Upbeat ILWU delegates set new programs

Convention highlights

SEATTLE—Fueled by the tremendous hospitality of the Puget Sound ILWU locals, some 406 regular and fraternal delegates held one of the most productive and upbeat International Conventions in recent memory June 3-7 at the Westin Hotel.

Highlights of the 28th International Convention included:

- Adoption of a lean new three-year budget which assures the financial stability of the International while providing for stepped-up organizing, educational activities, and political action.
- Nomination of titled officers and a new International Executive Board. A secret ballot election will be held by the locals July 29-August 2.
- Conscientious committee work, featuring adoption of wide-ranging policies and programs, constitutional revisions, and reports on services and support available from the AFL-CIO.
- A range of informative speakers, including AFL-CIO Secretary-Treasurer Tom Donahue, delegations from Soviet and Mexican longshore unions, actor/activist Ed Asner, United Farm Workers' President Cesar Chavez, and Farris Bryson, President of the Association of Western Pulp and Paper Workers.

Policy statements see pages 4-6
Dock caucus see page 3
ILWU Constitution see page 7
Report of the Titled Officers


This International Convention of the ILWU provides an opportunity to look at the future of our union—to step back from day-to-day preoccupations and examine its present condition, make our best estimates as to what we may reasonably expect in the near future, and determine what we need to do in order to adjust and respond to the new challenges.

The central fact before us is that we are in the midst of one of the toughest periods in the history of American trade unionism, a period in which membership nationwide is reduced to as little as 16% of the total workforce. Every union has its own story. But all of us are playing in the same ballgame.

The slow and steady decline of union membership has been attributed by many to the changes in the structure of the economy: mechanization, the rise of white collar employment, the growth of the sunbelt. It has been attributed to the large scale de-industrialization of the United States, the failure of basic industry to modernize, and the shipment of basic manufacturing jobs overseas. More and more companies, increasingly diversified and increasingly international in their focus, have felt insulated from union pressure.

But the bottom line is that the slow strangulation of private sector unionism has far more to do with deliberate government and employer policies than it does with these larger, economic forces. All of these factors played a role. But most other western industrialized countries have experienced the same basic economic changes, without the same union-busting results.

As a whole the American trade union movement has given a good accounting of itself in this extremely difficult time. Unions fought back in traditional ways, waging long and vigorous strikes against heavy odds, in the face of permanent replacements, violence and other reprisals.

Innovative tactics were developed to deal with new realities. Such programs as Associate Membership, Union Privilege, and various Immigration Assistance Projects around the country have created the basis for successful coordinated organizing campaigns. Many unions have combined modern computer technology with increased membership involvement to create sophisticated and successful political action programs.

Perhaps most important, we have seen a new degree of labor unity and solidarity—joint support of striking workers, coordinated organizing drives and, in some cases, consolidation.

Overall, all of these efforts have had good effect. By the late 1980s we could point to a number of important wins—Pittston Coal for example—and cases like Eastern Airlines and Greyhound where labor had at the very least demonstrated that we could make it extraordinarily expensive for employers who wanted to destroy us.

But they have certainly not turned the tide. The overall trend—the percentage of working people organized into unions—continues downward.

Much the same story, with appropriate variations, could be told for the ILWU. Looking back over these difficult years, the ILWU by any measure, has performed outstandingly. Judge the results by the contracts we have achieved, by our increased political strength, by the respect we hold in the communities and the loyalties of our members.

But we've been hit hard. Every division of the union has felt the pinch, either because of increased mechanization, by runaway shops and plant closures, and by low-wage foreign competition. Organizing gains have, with few exceptions been hard to come by, and often wiped out by shut-downs.

Our jurisdiction, particularly in the longshore division, is coming under regular employer attack.

It therefore becomes the obligation of the delegates to this convention to consider such questions as: how serious is this decline? how can it be reversed? what do we need to do, in the long and short run, to defend the International and to increase its resources? how can the International survive as a vital entity, capable of giving its members the service and representation they need and deserve?

We have our work cut out for us. We have every confidence that the delegates sent here by the membership are up to the job.

JAMES R. HERMAN
President

RANDY C. VEKICH
Vice-President

CURTIS McClAIN
Secretary-Treasurer
Jurisdiction, technology, elections focus of dock caucus

SEATTLE—In an intense five-day session, June 10-14, delegates to the ILWU longshore, clerks and walking box caucus focused on jurisdictional issues, new technology, and the nomination of new members of the Coast Labor Relations Committee.

The Coast Committee election will take place concurrently with the International election. Votes will take place between July 29 and August 2.

The unopposed nominee for the Washington position is Richard Austin, Local 32, Everett.

Nominated for the California position are Jim Spinosa, Local 63, Wilmington; and Lawrence Thibeaux, Local 10, San Francisco.

An extensive Coast Committee report drew attention to continued jurisdictional issues, particularly related to new technology. “Our objective,” the report said, “must be to provide security for the current work force as well as maintaining protection for the future in the form of new jobs, job security or pay guarantees, irrespective of what changes take place.”

CONSULTANT

The delegates agreed to hire a consultant to advise the division about the expected rapid changes within the industry, and to help educate the membership in preparation for 1993 negotiations. The course taken also addressed the existing clerks committee on jurisdiction to include longshore and busineses representatives, and directed the committee to “study what jobs are now being performed and what new work they see for the future, to protect clerks jurisdiction.”

Data resolution drew particular attention to the development of electronic technology on the waterfront and authorized establishment of a separate committee to develop program and policy on this issue.

Finally the current intermodal committee was authorized to expand its membership if necessary and broaden its function to research possibilities and offer recommendations to the division for securing work at intermodal facilities.

Columbia River (to be elected): Bob McElrath, Local 4, Vancouver, Wash.; Norm Parks, Local 8, Portland.

Northern California (three to be elected): Richard Cavalli, Local 34, San Francisco; Ray Robinson, Local 10, San Francisco; Duane Peterson, Local 54, Stockton; Jim Ryder, Local 6, San Francisco.

To strengthen the longshore division’s resources in this area, the delegates voted to place on the ballot a proposal to increase the voluntary assessment to $3 from the current level of $2 per month.

The caucus also heard and acted on a number of other reports on related issues.

Frank Bilicic, Local 34, reported on the situation at USX-POSCO and with regard to CPS work in Northern California. The delegates, after enthusiastically commending Bilicic for his work in those areas, authorized his continued service.

Log Committee chairman Glen Ramsay, Local 34, Aberdeen, reported on the decline of log work, the passage of legislation banning log exports from federal and state lands, and the need to oppose legislation (S 1156 and HR 2460) which would extend the ban to cover exports from privately held lands. The delegates also backed legislation to support the import of Soviet logs to the US to provide work in timber-dependent port communities.

Jim Walls, Local 23, reported for the Northwest Fish Committee on the threat posed by the use of non-ILWU labor to unload fish. The delegates voted to continue to support the work of the committee, whose members are Walls, Barry Frost, Local 7; Pat Vukich, Local 39; Northwest International Representative John Bukuskey; Bob Vaux, Local 52; and Don Minifie, Local 58.

PAID PROVIDERS

The delegates also went over sections of the Coast Committee report having to do with implementation of certain items agreed to in 1990 bargaining, including the 401(k) plan, revised registration rules, merging of ID casual lists, and the Special Benefit Program.

Pacific/Marine Division: Burrill Hatch, Local 142, Longview; Mike Diller, Local 20-A, Wilmington; Luisa Gratl, Local 26, Los Angeles; Jim Spinosa, Local 63, Wilmington.

Balloting procedures mandated by the International Constitution are as follows:

• Ballots to be mailed to the locals within 25 days after adjournment of the convention, that is, by July 2.

• Balloting to be conducted by locals within 60 days of adjournment. The five-day ballot period will be July 28-August 2. Mail ballots must be returned to the locals within 30 days of adjournment of the convention, by August 26, 1991.

• New officers elected and International Executive Board members sworn in at IEB meeting, September 11.

The July issue of The Dispatcher, to be issued the week of July 8, will contain statements by the six candidates for First Officer.

NOTE: CONTRIBUTIONS ARE NOT DEDUCTIBLE AS CHARITABLE CONTRIBUTIONS

Important notice on ILWU Political Action Fund

In 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's contributions be used to secure the re-election or defeat of any political candidate.

More than $1.20

I wish to contribute more than the minimum voluntary contribution of $1.20 to the ILWU Political Action Fund. Enclosed please find my check for $________.

Less than $1.20

I do not wish to contribute the entire $1.20 to the ILWU Political Action Fund. I will contribute $________.

No contribution

I do not wish to contribute to the ILWU Political Action Fund. In order to ensure that no portion of any dues payment is allocated to the Fund, and recognizing that I have no obligation whatsoever to make such a contribution, the International will send me a check in the amount of $1.20 prior to September 1, 1991.

Members of the ILWU 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.

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:

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Name

Address

Local #

return to:
ILWU
1188 Franklin Street
San Francisco, CA 94109

Name

Address

Local #

return to:
ILWU
1188 Franklin Street
San Francisco, CA 94109

Name

Address

Local #

return to:
ILWU
1188 Franklin Street
San Francisco, CA 94109
Following are the resolutions and constitutional amendments adopted by the delegates to the ILWU’s 28th International Convention, held in Seattle, Wash- ington, June 13-16, 1991. Directly or indirectly, they are intended or con- solidated into other measures are not shown.

R-1. Smoking
Prohibiting smoking at all times at all ILWU Conven- tion sessions and all Committee meetings associated with ILWU Conventions.

R-2. Tobacco Stocks
The ILWU will immediately begin to divest of ownership of any tobacco stocks, retirement or other funds with which the ILWU International is associated.

R-3. Harry Bridges
The International President and Executive Board to co- ordinate an annual day in memory of Harry Bridges, to be recognized by all of the ILWU.

R-4. Peace Dividend
For a decade, needed public investments have been squeezed by corporate and high-income tax cuts and ris- ing military expenditures. The American people now seek a health care system that works, an increase in the standard of living, and a return to a balanced budget. An effective health care system is as urgent as the need to substantially reduce our national debt. A national, government-funded health care system may be the most winsome way to achieve that goal. Such a system would provide universal coverage, could significantly reduce access to care, could offer free choice of providers, would reverse the past discrimination.

R-5. Health Care
A national, government-funded health care system may be the most winsome way to achieve that goal. Such a system would provide universal coverage, could significantly reduce access to care, could offer free choice of providers, would reverse the past discrimination.

R-6. South Africa
The ILWU supports the continuation of economic sanctions against South Africa, including the boycott of Shell Oil, and encouraging US companies to divest their holdings in South Africa. We will also join with other unions and organizations with whom we share a common purpose to provide health care coverage for all Americans, with restrictions on administrative costs, regulation of fee- for-service medical care, monitoring of utilization; increased emphasis on non-physi- cian providers; certification of new facilities and equipment; upgrading of medical care; and comprehensive long- term care package; education and wellness programs; etc.

R-7. Palestine
The ILWU advocates that the US government, using its massive economic and military aid to Israel as leverage pressure, immediately stop the killings and beatings of Palestinians in the occupied terri- tories, pressure the government of Israel to end all of its occupations; give full support to the United Nations pro- gram of refugees, immediately take the initiative in the conference of all interested parties to guarantee the safety of our members; and pressure the government of Israel to come to peace with the Palestinians.

R-8. LeRoy King
As International Representative and as Northern Cali- fornia Regional Director LeRoy King has provided out- standing leadership in the union's organizing, community relations and political activities. He has played a partic- ularly central role in ensuring the unity of the San Fran- cisco labor, even at a time when the ILWU was outside the A.F.L-C.I.O. As an officer of the Northern California District Council he has nurtured and sustained the ILWU's legi-

R-10. Soviet Delegates
Convention welcomes delegates from the Independent Federation of Water Transportation Workers (USRBI), expresses desire to work closely with the Soviet maritime workers on many issues of mutual concern.

R-11. Replacements
The ILWU strongly supports and will work vigorously for the passage in Congress of two bills, H.R. 5 and S. 55, designed to ban the hiring of permanent replacements and to redress the imbalance caused by the Mackay Radio and Trans-Warshington decision.

R-12. Reproductive Rights
Recognizing and respecting the diverse views of our members on the issues of abortion and birth control, the ILWU International recognizes that the large majority of Americans believe that such choices are 'essential to the freedom of the individual' and we oppose efforts to inject the political and judicial process into these most personal decisions.

R-13. Forest Products
The ILWU will continue to oppose any attempts to restrict the export of logs from private lands. We support a balanced approach that takes into account the environ- mental quality and ecological diversity required for all species and the economic and other needs of timber- dependent communities and workers. Where jobs are eliminated because of reduced timber supply from legis- lated or environmental programs, we support retraining and community impact recovery programs for timber- dependent areas.

R-14. El Salvador
It is the policy of the ILWU to work to protect Sal- vadoran workers and to help the peace talks succeed through continued economic leverage on those resisting reformation. We will continue to support the US government in its support of the Salvadoran government until the human rights violations cease and there is an internationally recognized settlement of the war. The ILWU will join with the growing numbers of unions throughout the world to act in concert with Democracy and Human Rights in El Salvador, churches and community groups to advance our position.

R-15. Free Trade
We are deeply concerned that the US-Mexico free trade agreement is going to have a harsh impact on workers throughout North America. It will destroy jobs in the US and in Canada, while it intensifies the cruel economic exploitation of the vast majority of workers and the envi- ronmental degradation of their country.

R-16. Persian Gulf
We continue to believe that sanctions would have worked, and that the damage that was done by the war was unnecessary and avoidable. The war contributed to envi- ronmental degradation, destruction of the economic infrastruc- ture of both countries, and enormous human suffering. We join all Americans in wishing that the return of our troops with relatively light casualties. But we are deeply distressed that after all their sacrifice, the Persian Gulf remains a more deeply treacherous and unstable place than it was before the war.

R-17. Education
The ILWU supports full funding along with a comprehen- sive review of our system of public education with the objective of substantially improving its quality.

R-18. Police Brutality
The case of Rodney King has focused the nation's atten- tion on acts of excessive force and brutality by the Los An- geles police. The ILWU strongly supports and will work vigorously to prevent such violations wherever they occur.

R-19. Pacific Labor
The ILWU goes on record in support of the establish- ment of the first national Asian Pacific American labor committee within the AFL-CIO.

R-20. Local 26/Thrift Negotiations
600 Local 26 members in the two Thrifty Southern California warehouses are faced with inhumane working conditions, favoritism, daily suspensions, harassment, speed-up and intimidation designed to force Local 26 members into early retirement or resignation due to stress.

R-21. Pineapple Strike
On February 27, 1991, some 752 Lanai workers walked off the job, demanding a twelve-cent wage increase, a union shop, job security, and a review of the classification system. They knew a strike would last more than a month, even more than four months, but they were determined to make their point.

R-22. Tobacco Stocks
On September 14, 1951, 201 days after it started, the strike ended. The workers on Lanai had won a fifteen-cent raise—seven cents more than earlier negotiated—not only for themselves but for all pineapple workers. The union's motto, "an injury to one is an injury to all," became the true definition of solidarity in the struggle of the Lanai workers. Today, the struggle of workers on Lanai continues with new challenges. Island developers, owners of the plantation and most of the island, announced that they would phase out pineapple production. The company spoke of work opportunities at the two new resorts on the island.

R-23. Local 26/Thrift Negotiations
The ILWU will continue to be an advocate for peaceful solutions to the many problems of the Middle East. We believe that the lesson of the Iraq war—and the lessons of similar but smaller US adventures is that military quick-fixes cannot solve the real problems of political, social and economic growth in the developing world. And they get in the way of solving the truly awe- some problems we face here at home.

R-24. Education
The ILWU supports full funding along with a comprehen- sive review of our system of public education with the objective of substantially improving its quality.

R-25. Health Care
A national, government-funded health care system may be the most winsome way to achieve that goal. Such a system would provide universal coverage, could significantly reduce access to care, could offer free choice of providers, would reverse the past discrimination.

R-26. Pineapple Strike
We are deeply concerned that the US-Mexico free trade agreement is going to have a harsh impact on workers throughout North America. It will destroy jobs in the US and in Canada, while it intensifies the cruel economic exploitation of the vast majority of workers and the envi- ronmental degradation of their country.

R-27. Free Trade
We are deeply concerned that the US-Mexico free trade agreement is going to have a harsh impact on workers throughout North America. It will destroy jobs in the US and in Canada, while it intensifies the cruel economic exploitation of the vast majority of workers and the envi- ronmental degradation of their country.

R-28. Police Brutality
The case of Rodney King has focused the nation's atten- tion on acts of excessive force and brutality by the Los An- geles police. The ILWU strongly supports and will work vigorously to prevent such violations wherever they occur.

R-29. Pineapple Strike
On February 27, 1991, some 752 Lanai workers walked off the job, demanding a twelve-cent wage increase, a union shop, job security, and a review of the classification system. They knew a strike would last more than a month, even more than four months, but they were determined to make their point.

R-30. Free Trade
We are deeply concerned that the US-Mexico free trade agreement is going to have a harsh impact on workers throughout North America. It will destroy jobs in the US and in Canada, while it intensifies the cruel economic exploitation of the vast majority of workers and the envi- ronmental degradation of their country.

R-31. Police Brutality
The case of Rodney King has focused the nation's atten- tion on acts of excessive force and brutality by the Los An- geles police. The ILWU strongly supports and will work vigorously to prevent such violations wherever they occur.

R-32. Pineapple Strike
On February 27, 1991, some 752 Lanai workers walked off the job, demanding a twelve-cent wage increase, a union shop, job security, and a review of the classification system. They knew a strike would last more than a month, even more than four months, but they were determined to make their point.

R-33. Free Trade
We are deeply concerned that the US-Mexico free trade agreement is going to have a harsh impact on workers throughout North America. It will destroy jobs in the US and in Canada, while it intensifies the cruel economic exploitation of the vast majority of workers and the envi- ronmental degradation of their country.

R-34. Police Brutality
The case of Rodney King has focused the nation's atten- tion on acts of excessive force and brutality by the Los An- geles police. The ILWU strongly supports and will work vigorously to prevent such violations wherever they occur.

R-35. Pineapple Strike
On February 27, 1991, some 752 Lanai workers walked off the job, demanding a twelve-cent wage increase, a union shop, job security, and a review of the classification system. They knew a strike would last more than a month, even more than four months, but they were determined to make their point.
R-25. Solidarity Day
August 31 will be Solidarity Day 1991. It is again time to demonstrate labor's unity and its commitment to a better life for working people, the homeless, and others in our society who are not privileged. Solidarity Day 1991 will have three goals:

- A ban on the permanent replacement of strikers,
- A national health care system, and
- Support for freedom of association at home and abroad.

A large demonstration will put on notice those employers, politicians, and others who would disenfranchise workers, the poor and the homeless that labor will struggle long and hard for a more fair and just society. We encourage local unions and the membership to participate as fully as possible in Solidarity Day activities in their areas, and, if possible, to send a delegation to Washington, DC.

R-26. Veracruz
President Salinas de Gortari, as part of his economic reform program, has announced his intention to “break off the hand” of the longshore union—the Union de Estibadores y Jornaleros—on the Port of Veracruz.

We have seen this sort of language before, and we know that it is a shorthand for union busting. With the destinies of US and Mexican maritime workers increasingly entwined, the ILWU will do everything possible to assist our brothers in Veracruz, and in any other Mexican port, to resist such government attacks, and to maintain and enhance the standard of living and working conditions they have achieved over the years.

R-28 Iraqi Children
Reports from the United Nations, the Physicians for Human Rights, the International Red Cross, the Harvard Medical Team and others, have documented that unless the sanctions imposed on Iraq are immediately lifted and Iraq is allowed to buy and import food, medicine and equipment, that hundreds of Iraqi civilians will die in the weeks ahead. These same organizations have documented that more than 50,000 children under the age of five will die this year alone if sanctions for humanitarian aid are not lifted.

The Committee to Save the Children of Iraq is a non-partisan coalition of doctors, religious leaders, human rights activists, relief organizations, unionists, farmers and others, to work to end the sanctions, and to supply much needed relief. The ILWU supports the work of The Committee to Save the Children in Iraq, and will publicize our concern through communications to elected officials, and by other means.

R-29. Domingo/Viernes
Ten years ago, on June 1, 1981, Silme Domingo and Eugene Viernes, Dispatcher and Secretary-Treasurer of ILWU Cannery Workers Local 37, were brutally assassinated at their union hall by paid agents of the regime of the late Ferdinand Marcos.

Since that tragedy, thanks in large measure to the work of the local and the Committee for Justice for Domingo and Viernes, the murderers have been tried, convicted and sentenced to life imprisonment without possibility of parole. Equally important a federal court in Seattle has upheld the Committee for Justice's charge that the murder was initiated by the Marcos regime and its agents in the United States, and has found the Marcos estate liable for a settlement with the Domingo and Viernes families.

The ILWU 28th Convention salutes the work of Region 37 and of the Committee for Justice in degeddy pursuing this matter through the courts and pledges, in the memory of Silme and Gene, to continue their work for social justice and trade union rights in The Philippines and in the United States.

R-30. Civil Rights
The Civil Rights Act of 1991 would reverse the effects of six recent Supreme Court decisions in 1989 which greatly weakened workers' protection against discrimination, including racial and sexual harassment on the job and unjustified firings, put an unfair burden of proof on employees to prove they have been victims of discrimination, and reversed an established legal principle that it is always illegal for prejudice to play a role in job hiring and promotions.

The ILWU abhors the kind of racial politics that the President and his conservative allies are practicing, and we are committed to dispelling the myths and falsehoods that have been circulated about the Civil Rights Act of 1991.

The ILWU supports the Civil Rights Act of 1991 because we believe in opportunities for everyone to succeed in the workplace regardless of a person's race, sex, religion, or ethnic origin.

Convention delegates joined demonstration for national health care called by Seattle unions.
First-time delegates

Ray Familathe  
Local 13, ICF  
Wilmington

Tony Hutter  
Local 9, Warehouse  
Seattle

Daryl Hedman  
Local 23, Longshore  
Tacoma

A.J. Wright  
Local 26, Warehouse  
Los Angeles

It was a good very learning experi-
ence to see the international up-
come. I came away feeling how impor-
tant it is to get younger people more
involved. There are so many big
changes coming down the road, peo-
ple have to get involved on all levels.
We're losing warehouses like mad
down there. If we want the strength,
we've got to get involved and get
some organizing done. The conven-
tion is also important because we
need to know what our leaders are
thinking about and what they're doing.
The convention is a way for the
leadership to stay in touch with people
and stay accountable to them.

More Convention resolutions

O-1. Organizing

It is the first priority of the union to organize non-union
houses and that we pledge to assist worker committees
engaged in union organizing by doing whatever it takes to
win fair first-time contracts.

O-3. Organize

Organized labor claims only 15 percent of the US labor
force, down from a high point of 22 million organized or
22.7 percent of the labor force in 1975.

Automation will continue to thin ILWU ranks in the
traditional jurisdiction of longshore, warehouse, and, in
Hawaii, sugar and pineapple. This downward trend must
be reversed. The ILWU must consider expanding beyond
its traditional boundaries to organize the vast army of
unorganized workers.

This Convention calls on all ILWU locals, ILWU divi-
sions, and the International to make organizing a real
priority by committing the necessary funds, personnel,
resources, and energy. The ILWU must once again "march
inside" and organize the unorganized.

O-4. Job protection, expansion

Ship尺度ers and environmental locals call upon this
Convention and Titled Officers to give all the support
necessary to environmental restoration and toxic clean-
ups, to work for the passage of the Clean Water Act;
and to work for the passage of the Clean Air Act.

O-4. Farmworkers

The ILWU goes on record to support the efforts of the
United Farmworkers Union of Washington State to orga-
nize in the fields and to endorse and support the boycott
against Chateau St. Michelle Winery. The ILWU will
make every effort to give the needed financial, material,
and physical support to the Farmworkers' struggle for
economic justice in the fields.

The ILWU will establish a Standing Committee under
the direction of the National Organizing Committee and
International Executive Board to develop a plan for orga-
nizing, an organizing training program for officers and
members; organizing materials to be used in different
divisions of the union; a plan to obtain the necessary
finances and other resources needed to implement such
plan.
Constitutional amendments adopted

**C-1. Appeals Procedure**

To speed up the Appeals Procedure under Article XI of the International Constitution and to limit access to the procedure to only those types of issues for which the International Union may provide a remedy.

The procedure will be streamlined by reducing from 180 to 90 the number of days in which a member has to file an appeal, by permitting the International Executive Board to rule on the appeal at the same meeting in which the appeal is heard, and by making the decision of the International Executive Board the final step in the process.

**C-2. Officer's Pay**

Titled Officers to continue to be compensated on the same basis as is presently provided for in the International Union Constitution, Article VI, Section 13, pages 11-12. That section should be up-dated to reflect the May 1, 1991 salary levels.

**C-3. Per Capita**

Article X, Section 1a of the International Constitution amended to expand the existing two-level per capita structure to three levels, effective July 1, 1991, as follows:

1. Those individuals whose base rate of pay is less than $16 per hour would pay the lowest rate of per capita, which shall be $7.00 per member per month. This is an increase of twenty-five cents (25) over the present highest level of per capita.
2. Those individuals whose base rate of pay is less than $21 but equal to or greater than $16 would pay the middle rate of per capita, which shall be $9.00 per member per month. This is an increase of seventy-five cents (75) over the present highest level of per capita.
3. Those individuals whose base rate of pay is $21 or more would pay the highest rate of per capita, which shall be $12.00 per member per month. This is an increase of three dollars and sixty-five cents ($3.65) over the present highest level of per capita.

4. The International Executive Board shall be given the authority to raise the per capita for the lowest and middle tiers only for 1993 by no more than twenty-five cents (25), provided the financial condition of the International warrants such an increase.

**C-4. Conventions**

Flexibility in convention scheduling. Sets schedule until 2012.

**C-5. Political Fund**

Instead of the $1.20 September voluntary contribution, there will be two voluntary $1.20 contributions beginning in 1992 in the months of March and August. For these reasons and many more, we strongly recommend that the title of Secretary-Treasurer Emeritus be conferred upon Curtis McClain upon his retirement from the ILWU.

**C-15. Curt McClain**

The association of Curtis McClain and the ILWU has been a tremendous asset to the members of the ILWU, while Curt takes pride in stating that everything he has done was because of the ILWU.

**C-16. Jim Herman**

Over the last 14 years, as International President, Jim Herman has guided the ILWU through some extremely difficult times. His record includes the achievement of outstanding contracts, protection of the jurisdiction of the ILWU, resolution with the AFL-CIO, and the substantial growth of the membership.

The International Convention of the ILWU hereby extends to Jim Herman our deep appreciation for the devoted service he has provided over the last thirty-five years and bestows upon him—as a token of his gratitude, and as a symbol of our desire to be able to call upon him from time to time for advice and counsel—the title of President Emeritus.
Roster of Convention delegates

continued from page 1

To get your 8" x 10" copy of the official 28th International convention photo send $12.95 (regular) or $15.95 (glossy) to: P.O. Box 2174, Kirkland, Washington 98033. Please indicate that you want the ILWU Convention photo.

Local 2, San Francisco, California: Anne Cooper, James College, Sandra Colby, Mike Collins.


Local 7, Beaverton, Oregon: Guy Williams.

Local 8, Portland, Oregon: Jerry Biz, Frank Keal, Corgie King, William Miller, Neal Millsap, Norman Parks, Richard C. Wise, Charles M. Moule.

Local 9, Seattle, Washington: Tony Hutler, Charlie Mauer.

Local 10, San Francisco, California: George Galatz, Frank Gucii, Joe Luna, Tom Liptak, Sanders Robinson, George Romero, Ralph Rocker, Mike Simpson, Lawrence Tisbeau, William P. Williams, Larry Wing.

Local 12, Rose Bay, Oregon: Richard Erickson, Wallace Rohles.

Local 15, Wilmington, California: Art Almeda, David Aran, Chuck Brady, Joe Cortez, Ray Familiare, Grady Gampits, Lynn Hay, Rene Heires, Dan Impagliazzo, John Pandora, Ray Pearson, Tony Salcido, Tony Sandoval.

Local 14, Eureka, California: Mike Mullen.

Local 17, Sacramento, California: Everett Burdick.

Local 20-A, Wilmington, California: Arnold Bach, Mike Carlson, David Miller, Jack Morgan.

Local 21, Longview, Washington: James Roosevelt.


Local 24, Aberdeen, Washington: Glen Ramsay.

Local 25, Anacortes, Washington: David Atchley.

Local 26, Los Angeles, California: Luna Gratz, Ed Gyles, Kitty Ross, Harry White, Andrew Jay Wright.

Local 27, Port Angeles, Washington: Jim Root.

Local 29, San Diego, California: Timothy Chavez, Joe Ibarra, Samuel Vergas.


Local 32, Everett, Washington: Richard Adams, Ron Thombery.

Local 33, San Pedro, California: John Royal.

Local 34, San Francisco, California: Frank Bischof, Richard Casali, Albert Keter, Brian McWilliams.

Local 35, Portland, Oregon: Larry Clark, Donald R. Kozman.

Local 48, Port Hueneum, California: John Ford, Joe Johnson, Pete Kuhl.

Local 47, Olympia, Washington: John Poole, John Dorf, John G. Berghorn.

Local 51, Puyallup, Washington: Don Kyte.


Local 160, Honolulu, Hawaii: Gabe Ab, Bonick.

IBU, Seattle: Bob Armstrong, Clarice Beverien, Charles Canep, Robert Conner, Dan Dornen, James Dunnigan, Bob Forrester, Dave Fredholl, Bob Gouveia, Richard Gutierrez, Burritt Hatch, Jack Hayman, Donald Liddle, Joe Marsh, Tom Mast, Frank Price, Jerry Reddell, Marlin V. Secchitano, Jay Seccombe, Lea Seccombe, Mike Smith.

Local 202, Juneau, Alaska: John Bukovsky, Don Kouchel, V. W. Smith, Peggy Sonnita.

Local 500, Vancouver, B.C.: Danny Allan, Steve Bucholz, Barry Campbell, Dan Cole, Tim Duthiers, Leo Jaczinski, Mark Kersemen, Mike Marin.


Local 503, Port Alberni, B.C.: Larry Mannix.

Local 505, Prince Rupert, B.C.: Wallace Rogule.

Local 508, Chemainus, B.C.: Richard Jones, Mike Connelly, Jim Bower, Vancouver B.C.: Lynn Elf, Michael Gorman.

Local 518, Vancouver B.C.: Barry Hollway.

Auxiliary #2, Aberdeen, Washington: John Parkinson, John Albers.


Auxiliary #35, Tacoma, Washington: Colleen Croxon, Emma Einhaus, Rosemary Partz, Kate Peterson, Claudia Rade, Manjary Reich, Terry Weddington.

Auxiliary #5, Portland, Oregon: Clara Fantino.

Auxiliary #8, Washington, California: Peggy Chang.

Columbia River Peninsula: Brown Austin, Joan Peterson.

River City: John Jones, Buck Morgan.

Coast Board: Mary Ann, John Aronson.

Southwest Oregon Pensioners: Eugene R.

Pensioners: Pedro Azevedo, Roberte Alves, Antone Kahawawia, Fred Lee.

Local 200 Pensioners: Karen Stumpf.

Local 204, Bay Area (Geographical): George Kas, Jerry Mozey, Mike Meatson, John Miller, Nick Engels, Lou strawberry, Kenneth Zeeland.


Local 245, Riverside: Bill Tomsky; Tillie Sylvia, Bill Tomsky; Auberg starts.


Local 270, B.C. Apartment: George Kahawawia, Dennis Williams, Hazel Juen.

Local 41, Portland, Oregon: Robert Weckesser.

Local 475, Victoria, B.C.: Vic Pickering, Howard Smith.

Local 160, San Pedro, California: Peggy Crawford, Tom Swegal, Eugene Thompson.

Local 170, Southern California Pensioners: George Rapp, Hugh Boudinot, Henry Colton.


Local 106, Vancouver, B.C.: Barry Hollway.


Local 203, Port Alberni, B.C.: Larry Mannix.

Local 505, Prince Rupert, B.C.: Wallace Rogule.

Local 508, Chemainus, B.C.: Richard Jones, Mike Connelly, Jim Bower, Vancouver B.C.: Lynn Elf, Michael Gorman.

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Auxiliary #2, Aberdeen, Washington: John Parkinson, John Albers.


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