"We are not new! If you would understand us, go back two thousand years, and study our descent; our breed is our explanation. We are the daughters of our fathers as well as of our mothers. In our dreams we still hear the clash of the shields of our forebears as they struck them together before battle and raised the shout of 'Freedom!' In our dreams it is with us still, and when we wake it breaks from our own lips! We are the daughters of those men."

Olive Schreiner
Women and Labor
March, 1911
Family, medical leave legislation protects workers

By LINDSAY McLAUGHLIN

WASHINGTON

Last month President Clinton ended a decade-long grind by signing the Family and Medical Leave Act. When the measure goes into effect in 1993, American workers will no longer be forced to make the agonizing choice between the love of their loved ones or keeping their jobs.

Women's groups and labor organizations have flogged for a decade to gain this essential job security right, but Republican presidential vetoes stopped legislation in its tracks. With the election of President Clinton, the atmosphere toward workers and children changed.

Keeping his promise to make family and medical leave a priority, President Clinton signed the White House ceremony, "Family and medical leave is a matter of pure common sense. And a matter of shared common decency. It will provide Americans what they need most: peace of mind.

SOCIETY BENEFITS

The benefits of this ground-breaking legislation will be felt throughout our society. According to the Bureau of Labor Statistics, 16 million mothers and 65 percent of mothers now work outside the home. However, 4 million mothers with children under one age are in the work force. But only 36 percent of collective bargaining agreements currently provide for extended maternity leave, while the vast majority of contracts completely ignore the father's role in the birth and bonding of the baby.

This legislation won't help everyone: many workers simply cannot afford to take unpaid leave. Opponents of the measure call it a "Yuppie Act"—only for upscale workers who can afford the unpaid time off work. I agree that businesses should provide at least some job protection during family emergencies as well.

Workers returning from leave must have the assurance of returning to their job position, with all rights and benefits earned before the leave.

BRIAN McWILLIAMS THOMAS TRASK

Vice President Vice President

ILWU Titled Officers

KATHLEEN WILKES Communications Director

 ILWU Titled Officers

DAVID ARIAN

President

BRIAN McWILLIAMS THOMAS TRASK

Vice President Vice President

LEON HARRIS

Secretary-Treasurer

NOW I DON'T CARE IF YOU ARE WEARING COTTON, CORPORATION LAWYERS, IF YOU TRY TO UNDERPAY ME OR CHEAT ME OUT OF MY SOCIAL SECURITY, I'LL K.O. YOU.

Quote of the Month

"Zoe [Baird] ended up without a hint of support, with no social base, with no friend on earth other than her personal trainer and Utah's prehistoric Sen. Orrin Hatch.

"The New York Times did try to manufacture a bouquet of sympathy, as both columnists and newswriters argued that Zoe is 'probably somehow illuminated the problems of middle-class women in finding affordable child care.'"

"This is a lot like saying that Wilt Chamberlain's personal history sheds light on the problems of celibate short people."

Tim Patterson "Seasons of the West" Cross-roads magazine March 1993

High court to landmark sexual harassment case

By RICHARD ZUCKERMAN

The United States Supreme Court recently agreed to decide an important issue in a sex harassment case. The issue to be resolved is whether the Court of Appeals for the Ninth Circuit misinterpreted the Civil Rights Act of 1964.

The Ninth Circuit held that a supervisor of a truck leasing facility had sexually harassed one of his female employees, and that the plaintiff was entitled to recovery. However, the Supreme Court has previously held that a supervisor is not liable for sexual harassment under Title VII of the Civil Rights Act of 1964.

The plaintiffs in the case were a male and a female employee of a truck leasing facility. The female employee was told by her supervisor to "take a shower before coming to work" and "to be more available" to him.

The issues before the Supreme Court are:

1. "Equal Employment Opportunity Commission v. Harris v. Forklift Systems" defines sexual harassment as "unwelcome sexual conduct that is a term or condition of employment." Two types of sexual harassment are actionable under Title VII of the Civil Rights Act of 1964.

2. "Hostile environment" harassment is unwelcome sexual conduct that "unreasonably interferes with an individual's job performance or creates an "intimidating, hostile, or offensive working environment."

Harris v. Forklift Systems is a "hostile environment" case. The plaintiff, Terri Harris, quit her job as manager of a truck leasing facility after enduring months of sexual remarks from his president's company's president. The remarks were made in the presence of other employees, and included such comments as "You're a woman—what do you know?" and "We need a man as the rental manager." The president also said to other employees that Ms. Harris had obtained a particular account because she had promised sexual favors.

The US District Court found that the company president was a "vulgar man" who "demeaned" female employees, and that a reasonable woman would have taken offense at his behavior. However, the court dismissed the complaint on the ground that the president's remarks were not likely to affect Harris' "psychological well-being." This decision was affirmed on appeal by the US Court of Appeals for the Sixth Circuit.

Psychological Injury

The Supreme Court agreed to review the case in order to resolve a conflict among the Federal Appeals Courts. The US Court of Appeals for the Ninth Circuit, for example, whose jurisdiction includes the West Coast of the United States, has squarely rejected the "psychological injury" test. Thus, as the Ninth Circuit stated in Ellison v. Brady, "(c)onduct can unreasonably interfere with work performance without causing debilitation and without seriously affecting an employee's psychological well-being." It is worthy of note that the EEOC also rejects the psychological injury test.

It is anticipated that the Harris case will be argued before the Supreme Court sometime in the Fall of 1993.

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LONG BEACH—"I have so much respect for these workers, you just can't imagine," said warehouse Local 26 president Luisa Gratz. Reporting on the recent contract settlement with Domtar, Gratz made it clear that the credit goes to her members.

The contract didn't come easy. From the outset, the union was determined to rattle the ranks. When bargaining started last May, the company pleased with few exceptions and few concessions in health care costs, seniority and other provisions.

"They said business was really bad," said Gratz, who served as union spokesperson during negotiations. "They made us feel that the Long Beach plant might not be around, and we were on the brink of losing pay or benefits in the event of closure. They also made us aware that their strategy was working, that in Northern California was doing well." "STORM CLOUDS"

With an implied threat of closure hanging over their heads, the Local 26 bargaining committee asked Domtar to supply financial data to back up its claims. Management refused to comply, saying it would not provide statistical calculations for their concessions demands, which included getting workers to shoulder the cost of increases in medical coverage. When the workers refused to go on strike, Domtar, in turn, threatened a workers' week of work stoppage if production didn't pick up.

"The company didn't offer before," said Gratz, "but we forced Domtar to have the thing is, Domtar implemented its demands, but we forced them to stop two or three of the machines anytime."

"The company didn't offer before," said Gratz, "but we forced Domtar to have the

"We were nervous, and we didn't know we could do it. Those machines had kept going as long we could remember."

"When we finally pulled the switch and there was some quiet, I finally remembered something: that I was a human being, that I could stop those machines, that I was better than those machines anymore."
When Carol King wasn't marveling at the sights she saw out the train windows on her long trip across the country, she was busy planning the best strategy open in San Francisco on July 10, 1939. She would join competent hands of Mrs. Barkley, and left her Law School, acting as hearing officer.

Carol opened the hearing by explaining the defense theory of the case:

"This case is a product of employer plans and employer money. A conspiracy exists against Bridges. A few hours later, the actors in this long-advertised play found their places at the immigration station on Angel Island. Carol opened the hearing by explaining the defense theory of the case:

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rifling of the American Legion files," and Carol said "it was fun to confront Knowles with his own correspon-
dence when questioning him. He wriggled, and some-
how I feel that he'll never quite be able to rehabilitate
himself."

The hearing finally ended in September, and on
December 28, 1939, Dean Landis announced his deci-
sion: the government had not proved that Bridges
was a member of, or affiliated with, the Communist
Party; the defense had proved a conspiracy by busi-
ness and government leaders. What a victory!

One year later, in February, 1941, in the complex
political climate at the beginning of World War II, the
government arrested Bridges for deportation a sec-
ond time on the same charges: there is no rule against
double jeopardy for aliens. Bridges's lawyers were
the same in the second hearing, but the government had
a new batch of witnesses and quite a different hearing
officer. In September, 1941, after a long hearing, the
retired judge decided Bridges could be deported. The
lawyers appealed and fought every step of the way to
the Supreme Court.

"Hello, Mama"
March 23, 1942
Dear Richie:

Some weeks ago H.B. arrived in New York and on
reaching me by telephone he stated, "Hello, Mama.
This is the guy who keeps you in furs." He then went
on to state that he was going to Washington to try and
straighten out the problem of finances. After that he
disappeared to the West Coast and nothing more was
heard from him. I am wondering whether from your
point of view that belongs to him as a human being and that is
guaranteed to him by the Constitution."

Just five days after the Supreme Court decision,
Harry Bridges filed his final naturalization forms in
San Francisco. Carol had been very much opposed to
his taking this step. She felt he was perfectly safe
in his eyes as he took the oath. It even made me feel
like a young bride again...Got any other little aliens
who can be grown into big ones?"

The Bridges case finally reached the Supreme
Court on April 2-3, 1945, four years after the hearing
before Judge Sears, six years after the hearing before
Dean Landis, eleven years after the San Francisco
cases full of law books up the many steps to the
Supreme Court for Lee Pressman, general counsel for
the CIO, and Richard Gladstein. She did not share in
the oral argument.

For the defense, the proceedings had their amusing
moments, as when Solicitor General Fahy declared that
"this petitioner has had more due process of law
than perhaps any one of the numerous ones who have
been deported in the past, including the Chinese la-
bor, the prostitutes and others."

"JUS".

The record in this case will stand forever as a
monument of man's intolerance of man. Seldom if
ever in the history of this nation has there been such a
concentrated and relentless crusade to deport an in-
dividual because he dared to exercise the freedom
that belongs to him as a human being and that is
guaranteed to him by the Constitution."

In 1949, the government made its third try against
Bridges, charging him with conspiracy to defraud the
government by saying he was not a Communist Party
member when he became naturalized. For bad mea-
sure, ILWU leaders J.R. (Bob) Robertson and Henry
Schmidt were charged with him. Vincent Hallinan
was Bridges's lawyer this time. All three were con-
victed but the Supreme Court, in 1953, reversed
again, holding that the government had not proved its
case.

(Excerpted from Carol Weiss King: Human Rights
Lawyer, 1899-1952, University Press of Colorado,
1993: 605 pages, hardcover, $27.50. To order by mail,
make check payable to "MCL" for $35.76—which in-
cludes postage and handling—and send, with your
name and address, to: Melchionni Civil Liberties Insti-
tute, P.O. Box 673, Berkeley, CA 94701-0673.)

Invitation to a book party
A party in honor of the newly released book by
Ann Fagan Ginger, Carol, Women, King: Human
Rights Lawyer, 1899-1952, will be held on Sunday,
March 28, from 3 to 5 p.m. at Finn Hall, 1515
Telegraph Avenue, Berkeley, California.

As part of the festivities, Ginger will read ex-
cerpts from the book. There will also be a talk about
King and music.

The book party is free of charge and open to the
general public. For more information, call (510) 848-0826.

About the author
Ann Fagan Ginger is a prominent lawyer in the
San Francisco Bay Area, who, in 1989, helped
found the Bay Area Women's Law Center.

She currently serves as Executive Director of the
Melchionni Civil Liberties Institute in Berkeley,
the first such institute in the United States. Ginger
was also one of the founders of the American
Human Rights and Peace Law at San Francisco
State University.

Ginger has authored two dozen books and
innumerable articles for legal and popular journals.
Women's political group honors
daughter of Local 10 member

By SUE CHIN

SAN FRANCISCO—Dr. Ahimsa Sumchai, daughter of late ILWU Local 34 member George Porter, was among three Bay Area African American women honored last month by the National Women's Political Council (NWPC).

Sharing honors with Dr. Sumchai were KRON-TV news anchorwoman Pam Moore and Cynthia Carey-Grant of the California Abortion Rights Action Line (CARAL). All three women are widely respected for their contributions to the community.

VARIETY AND DIVERSITY

NWPC members from various backgrounds and races attended the event, held during Black History Month to celebrate the achievements of African American women.

"Historically, issues affecting wom- en from different ethnic groups may have diverged," Dr. Sumchai noted. "Our challenge now is to mold and so- lidify a common core of support on is- sues that affect women from all ethnic groups. We must transcend parochial is- sues that cross ethnic divisions." Dr. Sumchai also discussed the 1991 Civil Rights Act, women's rights and health care.

Dr. Sumchai works with the Univer- sity of California Hospitals in San Francisco and the San Francisco De- partment of Health. She has contributed relief efforts for victims of the civil wars in Ethiopia and Somalia. She is the recipient of numerous awards, in- cluding the 1990 Sojourner Truth Award, the California State Legisla- ture's 1990 Woman of the Year Award, and an award from the National Orga- nization of Women.

The NWPC strives to empower wom- en politically and backs women can- didates. It is committed to recruiting a diverse membership, which also in- cludes many union women in non- traditional careers. Among NWPC's found- ers are Shirley Chisholm, Bella Abzug and Gloria Steinem.

San Francisco, CA 94103. For informa- tion, call Flo or Jackie at (415) 621-7326 or Bertha Miller at (510) 632-1830.

Dr. Ahimsa Sumchai (center), daughter of the late George Porter, Local 10, was honored by the National Women's Political Caucus along with television news anchor Pam Moore (left) and Cynthia Carey-Grant of the California Abortion Rights Action Line (right).

Luisa Gratz is “Woman of the Year”

SCD fund raiser will help produce film about early women factory workers and their struggle for justice

LOS ANGELES—The ILWU South- ern California District Council (SCDC) will bestow its $1,1114/PC strives to empower wo- men politically and backs women can- didates. It is committed to recruiting a diverse membership, which also in- cludes many union women in non- traditional careers. Among NWPC's found- ers are Shirley Chisholm, Bella Abzug and Gloria Steinem.

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Nike response conceals more than it reveals

PORTLAND—Responding to an article in our December issue, Frank Pozzi, longtime ILWU legal counsel in the Northwest, recently wrote to Nike to protest its refusal to negotiate with workers at a shoe manufacturer's contract factories in Indonesia. He got a prompt response from Mark S. Pozzi, the former Services "specialist" in Beaverton, Oregon.

Hearing Pozzi send several pages of Nike damage control: a press release and a letter from Nike General Counsel Philip Knight to The Oregonian, one of several newspapers which had published an article on the subject, Knight was incensed by the story. He said the "impression that they should be ashamed of our own factories, of the contract factories to manufacture our product is naive and absurd."

Both the press release and the letter defend Nike's contract arrangements with factories:

"All factories work on contract to Nike. Nike does not own the factories nor does it directly employ the workers," says the press release. "We expect all factories with whom we are dealing to be in full compliance with all labor laws of the country," says Knight, including the "right to organize." To the Oregonian, the latter is a "nuisible verbiage in each document about how Nike is 'upholding its standards' in the field of and building a local infrastructure."

Court historical society to examine Bridges trials

SAN FRANCISCO—On May 27, 1993, the US District Court for the Northern District of the California Historical Society will present the examination of the trials of Harry Bridges. The trials pertained to the prominent labor leader and later to revoke his citizenship among the most controversial in the history of California's federal courts.

The ninety-minute program will begin at 5:30 p.m. in the Ceremonial Courts, 11th Floor, US Courthouse, 450 Golden Gate Avenue, San Francisco. It will be preceded by a reception outside the courtroom, beginning at 5 p.m.

Introduced by the Hon. Thelton H. E. Hodge and moderated by Frank Winston, the program will feature the Hon. William Newsome, Justice of the California Court of Appeals; Ann Pagan Gingrich, an authority on the trials, and an introduction to the biography of Carol King, one of Bridges' attorneys in his deportation hearings; Aubrey Grossman, who also represented Bridges at the deportation hearings; Vivian Hallinan, who will discuss Vincent Hallinan's representation of Bridges before the District Court, and automobiles attorney Sean Mathis. There will also be other speakers, videos and food.

The event, which is jointly sponsored by the ILWU Southern California Federation of Labour president Ken Georgetti; Richard Rothstein of the Economic Policy Institute; Loyola Law school professor Robert Benson; Mark as consciously absurd, however, Nike's justification for the following:

- Closing American plants and laying off American workers.
- Shutting down factories in South Korea after workers joined a union.
- Paying Indonesian workers so little that the UN's International Labor Organization says the wages are most likely to be malnourished.
- For those, Nike had no plausible reason—save one. It is true that Nike makes a profit for its shareholders, which is the goal of every publicly held company.

NIKE'S STINK

Iniki Relief

I just read an article in the November issue and thought I'd share some information with you.

With regard to your article on Hurricane Iniki, one of your closing paragraphs said: "Local 142 has taken the lead in coordinating relief efforts with the Red Cross." That is not entirely true. Our Kauai Division has done a wonderful job of supporting relief efforts by those organizations, but to say we are taking the lead may be misleading.

With regard to your article on "More Trouble in Paradise," I'm not sure if your statement that "Dole has completely gone out of the pineapple business" here refers to Lanai or all of Hawaii. If it refers to Lanai, the statement is basically true. The remaining 150 Dole employees have finished their last day of work. Dole expects another harvest next summer but only with temporary workers. Thereafter, any pineapple grown will be by Dole's Lanai Company, which runs a diversified agriculture operation to supply the hotels. Dole will continue to operate its pineapple plantation in Wahine on Oahu.

My personal thanks to the Interna- tional for helping to raise funds for the Hurricane Iniki relief effort. I have seen copies of all the checks sent to the Local and am so impressed with the generosity of ILWU members and staff.

Joanne H. Kealoha
Social Services Coordinator
Local 142
Honolulu

Grace Gonick, Local 6

Mother Grace Gonick was an active member of ILWU Local 6 Pensioners. She died on July 1, 1993, after a brief illness which followed her sudden death of a heart attack on May 23, 1993.

No doubt, many remember my father Louis Gonick who fought for the union alongside Paul Heide, Bill Burke, Leon Harris and many others until his death on May 24, 1982. An excellent article and photo of my father was published in "Your Old Dirty, Smelly, Worn-Out Nikes" in the June 1982 edition of The Dispatcher.

Docker's widows on pension list

SAN FRANCISCO—Follwing is the March 1993 listing of dockworkers retired under various ILWU-PMA pension plans.


The widows are: Local 8, Portland: Lillian Lasbahng (William); Local 10, San Francisco: Doloros Beaux (John), Ruth E. Dentico (Thomas), Ge- netta (Thomas), Thomas D., Mar- garet (Richard), Kathleen C. Hawks (Hughie Glover), Ella Vera Williams (Ardel), Local 12, Everett: Margaret Champagne (Napoleon), Mary L. Engelking (Clifford), Irene Johnson (Clifford).

Local 13, Wilmington: Esther Pe- ralta (Leon), Edna Thomas (Cloe); Local 22, Everett: Nikki Josten (Cloe); Local 24, Aberdeen: Betty Arnold (Norman), Ella Stuber (Frederick), Local 26, Everett: Erminrude Jeschke (Robert), Local 54, San Francisco: Ella Vera Williams (Ardel), Local 91, San Francisco: Betty L. Johnson (T.C.), Local 104, San Francisco: Bobbie L. Hibbert (Lee), Leota Karhu (Walter).

ATTENTION: Local 23 retirees

TACOMA—ILWU Local 23, at the February 11, 1993 meeting, set aside a substantial discretionary fund for retired members. Trustees of the pension club will monitor the fund. For more information, call the Local at (206) 226-6685.

Local 50 Pensioners, Astoria

Results of the Local 50 pension club election are: president, Don Chenery; vice-president, Vida Kumpel; secretary-treasurer, Arlee Hayne.

Kudos for The Dispatcher

I received the November issue and especially enjoyed Maria Brooks' story about Vincent Hallinan. The Dispatcher is one of the best examples of labor journalism I have seen in my 29-plus years as a labor editor. Frankly, many, if not most, interna- tional and local union publications fall far short of serving their rank and file members well. In some cases, of course, the problem is not a lack of quality staffers, but a failure of union leadership to devote the necessary funds to the publications. I am glad to see that the ILWU leadership is an exception, and I urge others to associate editorship vacant notwith- standingly.

If the November 19 issue of The Dis- patcher is representative, you are to be commended for a super job. Inci- dentially, tell Mike Konopacki that the word is "potty," not "poddy" (Golden Turkey Awards, Department of De- fense, Page 12).

Jim Temperton
Arlington, Virginia

(He error was mine, not Mr. Konopacki's; another juicy date at the office —ED.)
OAKLAND—Great speakers and hard choices characterized the 48th annual convention of ILWU warehouse Local 6, held here Saturday, February 27.

An enthusiastic crowd of delegates from all over the Bay Area filled the Local 6 hall in anticipation of the day's events.

After calling the meeting to order, Local 6 President Joe Jasen announced that the convention was dedicated to LeRoy King, recently-retired ILWU Northern California Regional Director and former officer of Local 6. Father Jay Matthews of St. Benedict's church followed with a prayer dedicated to ILWU International Secretary-Treasurer Emeritus Curt McClung, who was ill at the time of the convention.

Barbara Lee, a member of the California Assembly, thanked the ILWU for its high-profile opposition of apartheid in South Africa. "The power of the ILWU has been felt all over the world," she said— as well as its role in federal and state politics. Lending the defeat of George Bush, she said the union and California voters should now focus on beating Republican governor Pete Wilson. "I look forward to another victory in 1994," she said.

A perennial favorite of Local 6 delegates is Chuck Mack, President of Teamsters Joint Council 7—a long-time ally of ILWU. Following an update on his union's activities with grocery store chains Lucky and Safeway, Mack reminded the delegates of the perils confronting workers should the North American Free Trade Agreement (NAFTA) be passed as currently written. "Our battle is not with the Mexican workers," he said. "We want to bring our standards up, not have ours go down." He also noted that the ILWU has provided "real leadership on this issue" with its No on NAFTA petition and that the Teamsters are engaged in similar actions. Bay Area labor council leaders were on hand. Walter Johnson of the San Francisco council echoed Assemblywoman Lee's plea for Governor Wilson's defeat in 1994 and expressed hope that "the 1990s will be labor's rebirth."

Owen Marron of the Alameda County council commended ILWU for making the Bay Area "the strongest labor movement in the United States." Praising ILWU's effectiveness in the political arena, Marron urged the union to "keep the pressure on in Washington."

Oakland Mayor Elihu Harris asked for a "continued partnership" with Local 6, particularly in the dredging of the San Francisco Bay and the expansion of the airport, both of which affect hundreds of thousands of jobs. Airport expansion, he said, provides the "highest growth opportunity we have" for "good, union jobs." He asked the ILWU to "share with us your energy, your ideas and your clout."

International legal counsel Rob Reisman briefed delegates on a number of recent developments affecting workers, including the recent passage of the Family and Medical Leave Act, the Americans With Disabilities Act and other measures which, while positive, "won't solve all of our problems. We need consistent efforts by all organizations in protecting our rights," he said.

TRIUMPH AND TURMOIL

A no-nonsense officers' report, presented by Local 6 President Joe Jasen, detailed the triumph and triumphs the Local has experienced in the last year. Entitled "Back to Basics," the report branded 1992 as a year of "challenge and transition."

The challenge, the report said, came largely from ongoing attacks by business and government on organized labor. Local 6, as did the rest of the ILWU, looked to political solutions and backed the candidacy of Bill Clinton and other reform-minded candidates.

The transition was the result of midterm replacements of key officers and turning to the basic principles and structure that built this union."

Paraphrasing President Clinton in his inaugural address, the officers' report observed that "what is wrong with Local 6 can be overcome with what is right with Local 6."

GOALS FOR '93

Along those lines, the officers established the following as their goals for 1993:

- Have maximum participation and effort in all Local committees.
- Strengthen and build alliances with other unions, particularly through central labor councils.
- Build coalitions with community activists who share ILWU principles.
- Utilize the benefits of the International and the AFL-CIO.
- Educate the membership about the principles upon which the Local 6 constitution and the trade union movement were built.

In recapprizing 1992, organizing the officers' report painted a very familiar picture: "The anti-union atmosphere created by the Reagan/Bush era had a direct impact in our limited success and defeats."

In opposing union organizing, employers have run the gamut of patently illegal activity, including threatening, bribing or otherwise coercing workers—with virtual impunity. Despite the hostile environment, Local 6 gained recognition among x-ray techs at Summit Hospital, telemarketers at Frontline, and workers at Whole Herb.

Plant closures, the report said, "continue to torment our membership and our union. Some are the result of a downturn of business, others through corporate take-overs or mergers. In all, over 80 members lost jobs in 1992; as of the convention, more than 100 were faced with imminent layoffs. "Severance packages were successfully negotiated in every instance," the report said, "but no amount of severance pay and extended health and welfare can make up for a good paying job."

MONUMENTAL UNDERTAKING

Contract bargaining last year was a "monumental undertaking," complicated by a bad economy which stunted wage increases and accelerated health and welfare costs. Although negotiations took twice as long, the Local successfully bargained 37 contracts, including a solid pact at Summit Hospital following a highly-publicized—and victorious—strike of the hospital's six unions.

Meanwhile, union solidarity brought hundreds of Local 6 members together in a number of gatherings, including holiday parties, the annual picnic, and sporting events. Similarly, the pensioners "continue to be active in the affairs of the union by offering their support in strikes, political action and their experience in issues."

Concluding the report, Jasen noted that a declining membership under the existing union structure places a hefty financial burden on the Local—an appropriate opening for the financial report presented by Secretary-Treasurer Robert Moreno. The numbers, Moreno observed, show that 1993 could result in a major deficit unless drastic remedies are taken now. He offered two solutions, in lieu of a dues increase:

- Increase late charges from $3 to $5.
- Layoff one business agent effective April 1.

Considerable debate ensued, however, at the pensioners' "open meeting" at the officers' report, was ultimately adopted by the convention, subject to vote of the membership at their regular meetings. Members will also decide the fate of the only constitutional resolution the delegates passed: to allow the decision of a division ballotting committee to be appealed to the Local's General Executive Board.

Among many speakers and guests present at the convention were ILWU International Vice President Brian Ramos; International Glass Molders representative Leon Harris; International rep Abba Ramos; International legal counsel Bill Carder; ILWU Northern California District Council President LeRoy King and legislative rep Don Watson; Local 17Sacramento representative John Carlin, Jack Hyatt and Everett Ramos; Longshore Local 10 leader and International Executive Board member Lawrence Thibeaux; Teamsters officers Ray Pasquier and Rome Aloise; and Ignacio de la Fuente, International Glass Molders representative.