ILWU warehouse Local 17 secretary-treasurer Jack Wyatt recently paid a personal visit to retiring International Rep Russell W. Flood. "an expression of experiences Russell felt as a member," Wyatt said. "It isn't often that members show such love so openly."

Flood, who sat on the Local 17 executive board for several years, remained active in the union throughout his career. Wyatt added, "He always spoke positively about the union and always asked what a member should do to make the union better for all rank and file."

Flood's latest contribution to the ILWU:
We ask only for
What is rightfully ours
A place to rest these tired haiks
Three squares a day
We chose this endeavor
Working with the best
Over mountains of sacks
Knees bowing under the weight
Hand trucks over warped floors
We pushed till we acted
Eating tons of dust
Lange beer sorry waitresses
Hands rough as burlap
Racks stooped the price paid
Brotherhood of the timeclock
Hang trucks over warped floors
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Backs stooped the price paid
Brotherhood of the timeclock
Let the remaining span

Auxiliary 8 honors 25-year members, installs officers

WILMINGTON — ILWU Auxiliary Local 8 honors 25-year members and installs officers on April 21. "Every day we contribute to our sewing table and contribute to our sewing table and contribute to our sewing table."

Auxiliary 8's most senior member is Hilda Untalito, who will celebrate her 100th birthday October 17. An auxiliary member since 1929, "Hilda's still very active," said auxiliary treasurer Katie Kujala. "She attends meetings and offers scholarships to the Local 98 pension club.

Eligibility Verification
SAN FRANCISCO — ILWU Local 98 on April 14, eligible and active members of Local 98 with last name beginning with the letters I through Q will be receiving Eligibility Verification packets. In March, packets were distributed to eligible members of Local 98 with last names beginning with the letters A through H. The Plan office schedule for this project will be reported in future issues.

BETTER LATER THAN NEVER is this photo from ILWU longshore Local 50, Astoria, Or. Here, member Lloyd Nikkila (aka "Santa") and wife Esther ("Mrs. Claus") present a 2,000 check from the Local to Clatsop County volunteer services director Judith Stone to help the needy during the holiday season.

Local 98 honors retired foremen

SEATTLE — ILWU Local 98 will host its annual dinner to honor retired foremen on Thursday, May 9, 1991 at the Sea-The Red Lion Inn. All active and retired ILWU members and their spouses or guests are invited.

For more information, call Local 98 at 1-800-824-7945 or Ray Nelson at (206) 322-2367.

Dockers and widows on pension list
SAN FRANCISCO — Following is the March, 1991 listing of dockworkers retired, under various ILWU-PMA plans:


*The widows are: Evelyn Alford (Sherrell, Local 12): Mary Bomer (Edmund, Local 19); Laura E. Bolton (Alvin, Local 19); Benny Byrd (Ambres, Local 19); Louise E. Camp (Arthur, Local 8); Rachel Davis (William, Local 12); Laura L. DeLaurer (Salvatore, Local 131); Betty F. Farnan (James, Local 52); Nurvelo Fitch (Zelman, Local 19); Hildred Haselt, John, Local 34); Helen Jameson (Everett, Local 10); Irene J., Local 8); Patricia J. Kujala, Local 50),

Becky Lampert (Charles, Local 91); Wilma Lewis (George, Local 19); Mary Malloy (Robert, Local 12); Beverly Mikkelsen (Bert, Local 13); Uhila Ina Minch (Robert, Local 10); Eliza L. Napier (Calvin, Local 12); Margarita Ortega (Brown, Local 10); Denise Ponce (George, Local 131); Jewel Preston (Emmett, Local 10); Elda Ross (Local, Local 21); Valerie Rayo (Local, Local 21); Edna Rodriguez (Philip, Local 46); Aldiza Scheub (John, Local 13); Ann Sweeney (Terrence, Local 52); Helen Szepel (Bjorn, Local 32); Iona Turner (John, Local 33); Betty Willhoit (Billy, Local 8); Geneva Young (Howard, Local 12).

*Names in brackets are those deceased husbands.

Auxiliary 8 honors 25-year members, installs officers

March 21, 1991

Expression of love

Local 17 retiree pays tribute to warehousemen

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Eating tons of dust
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Hands rough as burlap
Backs stooped the price paid
Brotherhood of the timeclock
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Brotherhood of the timeclock
Let the remaining span

Auxiliary 8 honors 25-year members, installs officers

WILMINGTON — ILWU auxiliary 8 installed new officers January 29 in a special luncheon held at the Grand Hotel in San Pedro. Also honored were auxiliary members reaching 25 years of service.

Taking the oath of office were presi-
dent Lois Gray, vice president Geraldine Souza, secretary Phyllis Johnson, trea-
surer Katie Kujala, and marshall
Gayle Hauser, Joanie Mac Buckner, who
joined the auxiliary in 1964, was
awarded a 25-year pin. Eight other members or more were also present.

Auxiliary 8's most senior member is Hilda Untalito, who will celebrate her 100th birthday October 17. An auxiliary member since 1929, "Hilda's still very active," said auxiliary treasurer Katie Kujala. "She attends meetings and

So. Cal. Auxiliaries

In last months issue the story "Call-
ing all ILWU women" should have shown the name and address of the MCW federated auxiliaries area vice president for Southern California as: Peggy Chandler, 22443 Meyler, Tor-
cort, Ca. 90504,

Spouses of ILWU members in that area should contact Mrs. Chandler for information on the auxiliaries.
Smolin Scholarships

SAN FRANCISCO—Trustees of the Victor Smolin Scholarship Fund are preparing to accept applications for scholarships for the academic year 1991-1992. Now is the time to apply.

Victor Smolin was a long-time member of longshore Local 10. He and his wife left a sum to establish the Smolin Scholarship Fund. They specified that scholarships were to be awarded to children of Local 10 members to further their "collegiate" education.

Trustees of the fund interpret "children of members" to include children of deceased members or retired members. They also interpret "college" to apply to a four-year college. Scholarship applicants may either be entering a college next fall, or currently attending and planning to continue.

Trustees are: Norman Leonard, retired counsel for the ILWU International and Local 10; Reino Erkkila, a retired member of Local 10 and a friend of Victor Smolin; and Gene Vrana, ILWU archivist and research librarian.

To apply for the scholarship, Local 10 members should write at once to Norman Leonard, 1388 Franklin Street, Suite 201, San Francisco, California 94109, with the following information:

1. Your name, address, and ILWU registration number.
2. The name and birth date of your son or daughter.
3. The name and address of the college he or she expects to attend next fall.

Upon receipt of your letter all information needed to make a formal application will be sent to your son or daughter. If you have any questions, call Norman Leonard at (415) 771-6400.

Yoshiko Meyer, right, and members of the Zenkowan All Japan Dockworkers' Union observe ILWU longshore operations at Matson's container yard on Pier 52 in Honolulu.

—photo courtesy of Mel Chang

Building closer ties

Japanese dockworkers visit ILWU in Hawaii

by Melissa Acpal

HONOLULU—Argento-kanazawa! Members of the All Japan Dockworkers Union (Zenkowan) completed a tour of three ILWU headquarters with Hawaii's Local 142 on Friday, January 11.

This 13-member team visited longshore operations in San Francisco and Los Angeles before coming to Hawaii. The former Mrs. Jack Hall, Yoshiko Meyer, helped coordinate the visit and acted as interpreter for the Japanese.

Zenkowan has a membership of 17,000 workers of which 11,000 are longshoremen. The Japanese team was very interested in how American unions, especially the ILWU, operate.

The Japan union members said American unions are very powerful. Japanese unions are not powerful because each company has their own union and the wages are the same whether or not a worker joins a union. Zenkowan represents 1,200 longshore companies while Local 142 represents only three longshore companies.

With so many companies, it is very difficult for Zenkowan to set uniform standards in the industry.

The salary scale differs greatly from US longshoremen. Japan longshoremen work six days a week, seven hours a day for the equivalent of $13 an hour. They do not receive overtime pay but they do receive a bonus every six months which is usually equal to six months of work. The regular hourly wage plus their bonus is about $30 an hour.

The bonus is used as an incentive for Japan longshoremen to work harder and faster to do their job done. Longshore gangs will compete with each other to unload a ship. While Japan safety standards recommend an unloading rate of 25 containers an hour, the competing gangs will often unload an average of 60 containers an hour.

The Japanese longshoremen pay a heavy price for this speed—about 1,000 dockworkers are seriously injured and about 100 are killed each year.

Dockworkers in Japan work only one day shift and try to get all the work done during their shift. Hawaii has two shifts, one during the day and the other at night.

After sharing facts about their union, the Zenkowan members toured Hawaii's docks. At Matson's Pier 52, the Japanese longshoremen spoke with management and viewed the container yard operations from the roof of the control tower. The Japan delegation was concerned about safety and regulation and asked questions like "How many accidents occurred in the yard?" and "Are the heights of the light poles and cranes regulated?"

The head of Zenkowan General Affairs Department, Akinobu Itoh, shared his heartfelt gratitude for Local 142's sincere hospitality. He presented ILWU Local 142 officers with gifts—including the ILWU longshore agreement translated into Japanese.

Itoh said the ILWU gave them a huge welcome and that they learned many things that will help them in Japan. He said hopefully they will continue to have strong ties with the ILWU. At the end of the reception, the Japan union members linked arms and sang their union song for the Local 142 members.

(Reprinted from The Voice, the official publication of ILWU Local 142.)
Tax Deferred Savings Offered in Longshore 401(k) Plan

The jury, however, did not return a guilty verdict in the killing of Local 37 secretary-treasurer Silme Domingo, who was killed along with Viernes at union headquarters. Ironically, Viernes died instantly and Domingo survived just long enough to name the killers hired by Baruso.

MAXIMUM SENTENCE

Baruso has been sentenced to life imprisonment without possibility of parole. "That's the maximum he could have gotten away," said Domingo's widow, Terri Mast, who led the prosecution of Baruso. "The jury called him an agent of the Marcos regime, and the decision was made to give him the maximum sentence possible for the crime he committed.

The criminal trial followed a successful wrongful death suit filed by the families against Philippine dictator Ferdinand Marcos (who died in exile in 1989), his wife Imelda, and several dozen other Marcos cronies. The suit was settled out of court for $8,475. This amount is set by the IRS and indexed for inflation each year for inflation. Participants can change their rate of contribution once a month.

Eligible hours are those worked under the PCLCD and/or the PCWB&FA, including vacation, travel, and holiday pay, but excluding FCP, disability pay and employer contributions to the Pension and Welfare plans.

Distributions

Distributions are not allowed from the Plan unless the participant's retirement, re-employment, or death. At that time, the participant will receive a distribution of the participant's vested account balance in a lump-sum distribution. Upon receipt of a lump-sum distribution, an individual may utilize the funds for retirement or other needs.

If the participant wishes to avoid paying taxes on the lump-sum distribution, he or she must roll this money into a qualified Individual Retirement Account (IRA) within 60 days of the distribution in order to maintain the money's tax-deferred status. In accordance with IRS rules, the Plan stipulates that participants must receive a distribution at age 70 1/2.

If a participant of the Plan dies before retiring, the distribution of the entire amount in his or her 401(k) Plan is made to the surviving spouse. If there is no surviving spouse, or the spouse consents, the distribution will be made to a designated beneficiary.

Investment options

There will be five investment funds offered through the Plan. Participants will be able to invest in one, several, or all of the funds, as they choose. Participants have the opportunity to change their investment fund choices on a periodic basis.

Next month, The Dispatcher will feature an article on the investment options available through the Plan and the performance record of each fund. The investment managers for these investment options have been agreed to. By that publication date, the Plan will be in full swing.

For eligible ILWU members who want to take advantage of tax-deferred savings, this latest benefit is an attractive opportunity.

Pandemonium at Port of Oakland

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suer Owen Marron, in a scathing letter to current Oakland mayor Elihu Harris, blamed Wilson and his appointees for the deterioration of conditions at the Port of Oakland (PMA), in a scathing letter to current Oakland mayor Elihu Harris, blamed Wilson and his appointees for the deterioration of conditions at the Port of Oakland (PMA), and the International Longshoremen's and Warehousemen's Union (ILWU) includes a bev- erage of benefits for active registered longshoremen, clerks, foremen and walking bosses—a tax-deferred 401(k) Savings Plan.

SEATTLE—The 10-year nightmare endured by the families of slain ILWU leader Silme Domingo, and Gene Viernes, has just come about to an end.

After 25 hours of deliberation, a Seattle jury March 8 found former ILWU cannery workers Local 37 president Constantine (Tony) Baruso guilty of aggravated first degree murder for masterminding the 1981 assassination of Local 117 dignitaries Gene Viernes, previously, only two hired guns and an accomplice had been convicted of the crime.

May is medical, dental choice month

SAN FRANCISCO—Active and retired longshore families in the west ports where members have a choice can change medical plans during the open enrollment period May 1 to May 31, 1991. The change can be made at any time during May.

MEDICAL CHOICE

The medical plan choice is between the Kaiser Foundation Health Plan and the CHP Plan for Southern California. Eligible hours are those worked under the PCLCD and/or the PCWB&FA. Upon receipt of a lump-sum distribution, an individual may utilize the funds for retirement or other needs.

If the participant wishes to avoid paying taxes on the lump-sum distribution, he or she must roll this money into a qualified Individual Retirement Account (IRA) within 60 days of the distribution in order to maintain the money's tax-deferred status. In accordance with IRS rules, the Plan stipulates that participants must receive a distribution at age 70 1/2.

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