TO THE UNITED STATES CONGRESS, THE CANADIAN PARLIAMENT AND THE MEXICAN SENATE:

We oppose the North American Free Trade Agreement (NAFTA) in its present form. The proposed agreement fails to guarantee basic worker rights and establish tough enforcement mechanisms to protect those rights. It also fails to include adequate retraining programs and other assistance for workers who lose their jobs as a result of its implementation. NAFTA as it is presently written would injure workers in the United States, Canada and Mexico by undermining existing wages and working conditions in all three countries.

We urge that NAFTA be rejected unless it is renegotiated to include the following worker rights protections, enforcement mechanisms and assistance programs for dislocated workers:

**Basic Worker Rights:**
- Freedom of Speech and Association and the Right to Organize and Bargain Collectively and to Strike
- Fair Minimum Wage and Hours Standards
- Prohibition of Child Labor
- Prohibition of Forced Labor
- Adequate Occupational Health and Safety Rules, Regulations and Standards
- Prohibition of Employment Discrimination Based Upon Race, Sex, Age or Other Arbitrary and Unfair Classifications

**Tough Enforcement Mechanisms:** an independent trinational commission with labor members which has authority to investigate and adjudicate worker rights violations and impose tough sanctions on offending employers, industries and countries.

**Dislocated Workers Assistance:** targeted efforts to create new jobs and adequate retraining programs, income support, medical benefits and other assistance for dislocated workers.

Date  Signature  Address

RETURN SIGNED PETITION TO: "No on NAFTA," ILWU, 1188 Franklin Street, 4th Floor, San Francisco, CA 94109.
Back the NAFTA Petition

BY DAVID ARIAN  ILWU International President

The ILWU's petition drive against the North American Free Trade Agreement (NAFTA) is off and running. The International Executive Board endorsed it in December, and, since then, the Titled Officers have met with Regional Organizing Committees, District Councils and a number of Locals to implement our campaign.

But this isn't just about getting people to sign a petition. It's a statement by the ILWU about the importance of fair treatment for workers in Mexico, Canada and the US.

As currently written, NAFTA does not in any way defend the interests of working people. It neither creates a better job base nor a higher standard of living. What it does do is allow the free flow of capital among the three countries so that multi-national corporations—and the wealthy who own and run them—can enrich themselves by exploiting the poor and the working class.

Our petition outlines three demands essential to the defense of working people:

1. Basic worker rights, such as the rights to organize and strike.
2. Enforcement mechanisms to protect those rights.
3. Benefits, including retraining, for workers displaced as a result of NAFTA.

In the absence of these conditions, we have no choice but to oppose NAFTA with all the power at our disposal. That's where you come in.

We're asking every ILWU member and retiree who receives this petition to clip the front page, get just ten signatures on the petition, then send it in to the International Office.

For Mexico, [NAFTA] could institutionalize a comparative advantage based simply on cheap labor—turning that country into one large export platform, sacrificing balanced and equitable economic development and demeaning the majority of Mexicans to a lifetime of unrelied poverty.

"The draft agreement on cross-border trade in services addresses an enormous body of US law and regulation at the federal, state and local levels and will have the effect of prohibiting democratically elected bodies at all these levels of government from enacting measures deemed inconsistent with the provisions of the agreement. This reality, together with permitting Mexican and Canadian companies to use their employees to provide services in the US, has radical implications and must be more fully examined."

"Chapter 19 of the NAFTA imposes discipline on virtually the entire range of standard-related measures adopted by federal, state and local governments, to protect safety, human, animal or plant life or health, the environment or consumers. US rules that are stronger than international norms would be challengeable as barriers to trade, with the final decision made by an arbitral panel established by the agreement."

"[The absence of any reference to labor rights and standards demonstrates the total lack of concern for workers."


"Studies have shown that the NAFTA will result in the loss of between 290,000 and 550,000 jobs through the end of the decade and place serious downward pressure on US wages."

"The proposed NAFTA text does not contain provisions to address the serious problem of differing labor rights and standards among [the US, Canada and Mexico]."

"NAFTA bars enforcement of the restriction on cross-border recruitment of strikebreakers."

"For Mexico, [NAFTA] could institutionalize a comparative advantage based simply on cheap labor—turning that country into one large export platform, sacrificing balanced and equitable economic development and demeaning the majority of Mexicans to a lifetime of unrelied poverty."

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"[The absence of any reference to labor rights and standards demonstrates the total lack of concern for workers."

Ten signatures. That's all. It's really not much, when you think about it. Just a few minutes of your time today can make a world of difference tomorrow."
Local 10 pickets stop scab cargo

By JACK HEYMAN
Local 10 Steward

SAN FRANCISCO—It's not often that trade unions win strikes these days, so when ILWU longshore Local 10 successfully picketed Levin's Terminal in Richmond, California, it was a certifiable cause to celebrate.

On November 30, 1992, Local 10 President George Romero heard waterfront scuttlebutt that Levin's was going to load wallboard on the M/V Envoyager, thus depriving ILWU longshoremen of work traditionally performed by them at dockside. The wallboard, manufactured across the Richmond Channel at Gold Bond (National Gypsum), was to be trucked over to Levin's industrial dock for the stave-dowing operation. That night, Romero found out that the ship had just passed under the Golden Gate Bridge, was headed toward Levin's, and that the scab cargo was already being trucked in.

With a breach of ILWU's traditional work jurisdiction imminent, Romero put the motion in the Local's response. Within two hours, a picket line was set up, stopping all the trucks loaded with wallboard.

For four days, through torrential rains—even hail, day and night—diligent ILWU members sustained the picket line. And because of their determination, and some help from the weather, no attempts to dray more wallboard were made after the first day.

OTHER UNIONS HELP
Support from other unions was also critical.

After the picket line went up, Levin workers represented by Operating Engineers Local 3 refused to touch the scab cargo. Their solidarity was due in no small part to the ILWU's support during the Engineers' contract beef with Levin's last year.

Members of the Sailors Union of the Pacific at Chevron Tug and Barge honored the picket line by stopping their bunkering operation alongside the ship. Teamster truck drivers refused to cross the picket line. Railroad workers saluted and blew their train whistles in solidarity. In fact, all workers involved in the dispute, including those in the general area, gave their full support.

One of the few dark spots during the action was when the tugboats Polaris and Southern Cross crossed the water line—violating rules of navigation and jeopardizing the lives of the pickets. Seaway Tugs, the operators of the vessels, later contacted Local 10 to apologize.

Four days after picket signs went up, the ship was moved to the Richmond Multi-Terminal where ILWU members bargained with the company. The waterfront in the Levin yard was trucked back to Gold Bond.

LESSONS LEARNED
"The lessons from this victorious four-day strike bear repeating," said George Romero. "Private docks such as Levin's pose serious threats to our traditional work jurisdiction. Only with vigilance and active participation of the rank and file can we turn that around. Our people proved that."

"This picket was a good reminder of what's necessary for the A members, and there could have been no better training for our B men and women and our casuals. Our Stewards Council has been working to further develop the new people as good union men and women and the effort is paying off."

In January, the Local 10 Stewards Council added its voice, commending those "who quickly manned and consolidated the picket line at Levin's Terminal from November 30-December 3, 1992. Their action, in the militant tradition of the ILWU, helped defend our [traditional] jurisdiction, our jobs and our union."

NLRB pops union buster; orders bargaining

By ALCIA MATZGER
ILWU International Representative

SAN FRANCISCO—In an uncommon but fair directive, the National Labor Relations Board (NLRB) on December 11 directed Arvey Paper, a subsidiary of International Paper, to a notorious anti-union company, to bargain with ILWU warehouse Local 6.

The decision comes exactly two years to the day that Local representa-tives first met with the Arvey employees to discuss reinstating the union.

RE-ORGANIZING

Years ago Arvey Paper was under the Local 6 Master Contract, which included the majority of the Bay Area paper plants. Then, during the mid-1980s, Arvey provoked a long and violent strike, hired scabs, and led a successful decertification effort.

In December, 1990, workers unhappy with their new union conditions at Arvey called Local 6 for help. Within days, 26 of Arvey's 29 employees signed cards authorizing Local 6 to represent them. Local 6 demanded that Arvey recognize the union. Arvey refused, prompting the Local to file for recognition through the NLRB. An election date was set for February 14, 1991.

Arvey spent hundreds of thousands of dollars in an aggressive campaign to defeat the union, using tactics, in some cases, which were patently illegal.

THREATS AND PROMISES

Management threatened workers with loss of benefits and a plant closure and even offered to pay one worker to spy on union supporters. They showed anti-union films, held countless "captive audience" meetings, both in groups and one-on-one, alternately making threats and promises. They also gave unscheduled larger-than-usual pay raises, followed by larger-than-usual profit sharing checks the night before and day of the election.

On election day the union lost by one vote.

ILWU legal counsel Ann Casper immediately filed objections with the NLRB. Several months later the NLRB ordered a second election. The company appealed the decision and intensified its anti-union campaign.

This time management fired union supporters, including a woman in her eighth month of pregnancy. ILWU attorneys and Local 6 officers paid for three months' coverage at Kaiser to cover the delivery. Co-workers came through with a huge baby shower.

Management also fired a worker who opposed the union—an action that would come back to haunt them. Arvey offered Local 6 a "deal" to settle the dispute. After discussing the offer with the workers, the Local rejected the offer and, instead, sought a bargaining order from the NLRB. It was a difficult decision; the NLRB could take years to decide and, further, does not normally issue bargaining orders.

WITNESS FOR THE PROSECUTION

An NLRB trial was held in June, 1992. The testimony of the anti-union worker Arvey fired was critical. He said that Arvey offered him money to spy on pro-union workers and maintained a "hit list" of in-house organizers—two of whom had been fired.

Following the trial, the NLRB ordered Arvey to reinstate these workers and bargain with Local 6.

The irony here is that before Arvey went on its union busting rampage, it had a "dream" work force which helped propel the company into sixth place in the highly competitive paper supply industry. Today, however, several of those workers are gone. Those who remain look forward to upcoming contract negotiations.

DOWN AND DIRTY

"This is an important victory, not just for the employees at Arvey's but for all of labor," said union attorney Ann Casper. "Bargaining orders are very rarely granted and when they are, it sends a clear message to employers that they cannot get away with these kinds of low-down and dirty anti-union tactics, which are, after all, just a waste of time and money."

"It's a travesty that these cases take so long to pursue, and that innocent and dedicated employees have to suffer along the way. Our victory would not have been possible without the courage and tenacity of the employees at Arvey's."
The ILWU maintains that workers have a constitutional right to strike without losing their jobs. Many ILWU members spent blood, sweat and tears last Congress trying to get this important legislation passed only to be sandbagged by a Republican-led filibuster in the Senate. The philosophical make-up of the Senate has not radically changed since then, so you can expect the same dirty tricks.

That's why we need to get an early start in obtaining co-sponsors for striker replacement legislation.

If you recall, a last minute compromise introduced by Senator Robert Packwood (R-OR) last Congress failed to win the necessary votes to end a permanent filibuster. His amendment would have compelled the union and employer to reach an agreement that precludes arbitration if a labor dispute could not be settled.

The ILWU Executive Board opposes this compromise as a governmental intrusion in the contractual relationship to strike. The Board believes it is time to fight for this right—not settle for an alternative.

You know the importance of this issue to the future of the labor movement. We begin the fight again by asking members of Congress to co-sponsor HR 5, introduced by Rep. William Clay, R-MO, and Senator Howard Metzenbaum (D-OH). These bills would bar your employer from offering you a different job if you are ever engaged in a strike.

WRITE THOSE REPRESENTATIVES
The way to begin the fight again you can copy, or preferably alter to reflect your personal experiences, and send to your Representative and Senators.

Dear Representative/Senator:

As a member of ILWU Local ___, I am asking you to become an original co-sponsor of HR 5, legislation that would protect my job if I am ever engaged in a legal strike. This issue is one of basic fairness to working people who have no other alternative but to strike against an unreasonable employer.

Trade unionists do not take strikes lightly. The economic hardships on ourselves and our families are enormous during a strike. But I maintain that I have a fundamental right to strike as a last resort to protect my standard of living and pave the way for a better life for the next generation.

Our Brothers and Sisters working in industrial countries such as Japan, Germany, and Canada are protected by law from being permanently re- placed. When is our country going to end this archaic mentality and leaped all the way into the 1990s.

A health maintenance organization in Seattle called "Group Health Cooperative" recently announced that they would not renew contracts with industries that did not require employer co-payments.

We were floored. Here was a provider attempting to change the stroke of a pen what took us four years of fighting in order to achieve with our employers!

We happen to have an opinion about this. And we do have a response.

OPEN THE BOOKS
For starters, we want Group Health Cooperative to open up its books and justify why medical costs should be shifted onto the backs of workers.

We want Group Health to tell us why their administrators and cardiologists and anesthesiologists and others derive six-figure salaries.

We want to know where the professionals they consulted with got the notion that we would use services more prudently when required to participate in the costs of medical care.

Are they saying that when we wake up on a bright, sunny morning, with no plans for the day, that we suddenly decide to visit a doctor for want of something better to do?

We all know the answer to that: People seek medical care when they are sick, PERIOD.

INSURERS GAMBIT
Now, let's look at the insurance companies. Judging from recent news reports, they've got out of their 1920s mentality and leaped all the way into the 1990s. Comprehensive health care, they say, is maybe the last bad idea after all. In fact, every citizen should have it.

Right. As long as insurance companies can keep their sticky fingers in the pot.

As usual, you don't support universal, single-payer care, which would provide direct health care without unnecessary insurance middle-men, but rather a system which perpetuates the huge-volume-profit—and profits—of the insurance industry.

We happen to have an opinion about this. And we do have a response.

EXECUTIVE pay...and up
A survey of 1981 compensation for 800 corporate executives shows that, on average, these captains of industry were paid $75,000 in 1990.

Despite a full-blown recession, the 1991 executive payrolls are the highest ever in history, conducted by Business Week magazine.

In list of number of cases reports that pay cut were cut when their company's profit margin contracted. But other perks, such as company-paid insurance options, boosted total compensation up by some 26 percent over 1990.

In 1980, the average CEO earned 42 times more than the average factory worker; in 1991, 104 times more. Meanwhile, workers all over the country have been slaves as inflation chipped away at their earnings.
SAY 'BYE: A cartoon retrospective of twelve years of Reagan/Bush by Gary Huck & Mike Konopacki

January 22, 1993

The Daily Blat
BUSH WINS IN MUDSLIDE

We own the world, we make the millions. We are the ones who steal your pay, so don't stop givin'.

WE SAY 'BYE':

A MICROSCOPIC VIEW OF REAGAN'S INDUSTRIAL POLICY

THE PRO-POVERTY LOBBY IS HERE TO ENDORSE YOUR RE-ELECTION BID.

ON THAT'S GOOD, SEND 'EM IN.

THERE ARE THE MESSAGES OF REAPING WHAT YOU SOW Initiative

NO PIPE DREAMS FOR NEW WORLD ORDER.

We want a home, we want a car, and above all we want a job.
No rancor in "sell out" remark

Open letter to Berry Minott

Initially, I thank ILWU Archivist Gene Vranas for his even-handed appraisal of your video, Harry Bridges: A Man and His Union. The controversy continues, as these two letters attest.

Fred Ross was legendary grass-roots organizer

Well-known activist and friend of the ILWU, Fred Ross died recently at the age of 82.

For most of his life, Ross worked with Spanish-speaking people in California to help them improve their conditions and fight for their dignity. Always a friend to the common person, he taught us the importance of solidarity and the power of their ideals and the strength of their convictions.

Teddy Gleason—fiery, feisty ILA president

In 1990, soon after his 90th birthday, Ross was honored in a community meeting by House Representative Nancy Pelosi for his "legacy of good works that have given power and dignity to the most vulnerable of people, the power of their ideals and the strength to do heroic deeds on behalf of the common person."

ILWU mourns Nate DiBiasi

As we go to press, thousands of ILWU members and retirees up and down the coast are mourning the loss of Nate DiBiasi, the ILWU's long-time local president and well-loved President of the Pacific Coast Penitentiary Association, Past-President of the Southern California District Council, and retired member and leader of longshore Local 13, Wilmington.

"Nate was an example to all who..." said ILWU International President David Aron. "He taught us the importance of being humble in the political process, of being tolerant, and of being ready to fight when necessary. We will all miss him very much."

John R. Ruymaker was active member of Local 34 and the Fort Point Gang

John R. Ruymaker died of leukemia on January 27, 1993 in his thirty-three years, and just short of his 69th birthday.

Born in New York City, Mr. Ruymaker moved to the Bay Area in 1946.

In 1946, he joined the ILWU and participated in the Food, Tobacco and Agricultural Workers' strike against mechanization and modernization of the fishing fleet. In 1946, he belonged to ILWU warehouse Local 6, became a member of ILWU Local 34 in 1947, and retired in 1972.

Mr. Ruymaker was a member of the Fort Point Gang and a strong supporter of human and civil rights, protection of the environment, and good government.

Some viewers reported the film without recognizing Minott's purpose in producing the film. Harry Bridges made an important and lasting contribution to the labor and civil rights movement. He was an imaginative and complex human being. He wasn't perfect.

Sid Storkel narrates what Jim Haskins said about Harry Bridges, the film-maker, on grounds that require clarification.

ILWU Archivist Vranas claims Minott presents statements attributed to me; for example, Lou Goldblatt called Bridges' functioning as a "sell-out" over M.W. William Ward, in his letter to The Dispatcher includes a transparent indication of his position. The editor of the paper said "Lou Goldblatt had called Harry a 'sell-out' artist over M.W. He then, Ward emphasized that position." The letter was published in Durbin's film, "Billy the Kid..."

"How does Ward know it never happened," I am present at this discussion about the M.W. contract and reported clearly what I heard and witnessed. As a reporter, I offer the following information.

In 1968, when longshoremen were having a difficult time over the M.W. agreement, Harry, Lou, and Local 6 leaders of the ILA, (Chili Duarte and George Val- ter and I were in Harrington's Irish bar drinking about the convoy. Lou said to Harry, "I think you sold out on the M.W. contract." There was no "sell out," Lou thought the ILA was being duped and demanded more money. Harry replied, "You may be right." I am the only member that group who is alive today and can turn to no one for verification of the conversation. However, I stand on my background as a reputable journalist."

Following this scene in the film, there is an interview with Wayne Horvitz, former vice-president of Maritime Navigation, who said no one had "sold out." Horvitz did say, "I would not ar- gues with people like Lin Fairey for- mer ILWU Research Director, that the ILWU settled cheap. But I don't think the employers snookered them. I think they did settle cheap. But we didn't know how much those work rules were worth." I am wondering whether the criticism heard at Horvitz said?"
ADRP volunteers turn out for area seminars

Union members who serve as volunteer coordinators for the ILWU/PMA Alcoholism/Drug Recovery Program (ADRP) attended classes in Northern California in the last four days of the five-day seminar with a brief orientation, followed by PMA official Paul Foster. Counselors, recovering addicts, and trained field staff conducted workshops by several experts covered a range of subjects, including marijuana abuse, special treatment needs of black males, effects of alcohol in the workplace, and AIDS. Field trips included visits to The Camp in Scotts Valley and Arroyo Acres in Sebastopol.

ADRP attends classes in Northern California.

January 22, 1993 Page 7 THE DISPATCHER

Come out in the cold

If you or a family member has a drug or alcohol problem, please contact one of the following ILWU/PMA-sponsored recovery program representatives. They are trained to offer referrals for substance abuse, personal and family counseling, and other services—all on a confidential basis.

Longshore Division

ADRP—Oregon

3034 N.E. Glisan, Ste. 2
Portland, OR 97232
Phone: (503) 231-4882

Richard Bosheim
ADRP—Washington
506 2nd Avenue, 2nd Floor
Seattle, WA 98104
Phone: (206) 621 1038

Wardhouse Division

African American

Bill Bloor
EAP—British Columbia
745 Clark Drive, Ste. 205
Vancouver, BC V5L 3S3
Phone: (604) 254-7911

Local 9, Seattle

President, Duane Peterson; vice-president, Zachary Jacobson; secretary-treasurer, Bob Sharp; alternate day delegates are Ben Miller and Bill Ronny; alternate night delegates include Randy Uecker and Dave Deck. LRC delegates are Scott Lynch and Dave Deck. LRC alternate day delegate for the current session was elected by the membership.

Local 18, West Sacramento

President, Brian Cappiello; vice-president, Steve Corder; secretary-treasurer, Dave Deck. LRC alternate day delegate for the current session was elected by the membership.

Local 19, Seattle

The following newly-elected Local 19 officers were sworn in on January 22, 1993: President, Bob Lindsey; vice-president, Carsten Strand; recording secretary, Steve Ramela; day business agent, Steve Perkins; alternate day business agent, Jeff Frye; night business agent, David Borger; night business agent, Dave Bates. Dispatchers are John Holmes, Robert Williamson, George Nishiya, Robert Lomax and Dallas Bogert. Jim Nickloe and Bob McDonald are stewards. Jerry Yung is the shop steward chair. Carsten Strand and Wes Young were elected to the labor relations committee. Pat Vukich represents the area labor body on the ILWU Metro. Bill Cappiello will represent the Puget Sound District Council. Trustees are Robert Dallal, Ron Voultsios, Jr. and Bill Day. President, Bob Lindsey, Pat Vukich, Larry Hansen, Bill Sample and David Bjonason are delegates to the Central Labor Council. Trustees are Larry Hansen, Del Bates, Roy Utcichel, W. T. Lassiter and Buford Schaefer. In that rank and file members were elected to the executive board.

Local 32, Everett

Results of last month's election are: President, Harold Pyatt; vice-presi-

dent, Mike Gilchrist; recording secre-
tary, Steve Snow; business agent, Nick Buckles; dispatcher, Gip Larson. La-

bor relations committeee is John Glenn Burpee. Don Hopkins will repre-

tent the Puget Sound District council.

Rich Austin and Nick Buckles are council delegates. A 6-member executive board was elected.

Local 50, Astoria

Results of the recent election are for 1993: President, Cliff Harland; vice-president, Gary Angus; secre-
tary-treasurer, Gerald R. Olson. Ron Angberg and Henry Boyd are the audi-

tors; council delegates will be John Estos and dispatch-officer welfare, Bob Kujatra.

Jeff Adams will represent both the Columbia River District Council and the Labor Relations Committee. Labor relations board member is Steve Corder.

The five executive board members will be Gary Macintosh, Ken Niwell, Bill McEntire, Dave Brewer and Steve Corcor.

Local 52, Seattle

Elected for the current year are: President, Frank Cappiello; vice-presi-

dent, Mike Case; secretary-treasurer, Bob Fairchild and Bill Pesik; Ken Miller is the sergeant at arms; Ian Kennedy is the alternate day delegate; trustees are Tom Connolly, Bill Beck and Jerry Storvick.

Bill Beck and Glenn Anderson will be council/convention delegates; council alternates are Frank Cappiello, Frank Cappiello and Tim Scott. A 7-member executive board will be elected. The membership will also select delegates to Area Conventions.

Local 63, Wilmingt

Sworn in as this year's officers are: President, Bob Lindsey; vice-president, Matt Kelamis; secretary-treasurer, Dan Laxton; treasurer/discharger, Peter Lopez.

Chairman of the Board is Jim McEligot, AT

LCL WA

Local 501, Vancouver

President, Tom Dutrefeu; vice-president, Bob Morello; secretary-treasur-

er, Dave Chouine.

Local 505, Prince Rupert

President, Wally Robinson; vice-president, Bob Faust; business agent, Bob Swanson; alternate day dele-

tate, Larry Beck.

Local 508, Chemainus

President, Al Russell; first vice-president, Brian McAlister; second vice-president, Jim Cribb; caucus dele-

tate, Phil Coleman.

Local 514, Vancouver

President, Allen Ponder; vice-president, Bob Johnson; business agent, Mark Ponder; alternate day dele-

tate, Phil Coleman.

Local 518, Vancouver

President, Barry Holloway; vice-president, Bob Pickering; business agent, Allen Ponder; alternate day dele-

tate, Phil Coleman.

Local 520, Langley

President, Peter King; first vice-president, Bob Pickering; second vice-

president, Gary Tupper.
New staffers at the International

We have some new faces at the International.

Alice Matzger, warehouse Local 6 (San Francisco), is an at-large International rep, with specific expertise and duties in organizing. Among other activities, she's working closely with the newly-established Regional Organizing Committees. She also was the International's liaison during the strike at Summit Hospital in Oakland, involving Local 6 and six other locals.

From the University of California, Sean Arian is a student intern staffing a newly-established Regional Organizing Committee. He'll be coordinating strategy with ILWU District Councils, which are spearheading activities in their respective areas.

Welcome aboard, one and all.

Important Notice on ILWU Political Action Fund

Delegates to the 28th Triennial Convention of the ILWU, meeting in Seattle, Washington, June 3-7, 1991, amended Article X of the International Constitution to read:

"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 pro rata share of the union's collective bargaining expenses. Reports on the status of the fund and the uses to which the voluntary contributions of the members are put will be made to the International Executive Board.

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

One Dollar and Twenty Cents ($1.20) of each March and August's per capita payment to the International Union shall be diverted to the Political Action Fund where it will be used in connection with federal, state and local elections. These deductions are suggestions only, and individual members are free to contribute more or less than that guideline suggests. The diverted funds will be contributed only on behalf of those members who have signed a card authorizing the International to deduct such a sum from their per capita payment to be used for that purpose. The Titled Officers may suspend the March diversion if, in their judgment, the financial condition of the International warrants suspension.

For three consecutive months prior to each diversion each dues paying member shall be advised of his/her right to withhold the One Dollar and Twenty Cents ($1.20) payment or any portion thereof otherwise made in March and August. Those members expressing such a desire, on a form provided by the International Union, shall be sent a check in the amount of One Dollar and Twenty Cents ($1.20) or less if they so desire, in advance of the member making his/her dues payment to the local union for the month in which the diversion occurs.

Those members who do not wish to have any portion of their per capita payment diverted to the Political Action Fund, but wish to make political contributions directly to either the Political Action Fund or some other political action fund, may do so any time in between.

Two points of clarification:

• You did not have to sail every year from 1941 to 1982, but rather during any three consecutive months prior to each March and August dividend.

• Asbestos is the name of the disease contracted from asbestos. You do not have to have the disease but, since it takes many years to develop, this class action absolves the company from any further claims.

International observers season of sharing

SAN FRANCISCO—Every year during the holiday season the Coast Committee hosts a luncheon for the International staff—an annual thank you for a job well done, an opportunity to share a little holiday spirit.

This year, however, one staffer got the chance to extend that spirit to those less fortunate and proposed that the money allocated for the luncheon be donated to organizations which feed the hungry.

Everybody at the International agreed. As a result, $600 was divided between Glide Memorial Church and St. Anthony's Dining Room in San Francisco. Both of these organizations do an outstanding job of feeding the hungry year-long.

In the national Vice President Brian McWilliams, International rep. Alice Matzger and International Deputy to the International political Action Fund served as a volunteer to serve meals at St. Anthony's on December 18, 1992. McWilliams presented the donation and agreed to return at least once a month to help out.

St. Anthony's always needs volunteers. If you are free between 9:30 a.m. and 1 p.m. one a month or more, contact St. Anthony's Dining in San Francisco to sign up.

First annual Bobby Olivera dinner-dance

Nearly three hundred ILWU members and guests attended the 3rd Annual Bobby Olivera Country Dance, held December 10 at the Sheraton Hotel in San Pedro.

The Bobby Olivera Campaign proceeded a bountiful prime rib dinner, and dancing to the San Pedro Summer Band. A silent auction paid tribute to Olivera and his family.

People Georgia, sons Bobby, Jr. and Matthew Olivera (date daughter) Wendi and Lori, along with several ILWU members and friends, recalled Olivera's many accomplishments and dedicated work. Best wishes were abundant; several video tape.

Bobby Olivera was a Coast Committeeman who served in the military and in the Army. He served in the Chamber of Commerce in his spare time.

Bobby Olivera was a Coast Committeeman who served in the military and in the Army. He served in the Chamber of Commerce in his spare time.