Viva Cesar!
The UFW leader is gone, but his legacy lives on—page 3

Asian Pacific American Heritage Month
The fight for equality continues—page 6

Executive Board Meeting
Good news, bad news and other matters—page 7

A Visit to Cuba
Unionists probe effects of US embargo—page 8

Escape From Haiti
Exclusive Dispatcher interview with refugees—page 9

Uncle Sam Made Us Do It:
A really boring—but important—notice to ILWU members—page 11

Corporate Affairs

SLAVEWAY
NOBODY DOES IT BETTER
Page 4

AMERICAN PRESIDENT LINES
SPECIAL INVESTIGATIVE REPORT
Page 12

THE
DISPATCHER
Published by the International Longshoremen's and Warehousemen's Union
Vol. 51, No. 5 May 19, 1993

Published monthly at 1188 Franklin St., San Francisco, Calif. 94109-9972. Second class postage paid at San Francisco and additional mailing places. Subscription $2.50 per year.
©1993 International Longshoremen's and Warehousemen's Union (ISSN 0012-3765)
Deficit math

If the national debt is well over $4 trillion—and it is—just what does that mean?

Well, a 4-inch stack of thousand dollar bills, we're told, equals $1 million. To equal the federal deficit, that stack would have to be 251 miles high.

Or, you could take $1 bills, put them end to end, to the moon and back, and to the moon and back again—that's the federal deficit.

Where it went

The biggest chunk of the federal budget is defense, but most Americans don't know it, according to a recent survey: forty-six percent think it's foreign aid, and thirty-two percent say welfare. But defense accounts for 81 of every $100 Uncle Sam spends—more than all social spending and foreign aid combined, including welfare, unemployment compensation, Medicaid, food stamps and housing programs.

Equal pay

The Coalition of Labor Union Women (CLUW) and the AFL-CIO have set June 10 as "Equal Pay Day"—the 30th anniversary of the Equal Pay Act. Both organizations stress that our activities emphasizing equal pay for equal work. And not without reason. Women's wages still lag far behind men's—about 50 percent nationwide.

The recovery thing

For those of us who still don't get the "recovery thing," this won't help: Wall Street raked up $6.18 billion in profit last year, way up from 1991's $5.85 billion. Executive pay soared, too—56 percent during 1992 and (sit down when you read this) a staggering 91 percent since 1980.

As average wage slaves, our pay barely kept pace with inflation last year; and unemployment, the Labor Department recently reported, has gone up. Recovery? For whom? The bosses didn't need it and we never saw it.

The best revenge

Engaging in unfair labor practices can be costly. Just ask employers who got nailed by the National Labor Relations Board last year. The NLRB's 1992 back pay awards amounted to $76.4 million—the highest in the board's history. Also, almost 2,700 illegally terminated workers were reinstated to their former jobs.

Subminimum logic

Distinguishing between gratuito have and wanna have ain't easy with the GOP. Three years ago they arm-twisted Congress into agreeing to a subminimum training wage ($3.62 an hour) for working kids unemployable businesses especially couldn't survive with out it. So, they got it.

Now, the subminimum is due to expire in June. What? Only 14 employers in the US have filed requests to pay the lower rate.

A number of UFW leaders spoke with me. They appreciated the ILWU's demonstration of solidarity, not just that day, but from the UFW's turbulent beginnings. They see the ILWU as a strong and positive presence in the labor movement. They see that, on the one hand, we have one of the finest contracts in the world—our longshore agreement—yet, on the other, we continue to be a voice for social consciousness, playing a key political role in advocating worker and human rights.

But, as one individual said, "You know, Dave, with all of that, there's still something missing." And that something is what Cesar brought to the movement.

No one else has matched Cesar's ability to articulate and demonstrate the moral imperative of justice for common working people. And no one else understood better that the salvation of America lies in a united working class—particularly those on the lower rung of the economic ladder—and their collective commitment to reinvigorate and empower all those whom society would prefer to ignore.

Cesar's death creates a void that will never be filled. He was, in all respects, unique. The UFW, however, certainly doesn't lack for talented and dedicated leaders who are ready and able to carry on the union's tradition of valiant service in the defense of working people. We pledge new UFW President Arturo Rodriguez and our continued support and offer our best wishes. And we join with the UFW in seeking to establish a national holiday in Cesar's honor.

Meanwhile, as the ILWU strengthens itself internally and among the larger community of labor, let's remember that good contracts, effective representation and progressive politics are not all we must be about. We must accept that every working person, no matter who, is entitled to be treated with dignity, respect and fairness. We must believe that we are all important, we all matter, and we all have something to contribute. And, above all, we must practice what we preach.

Can we accomplish all that? Si, se puede!
In 1988, Cesar Chavez fasted for 36 days to protest the use of dangerous pesticides on grapes. Above: at Mass with his granddaughter just before he was hospitalized.

Cesar Chavez, President of the United Farm Workers of America, A.F.L.-C.I.O., founded and led the first successful farm workers union in history.

Born March 31, 1927 on his grandfather’s farm in the Salinas Valley of California, Cesar Chavez lived with his family and the United Farm Workers are deeply grateful for the unbelievable outpouring of affection and sympathy expressed in the last 10 days.

"None of us in the union's leadership expected to be making a decision about Cesar's successor for many years... But his death was to create an organization to help the farm workers whose suffering he had shared. In 1962, after failing to convince CSO to commit itself to farm worker organizing, he resigned his paid CSO job, moved with his wife and eight small children to Delano, California, and founded the National Farm Workers Association."

Cesar Chavez, Arturo Rodriguez

KEENE, Ca. — About 250 local Farm Worker leaders and United Farm Workers staff from across California were on hand as the union began by Cesar Chavez announced his successor 25 yards from the UFW foun- der's flower-strewn grave.

The new United Farm Workers of America president is Arturo Rodriguez, 43, a veteran union organizer and administrator. It was also announced that UFW co-founder Dolores Huerta will return to the union’s active leadership as first vice-president.

PROFOUND PERSONAL LOSS

Rodriguez issued the following statement on behalf of the UFW's National Executive Board:

"Cesar's death is a profound personal loss that leaves all of us in mourning. The Chavez family and the United Farm Workers are deeply grateful for the unbelievable outpouring of affection and sympathy expressed in the last 10 days.

"None of us in the union’s leadership expected to be making a decision about choosing Cesar’s successor for many years... But his death was to create an organization to help the farm workers whose suffering he had shared. In 1962, after failing to convince CSO to commit itself to farm worker organizing, he resigned his paid CSO job, moved with his wife and eight small children to Delano, California, and founded the National Farm Workers Association."

Rodriguez, 43, has a Bachelor’s degree in sociology and a Master's in social work. He became active in the UFW’s grape boycott in 1969 as a college student at St. Mary's, demonstrating against the boycotters at super- markets and produce terminals. He also worked with United Migrant Workers for Opportunity, Inc. After graduation, he went to work for the UFW, where he met and married Cesar’s daughter, Linda.

BOYCOTT ORGANIZER

Rodriguez has participated in scores of UFW boycotts, organizing, representational and lobbying efforts throughout California. In 1980 he set up a novel union-sponsored service center in Santa Paula to help farm workers resolve grievances involving issues such as housing, education and government services.

Rodriguez’ other posts with the union include: UFW National Executive Board member; division manager of organizing, negotiations and con- tract administration for the California table grape, wine grape and tree fruit industries; researcher and coordinator for the grape boycott and related activ- ities; and many other duties, including first vice president.

Cesar Chavez, President of the United Farm Workers of America, A.F.L.-C.I.O., founded and led the first successful farm workers union in history.

Born March 31, 1927 on his grandfather’s farm near Yuma, Arizona, Chavez learned the hard way about the hardships of migrant farm worker life.

When Chavez was just 10 years old, his father lost his land during the Depression. These were bitterly poor years for Chavez, his parents and brothers and sisters. Together with thousands of other displaced families, the Chavez family migrated throughout the Southwest, laboring in row crops, grapes and tree fruit. To help support his family, Chavez left school after the eighth grade.

Chavez joined the US Navy in 1945, and served in the Western Pacific. In 1948, he married Helen Fabela, whom he met while working in the Delano vineyards. The Chavez family settled in the San Jose barrio of Sal Si Puedes ("get out if you can").

COMMUNITY ORGANIZER

In 1952, Chavez was working in the apricot orchards outside San Jose when he met Fred Ross, an organizer for the Community Service Organization, a barrio-based self-help group among California Mexican Americans. Within a several months Chavez was a full-time organizer with the CSO, coordinating voter registration, battling racial and economic discrimi- nation against Chavez residents and organizing new CSO chapters across California and Arizona.

Chavez served as a national di- rector in the late '50s and early '60s. But his dream was to create an organization to help the farm workers whose suffering he had shared. In 1962, after failing to convince CSO to commit itself to farm worker organizing, he resigned his paid CSO job, moved with his wife and eight small children to Delano, California, and founded the National Farm Workers Association.

Rodriguez saw the blossoming of the youngest child as he drove, Chavez travelled to dozens of California farm commu- nities, slowly building a nucleus of dedicated farm worker members. "If you're outraged at conditions, then you can possibly be a happy sinner," he told them.

and do nothing but that," he said. "But if you can't change anything and you want to hold on to a good job, a good way of life, and avoid sacrifice..."

STRIKE AND MERGER

In September, 1965, Chavez’s union, the NFWA, with 1,200 member families, the AFL-CIO’s Agricultural Labor Relations Act, in 1968 took the modest food and living benefits. Chavez called for another grape boycott; it con- tinued for three years under the law, until farm workers have the final victory.

"Viva Cesar Chavez! Viva la Causa! Si, Se Puede!"

Rodriguez, 43, has a Bachelor’s degree in sociology and a Master’s in social work. He became active in the UFW’s grape boycott in 1969 as a college student at St. Mary’s, demonstrating against the boycotters at super- markets and produce terminals. He also worked with United Migrant Workers for Opportunity, Inc. After graduation, he went to work for the UFW, where he met and married Cesar’s daughter, Linda.

BOYCOTT ORGANIZER

Rodriguez has participated in scores of UFW boycotts, organizing, representational and lobbying efforts throughout California. In 1980 he set up a novel union-sponsored service center in Santa Paula to help farm workers resolve grievances involving issues such as housing, education and government services.

Rodriguez’ other posts with the union include: UFW National Executive Board member; division manager of organizing, negotiations and con- contract administration for the California table grape, wine grape and tree fruit industries; researcher and coordinator for the grape boycott and related activ- ities; and many other duties, including first vice president.

and do nothing but that," he said. "But if you can't change anything and you want to hold on to a good job, a good way of life, and avoid sacrifice..."

STRIKE AND MERGER

In September, 1965, Chavez’s union, the NFWA, with 1,200 member families, the AFL-CIO’s Agricultural Labor Relations Act, in 1968 took the modest food and living benefits. Chavez called for another grape boycott; it con- tinued for three years under the law, until farm workers have the final victory.

"Viva Cesar Chavez! Viva la Causa! Si, Se Puede!"

Rodriguez, 43, has a Bachelor’s degree in sociology and a Master’s in social work. He became active in the UFW’s grape boycott in 1969 as a college student at St. Mary’s, demonstrating against the boycotters at super- markets and produce terminals. He also worked with United Migrant Workers for Opportunity, Inc. After graduation, he went to work for the UFW, where he met and married Cesar’s daughter, Linda.

BOYCOTT ORGANIZER

Rodriguez has participated in scores of UFW boycotts, organizing, representational and lobbying efforts throughout California. In 1980 he set up a novel union-sponsored service center in Santa Paula to help farm workers resolve grievances involving issues such as housing, education and government services.

Rodriguez’ other posts with the union include: UFW National Executive Board member; division manager of organizing, negotiations and con- contract administration for the California table grape, wine grape and tree fruit industries; researcher and coordinator for the grape boycott and related activ- ities; and many other duties, including first vice president.

and do nothing but that," he said. "But if you can't change anything and you want to hold on to a good job, a good way of life, and avoid sacrifice..."

STRIKE AND MERGER

In September, 1965, Chavez’s union, the NFWA, with 1,200 member families, the AFL-CIO’s Agricultural Labor Relations Act, in 1968 took the modest food and living benefits. Chavez called for another grape boycott; it con-}
By KATHY WILKES

They filed into the Local 17 office like war-weary soldiers returning from battle: not defeated, but not quite the victors, either, ready, in any case, to return to the fray.

It's hard to call them "victims," although they certainly qualify for that label. Their decades of dedicated service, hard work, and commitment mean nothing to the employer they helped make prosperous—an employer who abandoned them for a better deal somewhere else.

They talk about the injustice of it; many of them, after all, are well past their youth and face an uncertain future. But, to the person, they are not content to simply wring their hands and bemoan their collective misfortune. They are united in their resolve to fight back.

THE LAST DAY

Laura Payton, who organized the meeting, talks about the last day at Transco, where she and her co-workers—about 400 Local 17 members in all—once ran the giant warehouse and distribution facility in Sacramento that provisioned seventy Safeway Stores in Northern California. She's enthusiastic, animated and proud.

"January 29—that's the last day anything was shipped out of the warehouse—we had this huge barbecue. Transco was just going to have pizzas, but the guys told them, 'Pizzas aren't good enough.'"

Literally hundreds of pounds of roast beef, sausages, chicken and pork sirloin were "acquired" from the warehouse, along with salads, canned foods, snacks, breads, desserts and beverages of all kinds. Local 17 member Reuben Montoya, deejay for the day, played "Achy, Breaky Heart" while workers danced near the barbecues on the loading docks; later he read off the names of workers no more. If management had a problem with any of this, they at least had the good sense not to say anything.

Laura and the others at the meeting recall the day with a fondness that belies their true feelings. They've been cheated, mislead, used then tossed aside. An act of betrayal.

Don Gonzales, an active union member with twelve years at the facility, was on the negotiating committee for "severance" bargaining. Safeway used to own and operate the warehouse, he says, but, in 1984, subcontracted it to Transco. The Local 17 work force stayed intact but had to endure concession bargaining with the "new" company. Almost nothing about the operation changed but the name—and, of course, the terms and conditions of the Local 17 contract.

Then, in 1991, Safeway's warehouse and distribution center in Richmond, California—a 100 percent Teamster operation—burned to the ground under what many today still insist were highly curious circumstances. Transco picked up much of the work; the overflow went to a nonunion operation owned by George and Brenda Crumb. "Crumb," mutters one of the members at the meeting, "the name says it all."

"There's been a longstanding business arrangement between the Crumbs and Safeway," Mark Evon interjects. He should know. As head of the Chambers of Commerce Private Industry Councils (PICs) which represent the corporate community, Mark says, have been routinely contracted by Safeway to store goods when other facilities were full.

After the Richmond fire, the Transco operation swelled to 400 Local 17 members. It didn't last. In March, 1992, management announced that about half the work force would be laid-off the following June. But there was hope: although dry goods were being scaled back, perishables, management said, were targeted for expansion.

"We were told there was a five-year growth plan," Laura said. "They even showed us the blueprint!"

"They were telling us that right up till the end," says Enrique Jimenez, shaking his head in disgust and disbelief.

Two-thirds of the dry goods work went to a "new" contractor, Specialized Distribution Management, Inc. (SDMI) in Tracy, California where a new facility had been built to exclusively serve Safeway. The corporate officers of SDMI, the media committee learned, are none other than George and Brenda Crumb and John Flanagan, a former Safeway vice president.

The more the committee investigated, the more suspicious they became. The Crumbs, for example, had previously filed for bankruptcy four times. "Why would Safeway jeopardize its operations by doing business with people like that?" Mark asks. The way he says it, there's little doubt that if anyone can find out, he will.

The committee also discovered some startling information about how SDMI got its nonunion work force at bargain basement prices—courtesy of Uncle Sam. SDMI, according to Mark, was exploiting the Job Training Partnership Act which is intended to encourage local business to hire and train unemployed workers. The act spawned Private Industry Councils (PICs) which serve as intermediaries between workers and companies. The PIC in San Joaquin County, Mark says, laid off thousands of workers at SDMI and subsidized as much as $5 an hour of their wages for a maximum 90-day probation period.

Meanwhile, the laid-off Transco workers who "believed they'd get those jobs," Laura says, were becoming increasingly disillusioned. Applications weren't readily available: "For awhile, the only place you could get them was through the Chamber of Commerce and the Private Industry Council, " Mark points out. And, of those Transco workers who did get applications, only a handful were subsequently hired.

Mark did some more checking: "The San Joaquin PIC said they'd be 'satisfied' (SDMI) contractor. 60 percent of the trainees, but, in Sacramento, the PIC there says the federal government mandated at least 80 percent acceptance. " SDMI, Mark says, laid off about 100 PIC workers last summer—
just short of completion of probation and well under the 90 percent rate.

In another questionable move, SIMD's human resources department reportedly called the PIC in Sacramento to get the deal—only this time for workers laid off from Transco. Sacramento PIC had to reject the request “because the workers were already trained,” says Mark.

Meanwhile, Teamster members from the burned-down Safeway facility in Richmond were outraged when they saw where Teamsters' Local 315 president and who was doing it. When Safeway refused to discuss the matter, Teamsters报复ed against Local 10, 315 and 593, with the backing of area unions, launched a boycott of Transco operation was on a noticeable change of heart: the Teamsters got jurisdiction at SDMI in all but one part of the warehouse, groceries, but had come to loggerheads with the company in Richmond were outraged when they went for almost a year.

Evidence of a scam started to gel last month, despite promises of expansion in Sacramento. The Transco operation was on a noticeable change of heart: the Teamsters got jurisdiction at SDMI in all but one part of the warehouse, groceries, but had come to loggerheads with the company. According to Mark, some 200 workers have signed up for the civil suit which, among other things, calls into question the relationship among Safeway, Transco and SIMD. This suit, he says, allows broader discovery than the union's and, if successful, could result in punitive damages as well.

To that the workers really want—really need—are jobs, says Jack: “No matter what happens, we want our people to get working again. We're not suing for Local 17 jurisdiction; we want those folks to become Teamsters and be put to work.

“Dislocated workers who get advance notice and early adjustment as-sess their claim, he believes, will have an equal chance. This is the thanks we get.”

In another questionable move, Teamster members from the burned-down Safeway facility in Richmond were outraged when they saw where Teamsters Local 315 president was doing it. When Safeway refused to discuss the matter, Teamsters报复ed against Local 10, 315 and 593, with the backing of area unions, launched a boycott of Transco operation was on a noticeable change of heart: the Teamsters got jurisdiction at SDMI in all but one part of the warehouse, groceries, but had come to loggerheads with the company. According to Mark, some 200 workers have signed up for the civil suit which, among other things, calls into question the relationship among Safeway, Transco and SIMD. This suit, he says, allows broader discovery than the union's and, if successful, could result in punitive damages as well.

But what the workers really want—really need—are jobs, says Jack: “No matter what happens, we want our people to get working again. We're not suing for Local 17 jurisdiction; we want those folks to become Teamsters and be put to work.

And there's a greater issue—a larger social question,” Jack emphasizes. “Can a company like Safeway build a facility, in a community, employ people for 24 years then just leave? Can they just go to another town that promises them tax breaks, training subsidies, and deals on property?

Can they close this facility, throw people out of work, hurt hundreds of families and simply say, ‘We do not have an obligation to you or the community?' And then, five or ten or however many years from now, can they do it all over again?'

The teamsters at the meeting nod their heads in silent agreement. Like Jack, they know the answers: yes—to all of the above. That's why they're here telling their story. And that's why they're fighting back.

**Firms find loopholes in plant closure law**

By CANDICE JOHNSON

The General Accounting Office reviewed 142 plant closings reported by firms that occurred in 1990 to determine the extent to which the 1989 Worker Adjustment and Notification Act is working. The conclusion: it isn't.

Workers facing layoffs or a plant shutdown can't count on employers providing even the two months' advance notice required by the plant closing law, the GAO told Congress.

GAO Education and Employment director Linda Morris outlined the findings to the Senate Labor and Human Resources labor subcommittee, chaired by Sen. Howard M. Metzenbaum (D-OH), and urged Congress to strengthen WARN coverage and enforce the law.

**60 DAYS—SORT OF**

WARN requires employers with 100 or more workers to give 60 days' advance notice to workers and communities for closings and shutdowns that will affect at least 50 workers, and for layoffs that either will affect one-third of the work force or involve 500 or more workers.

Exemptions are granted to employers seeking new customers or for unforeseen business conditions, which was intended to help workers find new jobs as quickly as possible.

Weakened enforcement These loopholes and exclusions from coverage, along with weak enforcement mechanisms, are serving to limit the effectiveness of the program, which was intended to help workers find new jobs as quickly as possible.

In its survey, GAO found that more than half the employers who laid off workers in 1990 were not required by the law to provide advance notice, in most cases because the furlough did not affect one-third of the work force, or more than 500 workers.

In cases in which employers were obliged to provide notice, half failed to notify employees of a pending shutdown and 29 percent gave less than the required two months, GAO found.

Lawsuits too costly

The GAO survey also noted that few workers and communities filed suit against employers for violating WARN, citing the law's limited penalties and initial costs of litigation. WARN provides for a maximum of 60 days' back pay and benefits for workers denied notice, with communities able to collect up to $500 per day for up to 60 days if proper notice is not given.

Noting “the use of the courts as an enforcement mechanism does not appear to be working,” the GAO suggested that Congress consider shifting responsibility and authority for enforcement to the Labor Department.

Rudy Oswald, the AFL-CIO's chief economist, agreed with that recommendation, urging the subcommittee to consider giving the Labor Department a WARN enforcement role similar to its enforcement of wage, hour and other labor laws.

The Labor Department also should expand its public information effort to give workers better information about the law, he added.

Other key reforms should expand coverage by reducing the number of workers required for WARN coverage to 50 and setting 30 percent of the work force as the level at which the notice would apply, Oswald stressed in a letter to Metzenbaum.

**FAIR WARNING**

"Dislocated workers who get advance notice and early adjustment assistance get new jobs sooner and earn more than they would have without such early intervention," Oswald said.

"It is vitally important that employers give their workers fair and adequate warning of layoffs so workers and their unions can plan for the transition and minimize hardship and adverse effects."

(Reprinted from AFL-CIO News.)
The month of May is supposed to be a time to celebrate the contributions of Asian Pacific Americans. But for a group of 2,000 predominately Asian American workers employed by Wards Cove Packing Co., the month of May has been, as the late New York governor Mario Cuomo once noted, a time of struggle and justice.

These workers, formerly dispatched by ILWU Local 37, had filed suit against the Wards Cove Packing Co. in 1974, alleging that the company's hiring and promotion practices denied them equal opportunity to work in that industry. The suit, the overriding issue is that Congress to correct this outrageous misapplication of the Ninth Circuit Court of appeals. The Wards Cove workers' case has seen 19 years in court and is still pending.

The court decision so outraged members of Congress as to spur the 1991 Civil Rights Act which, among other things, prohibits discrimination in employment based on race. As we reflect on the decision which effectively made it easier for employers to discriminate with impunity, it is clear that the fight is not over.

The politics of exclusion is a political arena that has been mined for its potential for exploitation. The Wards Cove workers were subjected to illegal discrimination and are still fighting for redress for flagrant violations of civil rights law.

We have to resist the temptation that the Big Lie—that if we limit or eliminate some one else's rights, we'll automatically have more of our own.

Brian Williams

Asian Pacific American Labor Alliance

APALA has productive first year

By NANCY SNYDER

A year ago this month, the Asian Pacific American Labor Alliance (APALA) held its founding convention in Washington, DC. Since its inception, APALA has led the Fourth Annual Pacific American labor campaigns to advance APALA's commitment to civil rights and economic justice for Asian Pacific American workers.

Nine APALA chapters were chartered nationwide immediately after the founding convention. In their first year, APALA chapters have developed effective action forms to align the labor movement and the Asian Pacific American community.

HATE CRIMES

To confront recent dramatic rise in hate crimes directed toward Asian Americans, the Los Angeles and Orange County APALA chapters co-sponsored the conference, "Labor's Answer to Asian Racist Violence." In Los Angeles last fall, the conference, which received large support from the Southern California Asian communities, featured speakers from unions, community groups, the media and local elected officials. It focused on strategies for greater cooperation and understanding among ethnic groups in the wake of the Los Angeles uprising.

Also, last fall, New York's APALA chapter sponsored the Fourth Annual Labor Festival held in Brooklyn. To promote the Festival's theme of racial harmony and unity, the event featured dance and music from several Asian cultures as well as speakers from other unions.

COMBATTING EXPLOITATION

After APALA's 47-member national executive board met in San Francisco last November, the board marched to a downtown Jessica McClintock boutique in a show of solidarity with the Asian immigrant garment workers' current wage dispute with the designer. McClintock, well-known for championing charitable causes in San Francisco, would not acknowledge her workers' demands for compensation when bad checks were given to them by one of her subcontractors.

Asian Pacific American workers are disgracefully exploited in the garment industry which depends on unscrupulous contractors doing business in isolated shops where working conditions are comparable to 19th century sweatshops. The McClintock campaign, organized by the Asian Immigrant Women Advocates and supported by APALA, attempted to "unite the Asian communities in which we live," said Josie Camacho, 1st vice-president of the Alameda County APALA chapter.

Camacho reiterated the need to organize the unorganized Asian immigrant workers into unions that will address their specific needs and APALA's commitment to these workers.

"We have to resist the temptation that if we limit or eliminate some one else's rights, we'll automatically have more of our own."

Brian Williams

"APALA serves as a vehicle to educate not only Asian workers but the entire labor movement," stated Camacho. "We're not saying that we're going to settle for a D.C. based chapter, and the national level to ensure that our members have effective ways to experience the shameful acts of apala, McClintock."" Asian Pacific Americans are the fastest growing minority in the United States, yet there remains a critical lack of Asian Pacific Americans in union leadership to meet the needs of this rapidly expanding work force. "I see APALA as being instrumental in supplying local unions with a supply of field staff and organizers," commented Greg Lim, president of the San Francisco APALA chapter.

ANSWERING THE CALL

A year ago this month, the APALA convention, APALA has consistently taken the lead to empower Asian Pacific Americans in the labor community. Their established goals of training and education, so that Asian Pacific Americans can effectively fight the politics of exclusion. While the labor movement, are far from being a multi-ethnic movement of 20th century Asian Pacific Americans taking their rightful place in labor leadership is the primary purpose of the new effort working for a just working world.

Membership in APALA is open to all who carry an Asian cultural heritage. For more information, write to: APALA, 1444 Eye Street, NW, Suite 702, Washington, DC 20005.
To Unite on Common Ground in the Pursuit of a Common Agenda

The International Longshoremen's and Warehousemen's Union (ILWU), the Japan Dock Union Federation (Zenkoku Kowan), and the Waterside Workers' Federation of Australia (WWFA) welcome you—delegates and guests from the nations of the Pacific Rim—to this historic gathering.

This conference comes at a critical time in history: economic and political systems, and relationships, are undergoing drastic reorganization throughout the globe. Nowhere is this more evident than in our particular economic region, the Pacific Rim, where we face unique challenges found nowhere else—all the more reason for us to transcend our individual political or ideological concerns to unite on common ground in the pursuit of a common agenda.

Our employers understand the need to coalesce in the protection of their interests—and they have through trade agreements, and economic and political alliances. And it is these very alliances that necessitate, indeed mandate, our own. Everywhere in our region, and, in fact, much of the world, dock workers are being threatened by the advancement of technology and the government/industry conspiracy to privatize port operations. These threats to our very existence, and, consequently, that of our families, are the driving force behind this conference.

Beginning today, we meet as workers of a single industry, instead of different—and diverse—nations. We meet in recognition of our strategic importance to that industry, the region and the world. And, finally, we meet with a single purpose in mind: to establish mutual understanding and support.

The joint sponsors extend their warmest and most sincere wishes for a productive and enlightening conference, for what we accomplish here could determine the fate of dockworkers everywhere for years to come. The future is in our hands. Let’s join those hands in a lasting bond of brotherhood and solidarity.

David Arian
President
ILWU

Toshio Kamezaki
President
Zenkoku Kowan

John Coombs
President
WWFA
Unity and diversity at Pacific Rim Dockers Conference

By RICHARD BERMAK

SAN FRANCISCO—The Pacific Rim Dockers Conference, held here April 22-24, was to working people what the United Nations is to world governments. A booth of interpreters in the back of the room provided simultaneous translations in English, Japanese and Spanish, with additional translation for Portuguese and French speakers.

As Jorge Melindez, the delegate from Mexico, commented, "It is not enough that working people from different countries have the luxury to meet and discuss our problems—usually it is only the bosses that have the privilege."

The conference was a follow up to the dock union meeting held in Yokohama, Japan, in October, and was sponsored by the Waterside Workers Federation of Australia (WWF), the National Council of Dockworkers Unions of Japan (Zenkoku Kowan) and the ILWU.

Delegates attending the conference represented dock unions from Australia, Brazil, Canada, Chile, Fiji, Honduras, Indonesia, Japan, Mexico, New Zealand, Nicaragua, Panama, Singapore, Tahiti, and the United States. Delegates from Vietnam were denied entrance by the United States government.

A LEAP FORWARD

The conference opened with a statement from Zenkoku Kowan President Toshio Kamezaki. Describing the Pacific Rim from Australia to Chile as one economic region, he said, "We can build unity from down below as well as in the leadership."

As union after union presented reports, feelings of community grew. Delegates cited the common problems of job losses from technology, privatization and government attacks; all were searching for strategies to deal with health and safety problems; and everyone wanted to find new ways to combat the power of their common employers—the multinational shipping companies.

Privatization was one of the major problems facing many under-developed and even industrialized countries. The International Monetary Fund and the World Bank have forced countries in debt to sell their ports to private entities. Countries spanning the Pacific Rim from Australia to Chile have reported the devastating effects; decrepit work forces, slashed wages, busted unions.

Eduardo Rech described the dilemma in Brazil: "All agree that the public ports need modernization and security. But (through privatization) it is implemented by the employers for the benefit of the cartels with the purpose to destroy labor unions and redistribute the work to lower salaried workers who will have no job security."

In Mexico, Jorge Melindez said, longshore unions have been devastated by government efforts to privatize ports. "We were once a fighting union that would take on the struggles of any workers in the world," he said, "but now we need your help. The IMF has taken money to broken us, and the Salinas government has delivered us to the capitalists." With the prospect of the North American Free Trade Agreement, many feared the situation is going to get even worse. Those from the developed countries feared losing jobs, and those from the under-developed feared foreign corporations being given a green light to buy up their countries' resources and abuse the workers.

"If they mistreated North American workers protected by a strong union like the ILWU, just imagine what they will do to us in Panama," said Roberto McLean.

One of the solutions proposed by the delegates was for a social charter setting minimum working conditions and wages, including adequate severance pay, time lost through lack of orders, a social document would also address some of the inequalities between the developed and the developing countries.

As Bruce Malcom, New Zealand, pointed out, privatization "is another language of the Pacific Rim. Capping the conference was for a social charter setting minimum working conditions and wages, including adequate severance pay, time lost through lack of orders, a social document would also address some of the inequalities between the developed and the developing countries."

We heard delegates describe how, because of privatization, they lost their employment and got lower wages. Even human rights are not protected. This is a very important problem, and we have to solve it with solidarity with other unions."

Toshio Kamezaki
Zenkoku Kowan, Japan

A sign of solidarity from Japan: Hideyuki Tozawa, Kenji Mizukami, Toshio Kamezaki, Masayuki Masui and Yoshinori Nakamura.

"We need policies that benefit all humanity. We need to go into the third millennium without the horrors of the last two, without economies based on military expansion."

Eduardo Rech
CONTIMAF, Brazil

"I call for divine justice for President Salinas. May he go the way of Bath and Murther. We were once a fighting union, but the Salinas government delivered us to the capitalists. We think of taking our struggle to the United Nations. May the architect of the universe be with us."

Jorge Melindez
NFTTTIMM, Mexico
The major problem confronting us is NAFTA and the previous Free Trade Agreement (FTA) between the US and Canada. FTA has cost our country over 500,000 jobs. Shipping companies have transferred cargo handling jobs to Mexico and right-to-work states in the southeastern United States by sending ships down the Mississippi.

"If NAFTA is signed it will be used to attack our health care system; American business will claim it gives Canadian employers an unfair advantage. NAFTA will also weaken Canadian labour codes, which have more protections for collective bargaining and organizing than the US. For example, in some provinces, like Ontario and Quebec, it is illegal to hire scabs.

"What we'd like from this conference is to develop international solidarity so we can all more effectively fight runaway shops."

The United States government is in league with the steamship companies to weaken the unions. The US has broken several promises in the past. But dockworkers are united. We're not going to let anyone push us around."

Building Unity

The ILWU initiated the call for this conference in keeping with our longstanding principles of labor unity and international worker solidarity. We continue to believe, as Harry Bridges put it 32 years ago this month, "We are a union of workers. We approach things from a working-class point of view. We think now, more than ever before, that the old slogan 'Workers of the world unite' was never more meaningful than it is today."

In the 1930s, we blocked shipment of supplies to the rising fascist movements in Europe and Asia. During the past 30 years we have also refused to handle cargo bound for apartheid in South Africa, and the military dictatorships of Chile and El Salvador. We have been guided in these actions by the conviction that, as Brother Bridges wrote years ago, "Contacts, understanding, brotherhood, and solidarity with all peoples of all lands are sound union policies. They can mean the difference of life or death for the union and for its conditions."

"We will be there, no strings attached and no questions asked."

Harry Bridges 1961

ILWU: A Long History of International Solidarity

By Eugene Vrana

ILWU Archivist & Librarian

The ILWU initiated the call for this conference in keeping with our longstanding principles of labor unity and international worker solidarity. We continue to believe, as Harry Bridges put it 32 years ago this month, "We are a union of workers. We approach things from a working-class point of view. We think now, more than ever before, that the old slogan 'Workers of the world unite' was never more meaningful than it is today."

In the 1930s, we blocked shipment of supplies to the rising fascist movements in Europe and Asia. During the past 30 years we have also refused to handle cargo bound for apartheid in South Africa, and the military dictatorships of Chile and El Salvador. We have been guided in these actions by the conviction that, as Brother Bridges wrote years ago, "Contacts, understanding, brotherhood, and solidarity with all peoples of all lands are sound union policies. They can mean the difference of life or death for the union and for its conditions."

Building Unity

To help build this understanding, the ILWU has sponsored overseas delegations of rank and file members—and has, in turn, hosted trade union visitors from every continent. We have also routinely shared information about collective bargaining and working conditions with foreign unions and labor federations.

On an organizational level, ILWU has devoted considerable time and energy to building unity among transport unions: in the Congress of Industrial Organizations (CIO), the Maritime Federation of the Pacific, the Maritime Federation of the World, Committee for Maritime Unity, the World Federation of Trade Unions (WFTU), the International Labor Organization (ILO), and now, the International Transport Workers Federation (ITF).

Pacific Focus

Under the leadership of Bridges and Louis Goldblatt, the ILWU early on recognized that our welfare was closely tied to the labor movements of Asia, Australasia and the Pacific region. Trade union solidarity throughout this area was important to us in North America, and to our members in Hawaii. After years of effort, the ILWU in 1959 helped initiate the first All Pacific and Asian Dockworkers Conference (with Australia, New Zealand, Japan, and the Soviet Union).

In 1980 we affiliated with the Pacific Dockworkers Consultation and Correspondence Committee—the same year our Hawaii division, Local 142, sponsored the first in a series of international conferences on the dangers of nuclear power and radioactive materials for the peoples of the Pacific, particularly transport workers. In a similar vein, we have shared scientific information with the Japanese longshore unions on hazardous pesticides present in cargo-handling.

Today, we are deeply involved in the fight to protect and expand labor rights, particularly in countries threatened by the globalization of the world economy and privatization of the transportation industries in many countries. We do this because, as Bridges said, in 1961, "We are a labor movement, we are a part of the working class of America and the world... if and when the chips get down for a struggle against their employers or all employers for good trade union programs, we will be there, no strings attached and no questions asked."
The Pacific Rim Dockers Conference was called as a result of the Yokohama Communique signed on October 7, 1992 by International Longshoremen’s Association (ILA), the international Longshoremen’s and Warehousemen’s Union (ILWU), the Dockworkers Unions of Japan (Zenkoku Kowan), at the ITF sponsored dockers seminar. This conference is an extension of that meeting.

The San Francisco Pacific Rim Dockers Conference views the Pacific Rim as a definable economic and geographical region. Shipping interests in this region are combining in an economic and political interests of dockers throughout the Pacific Rim are

San Francisco Communique

April 24, 1993

The Pacific Rim Dockers Conference was held on October 7, 1992 by International Longshoremen’s Association Waterside Workers Federation of Australia (WWF), and the National Council if

San Francisco Pacific Rim Dockers Conference views the Pacific Rim as a definable economic and geographical region. The Pacific Rim Dockers Conference would not have been possible without the support of several ILWU volunteers.

Delegates: A through G: Luis Amaya, Dave Ar-..
the posts, according to ILWU International Executive Board. Sworn into office at the April 15-16 Board meeting, Lum rep. Hubert Kanaha, who resigned.

The Board was also advised that Burrill Hatch will be resigning his po-
sition as National President of the In-landboatmen's Union, Marine Division of the ILWU. He has been selected to serve as a full-time inspector for the Interstate Transporter Workers Fed-
eration (ITF).

Joining Hatch as a part-time ITF in-
spector is Ray Famlath, formerly a business agent with the Allied Divi-
sion of longshore Local 13, Wilm-
ting. Hatch and Famlath were two of
sixteen candidates who applied for

the Good News: More jobs at LA Harbor and organizing wins in the warehouse division.

Arian also apprised the Board of the ILWU's ongoing attempts to strengthen relations with other unions. The Pacific Rim Dockers Con-
ference was held in San Francisco April 22-24, was one such effort.

As many as fifteen countries would be represented at the conference. Ar-
ian told the board, with several ILWU longshore locals providing generous fin-
cial assistance to foreign dock unions that would otherwise not be able to attend. (For a complete report on the dock conference, see our special pull-out section, this issue.)

The then-upcoming negotiations of the coast-wide longshore agreement, Arian said, would be his major focus once bargaining got underway. He also offered hope for expanded work oppor-
tunities in the division. With the comple-
tion of Maersk Lines' new on-dock in-
termodal facility in Los Angeles—the largest of its type in the world—the ILWU has the possibility of gaining about 250 jobs over the next two years.

JOBS, JOBS, JOBS

Arian also offered a roll call of the report's presented by Board members from the various areas.

Rene Henriques, Southern California, said ILWU members on the Island of Kauai, Hawaii, have been represented at the conference, see our special pull-out section, this issue.

The Bad News: Hurricane devastation, closures and over 5,000 Hawaii members out of work.

The then-upcoming negotiations of the coast-wide longshore agreement, Arian said, would be his major focus once bargaining got underway. He also offered hope for expanded work oppor-
tunities in the division. With the comple-
tion of Maersk Lines' new on-dock in-
termodal facility in Los Angeles—the largest of its type in the world—the ILWU has the possibility of gaining about 250 jobs over the next two years.

JOBS, JOBS, JOBS

Arian also offered a roll call of the report's presented by Board members from the various areas.

Rene Henriques, Southern California, said ILWU members on the Island of Kauai, Hawaii, have been represented at the conference, see our special pull-out section, this issue.

The then-upcoming negotiations of the coast-wide longshore agreement, Arian said, would be his major focus once bargaining got underway. He also offered hope for expanded work oppor-
tunities in the division. With the comple-
tion of Maersk Lines' new on-dock in-
termodal facility in Los Angeles—the largest of its type in the world—the ILWU has the possibility of gaining about 250 jobs over the next two years.

JOBS, JOBS, JOBS

Arian also offered a roll call of the report's presented by Board members from the various areas.

Rene Henriques, Southern California, said ILWU members on the Island of Kauai, Hawaii, have been represented at the conference, see our special pull-out section, this issue.

The then-upcoming negotiations of the coast-wide longshore agreement, Arian said, would be his major focus once bargaining got underway. He also offered hope for expanded work oppor-
tunities in the division. With the comple-
tion of Maersk Lines' new on-dock in-
termodal facility in Los Angeles—the largest of its type in the world—the ILWU has the possibility of gaining about 250 jobs over the next two years.

JOBS, JOBS, JOBS

Arian also offered a roll call of the report's presented by Board members from the various areas.

Rene Henriques, Southern California, said ILWU members on the Island of Kauai, Hawaii, have been represented at the conference, see our special pull-out section, this issue.

The then-upcoming negotiations of the coast-wide longshore agreement, Arian said, would be his major focus once bargaining got underway. He also offered hope for expanded work oppor-
tunities in the division. With the comple-
tion of Maersk Lines' new on-dock in-
termodal facility in Los Angeles—the largest of its type in the world—the ILWU has the possibility of gaining about 250 jobs over the next two years.

JOBS, JOBS, JOBS

Arian also offered a roll call of the report's presented by Board members from the various areas.

Rene Henriques, Southern California, said ILWU members on the Island of Kauai, Hawaii, have been represented at the conference, see our special pull-out section, this issue.

The then-upcoming negotiations of the coast-wide longshore agreement, Arian said, would be his major focus once bargaining got underway. He also offered hope for expanded work oppor-
tunities in the division. With the comple-
tion of Maersk Lines' new on-dock in-
termodal facility in Los Angeles—the largest of its type in the world—the ILWU has the possibility of gaining about 250 jobs over the next two years.

JOBS, JOBS, JOBS

Arian also offered a roll call of the report's presented by Board members from the various areas.

Rene Henriques, Southern California, said ILWU members on the Island of Kauai, Hawaii, have been represented at the conference, see our special pull-out section, this issue.

The then-upcoming negotiations of the coast-wide longshore agreement, Arian said, would be his major focus once bargaining got underway. He also offered hope for expanded work oppor-
tunities in the division. With the comple-
tion of Maersk Lines' new on-dock in-
termodal facility in Los Angeles—the largest of its type in the world—the ILWU has the possibility of gaining about 250 jobs over the next two years.

JOBS, JOBS, JOBS

Arian also offered a roll call of the report's presented by Board members from the various areas.

Rene Henriques, Southern California, said ILWU members on the Island of Kauai, Hawaii, have been represented at the conference, see our special pull-out section, this issue.

The then-upcoming negotiations of the coast-wide longshore agreement, Arian said, would be his major focus once bargaining got underway. He also offered hope for expanded work oppor-
tunities in the division. With the comple-
tion of Maersk Lines' new on-dock in-
termodal facility in Los Angeles—the largest of its type in the world—the ILWU has the possibility of gaining about 250 jobs over the next two years.

JOBS, JOBS, JOBS

Arian also offered a roll call of the report's presented by Board members from the various areas.

Rene Henriques, Southern California, said ILWU members on the Island of Kauai, Hawaii, have been represented at the conference, see our special pull-out section, this issue.

The then-upcoming negotiations of the coast-wide longshore agreement, Arian said, would be his major focus once bargaining got underway. He also offered hope for expanded work oppor-
tunities in the division. With the comple-
tion of Maersk Lines' new on-dock in-
termodal facility in Los Angeles—the largest of its type in the world—the ILWU has the possibility of gaining about 250 jobs over the next two years.

JOBS, JOBS, JOBS

Arian also offered a roll call of the report's presented by Board members from the various areas.

Rene Henriques, Southern California, said ILWU members on the Island of Kauai, Hawaii, have been represented at the conference, see our special pull-out section, this issue.

The then-upcoming negotiations of the coast-wide longshore agreement, Arian said, would be his major focus once bargaining got underway. He also offered hope for expanded work oppor-
tunities in the division. With the comple-
tion of Maersk Lines' new on-dock in-
termodal facility in Los Angeles—the largest of its type in the world—the ILWU has the possibility of gaining about 250 jobs over the next two years.

JOBS, JOBS, JOBS

Arian also offered a roll call of the report's presented by Board members from the various areas.

Rene Henriques, Southern California, said ILWU members on the Island of Kauai, Hawaii, have been represented at the conference, see our special pull-out section, this issue.

The then-upcoming negotiations of the coast-wide longshore agreement, Arian said, would be his major focus once bargaining got underway. He also offered hope for expanded work oppor-
tunities in the division. With the comple-
tion of Maersk Lines' new on-dock in-
termodal facility in Los Angeles—the largest of its type in the world—the ILWU has the possibility of gaining about 250 jobs over the next two years.

JOBS, JOBS, JOBS

Arian also offered a roll call of the report's presented by Board members from the various areas.

Rene Henriques, Southern California, said ILWU members on the Island of Kauai, Hawaii, have been represented at the conference, see our special pull-out section, this issue.

The then-upcoming negotiations of the coast-wide longshore agreement, Arian said, would be his major focus once bargaining got underway. He also offered hope for expanded work oppor-
tunities in the division. With the comple-
tion of Maersk Lines' new on-dock in-
termodal facility in Los Angeles—the largest of its type in the world—the ILWU has the possibility of gaining about 250 jobs over the next two years.

JOBS, JOBS, JOBS

Arian also offered a roll call of the report's presented by Board members from the various areas.

Rene Henriques, Southern California, said ILWU members on the Island of Kauai, Hawaii, have been represented at the conference, see our special pull-out section, this issue.

The then-upcoming negotiations of the coast-wide longshore agreement, Arian said, would be his major focus once bargaining got underway. He also offered hope for expanded work oppor-
tunities in the division. With the comple-
tion of Maersk Lines' new on-dock in-
termodal facility in Los Angeles—the largest of its type in the world—the ILWU has the possibility of gaining about 250 jobs over the next two years.

JOBS, JOBS, JOBS

Arian also offered a roll call of the report's presented by Board members from the various areas.

Rene Henriques, Southern California, said ILWU members on the Island of Kauai, Hawaii, have been represented at the conference, see our special pull-out section, this issue.
American unionists probe effects of US embargo

By BARB KUCERA

HAVANA—To most Americans, foreign policy is something abstract that has little, if any, effect on their daily lives. But it was very clear, however, when confronted by a youngsters in a wheelchair.
The young man was at a school for children with disabilities on the outskirts of Havana. No classes were being held that afternoon because of the periodic power outages that plague Cuba through much of the year. As a result, the Cubans said, of the US embargo against their country, visitors were not able to visit their families that weekend because no gas was available for the school bus. Amid the quiet chatter of the children, the boy in the wheelchair asked, “Why is your country doing this? Please tell me the embargo is hurting us.”

It’s hard to find a way to respond to such a heartfelt question, coming from one so young. These kinds of episodes occurred frequently during a 10-day trip to Cuba in October by six Minnesota unionists. Everywhere we went, ordinary people appealed for an end to the 30-year-old US embargo.

CHAIN OF PROTEST

Before the first pitch was thrown in the opening game of the fall baseball season at a large cooperative farm in the countryside, men and women clear the farming fields. It also happens to be an island, where a group of workers stops to chat, and one of the unionists on the trip, Coleen Aho of the American Federation of Labor-Congress of Industrial Organizations, who has written extensively on Cuba, told them about the embargo.

“The Cuban people are a very critical people,” said Leonel Gonzalez, the head of the inventors union. “But people understand it’s not the revolution’s fault. ‘ILLOGICAL POLICY’

COPING IN ADVERSITY

The Torricelli Bill will make such investments more difficult, the economist Carrizo said. “You cannot image a Cuban poet, has become a cause celebre in the international community.

“ILLOGICAL POLICY”

Forty-three vehicles loaded with medicine and other humanitarian aid were driven across from the United States to Mexico, where they were loaded onto a ship for Havana. The shipment was in direct violation of the US embargo.

Coordinator Tom Hansen said it’s time for people to challenge the ban. “You acquire in Cuba, and then you want democracy to flourish,” he said. “You can’t have it both ways.”

People understand it’s not the revolution’s fault.'
Refugees recount the horrors they left behind

By KATHY WILKES

For four months from Haiti visited ILWU headquarters recently, brought here by Pierre Labossiere, a member of the ILWU and 19 years old, the refugee was young—19, 20 or so—but they had the eyes of men much older, men who'd seen so much.

They spoke haltingly at first, and softly. Trust had to be established. After they finished, I understood much better the reasons for their caution.

They are all worker and political activists who literally had to run for their lives. They fled Haiti early last year—hazarding treacherous waters in a flimsy boat—to escape the military. Although Haiti has been unburned by so-called coups since 1915, heavy-handed US politics has remained an ever-present threat. America backed Papa Doc. America funded the much-feared Macoutes. America crushed opposition.

But during the brief, relatively peaceful period Aristide held office, there was no guarantee a living would be killed. I'm in limbo.

As Pierre interpreted, the young visitors from Haiti talked at length about US involvement in their country. Since the coup, Aristide loyalists—men with One of Haiti's most important unions, the farm workers union and its leader, Aristide, was in office, he implemented programs and reforms to rid the country of corruption and empower workers, peasants and students. Aristide, the Jen brothers said, was also attempting to stop the flow of drugs through Haiti, which had become an "transfer point between South America and the United States. There was big drug money behind the coup," they insisted.

During the eight months Aristide had in office, he implemented programs and reforms to rid the country of corruption and empower workers, peasants and students. Aristide, the Jen brothers said, was also attempting to stop the flow of drugs through Haiti, which had become a "transfer point between South America and the United States. There was big drug money behind the coup," they insisted.

But during the brief, relatively peaceful period Aristide held office, there was no guarantee a living would be killed. I'm in limbo.

"When working people demonstrate for Father Aristide, the army comes in and shoots at them and arrests them," said Jordany. But when demonstrators appear for the military government, "They get full protection."

"Our union brothers and sisters in Haiti need help," Wilson said, "to bring back Father Aristide. Until that happens, the rich will keep on oppressing and exploiting the poor and the working people."

A report issued by Americas Watch concerns, observing that, under Aristide, there was a "distinction of being the poorest nation in the Western Hemisphere; an economic and political refugees fled Haiti for US shores, but the US remains reluctant to apply the political pressure necessary to restore Aristide to the presidency.

"Our workers are, after all, the millions he stole from Haiti."
ILWU members win annual safety awards

OAKLAND—The Pacific Maritime Association’s Northern California Area held its 44th annual safety awards banquet March 8 at the Holiday Inn Bay Bridge in Emeryville, CA. Individuals and companies operating from Redwood City to Eureka were recognized for their safety achievements in 1992. Karl Hunrick, chairman of the Northern California Area Training and Accident Prevention Committee, presided at the event.

Special individual safety awards were presented to Frank Relva, ILWU Local 91 foreman, and to Jon Bogdanoff, longshore Local 10. Relva’s award was based on his demonstrated leadership and activities which reduced the severity of injuries sustained on the job. Bogdanoff was awarded for his initiative and actions which prevented Africanized bees from entering a San Francisco terminal.

Certificates of recognition for corporate injury reduction were awarded to Maersk Stevedoring Company, Westfall Stevedoring Company and Pasha Maritime Services. Pasha also received recognition for a zero injury rate.

ILWU Local 91 received the foresman’s award for three consecutive years the Metropolitan California Stevedore Company received the certificate of reduction/zero incidence rate recognition award.

Scholarship info

There are 3,000 scholarships totaling over $3 million listed in the AFL-CIO’s Guide to Union-Sponsored Scholarships, Awards and Student Financial Aid. Union members can get a free copy of the guide by writing to: AFL-CIO Publications Office, 815 16th Street, Washington, DC 20006. Be sure to include your union affiliation.

Bay labor honors Jim Herman as Unionist of the Year

By LINCOLN SMITH

OAKLAND—Over 500 unionists packed the Parc Oakland Hotel April 16 to honor Jimmy Herman, Alameda County’s 1993 Unionist of the Year. Describing Herman as “the soul of the labor movement,” California Labor Federation executive secretary Jack Henning praised the past president of the ILWU for leading an organization that exemplifies “social unionism.”

Henning recalled how the ILWU, under Herman’s leadership, effectively boycott coffee from El Salvador and refused to unload ships from South Africa.

Owen Marron, secretary-treasurer of the Alameda County Labor Council, presented the Unionist of the Year award to Herman, remarking that only a man of Herman’s stature would have been able to bring together a coalition of labor, business and elected officials to accomplish the dredging of the Bay Area’s shipping channels. Herman is vice president and past president of the Port of San Francisco Commission.

STILL FEISTY

Herman spoke of the “fight to keep ports in Northern California open—keeping $5 billion in economic activity and assuring that 100,000 people aren’t ruthlessly shoved aside.”

Herman’s secretary said, “He called on labor to ‘extend our energy around the basic right to a good job,’ a struggle, he noted that is ‘everyday.’”

Herman spoke of unionism, noting that early in his life he witnessed the day-to-day struggle of working people. “The reason we belong to a union is because of struggle; to improve our lives and give us hope and a reason to be optimistic about the future.”

But today, he said, “that optimism is diminishing.” He warned of the transfer of jobs under the proposed North American Free Trade Agreement which he branded a “coverup for corporate greed and the deprivation of the people of Mexico.”

Referring back to the Bay Dredging Action Coalition, Herman called for unity, emphasizing “how great our union movement can be when we set aside our differences and unite to get things done. We have a core of political talent (in the Bay Area) unmatched anywhere in this country.”

POLITICS AS PAYOFF

Herman was also honored with resolutions from local, state and national leaders. Oakland City Council member Ignacio De La Fuente, whom Herman called a “working class leader,” presented a resolution passed by the City of Oakland honoring Herman’s contributions.

Assembly members Barbara Lee and Tom Bates joined with State Senator Bill Lockyer to present a resolution passed by the California State Legislature; and Lee Hallerman, chief counsel for Congressman Ron Dellums, presented a resolution from the House of Representatives.

A resolution was also presented in behalf of the Alameda Board of Supervisors.

Among the many guests at the event were several members of the ILWU International Executive Board, including ILWU Titled Officers David Arias, Brian McWilliams and Leon Harris. Dozens of ILWU members and staff also attended.

(‘Lincoln Smith is editor of Alameda Labor Council News, the official publication of the Alameda Country Central Labor Council.)

Activist wins Elaine Black Yoneda award

REDLANDS, Ca.—The 1993 Elaine Black Yoneda Award was presented to Veronica Flores at the recent South- west Labor Studies Association Conference at Redlands, California. The award is given annually to people who have been active in the spirit of Elaine Yoneda, “The Red Angel,” in the fields of labor, civil rights, racial justice and peace.

Presenting the award were ILWU clerks Local 34 member Don Watson, who chairs the Elaine Black Yoneda Memorial Award Committee, and Vivian Raineri, author of The Red Angel, a biography of Yoneda’s life.

Elaine Black Yoneda was the former president of ILWU Federated Auxiliary in 1943. She was active in the Round 184 San Francisco Waterfront and General Strike and remained active in union affairs up to the time of her death in 1989.

Award recipient Veronica Flores has been active politically since the age of 14. She is a refugee from Chile and has been an activist for justice in her homeland and in Central America. She has worked for understanding among Black and Latino women, against police brutality, and for AIDS education. She is presently a graduate student at California State University at Los Angeles, studying psychology and mental health.

Local 6 says goodbye to Erben Dennis

By DON WATSON

OAKLAND, Ca.—A large gathering came to honor ILWU activist Erben Dennis at his funeral held at the Grant Miller Mortuary in Oakland. Dennis was a member of warehouse Local 6 for over 40 years. He worked in numerous City of Oakland, state and national elections. Wherever Dennis went, he proudly wore his blue and gold ILWU jacket.

During the service, Cleophas Williams, former president of longshore Local 10, recalled Dennis’ many contributions to the ILWU. Longtime friend Terry Greene of Local 6 spoke on the unique smile Dennis gave everyone he met. Ed McFarland, president of the Local 6 East Bay Pensioners Club, praised Erben’s work for all retired people. Club head Don Watson, in Dennis’ honor at the Local 6 Hall on Hegenberger Road following the funeral.

Dennis was a member of the Executive Board of the ILWU Pacific Coast Pensioners Association and was active in Local 6, the Federation of Retired Union Members, Federal Women’s Institute of the Congress of California Seniors, ILWU East Bay Legislative Committee and the ILWU Northern California District Council.

“He was a very kind person,” McFarland said. He was always concerned about people’s welfare—and always there for the ILWU.”

Posthumous plaque for Paul Heide

Mrs. Wilhelmina Heide, widow of the late ILWU leader Paul Heide, received a plaque in her husband’s memory from ILWU Secretary-Treasurer Emeritus Curtis McClain at the April IEB meeting. Shown with Paul Heide are, from left, daughters Marion Morris and Carol Cuddihy, great grandson Kevin Cuddihy and granddaughter Julie Heide.

NEXT MONTH IN THE DISPATCHER—Paul Heide’s biography by writer/historian Maria Brooks. Don’t miss it!
SAN FRANCISCO—Officers of the four ILWU Pacific Coast District Councils met at ILWU longshore Local 10 last week in San Francisco and discussed particular strategies to fight the North American Free Trade Agreement (NAFTA) and other environmental dumping ideas on how to be more effective.

Working together with other unions and national labor movements, the Canadian unions have been in a campaign to promote the ILWU’s “No on NAFTA” campaign. Internationally, President David Arian thanked the Councils for their work in disseminating and collecting dues increases.

Northern California District Council Secretary Don Watson gave an update of the Council's progress on the quest to join forces with environmentalists concerned about "the damage and pollution which would ensue if NAFTA is not vetoed," Guy Fujimura, Secretary-Treasurer of ILWU Local 142, announced that three of the fourteen locals in Hawaii have voted “No on NAFTA”; and they are getting support from both House Democrats and Republicans.

Puget Sound District Council President Mark Naismith reported that his union's plan to join forces with environmentalists to vote, nominate for office, hold office or be a candidate for office in the ILWU; nor may he/she participate in or even attend ILWU meetings or any functions of the union that are not open to or controlled by the representatives of the objector.

Additionally, financial core members are permitted to request an appeal of a decision of the Council. The appeal must be filed in writing and postmarked within 30 days from the date of this notice or the date of the decision being appealed.

Members who have become ILWU financial core members by any means, including suspension or expulsion from union membership in any local or division affiliated with the ILWU, are eligible for financial core status.

The information contained herein applies only to per capita and any Coast Pro Rata Committee’s expenditures (hereinafter called the “Procedures”). Said procedures can be obtained from the ILWU International Secretary-Treasurer at 1188 Franklin Street, San Francisco, CA 94109. Under the Procedures, a financial core member has the right within a certain period of time to object to expenditures of his or her per capita and any applicable coast pro rata reflecting the ratio of the funds paid to the ILWU International and/or the Coast Pro Rata Committee for nonchargeable activities such as union dues increases or on contracts submitted to the membership for ratification. These rights and privileges of union membership are accorded only to union members in good standing.

Nevertheless, financial core members are still legally required under a valid union security clause to pay the union for the costs related to collective bargaining, contract administration, grievance procedures, political activities, lobbying, and union organizing of employers that compete with employers with whom the ILWU has a collective bargaining relationship (hereinafter called "chargeable activities"). However, union expenditures for nonrepresentative activities such as non-union representation services, political activities, lobbying, and union organizing of employers that compete with employers with whom the ILWU has a collective bargaining relationship (hereinafter called "nonchargeable activities") which most workers know help build a better climate for all in bargaining with employers and in securing fundamental worker rights—may not be charged to financial core members who file timely objections.

In calendar year 1992, the certified accountants have confirmed that no more than 23% of all ILWU International's and no more than 2% of all Coast Pro Rata Committee's expenditures were for nonchargeable activities. The ILWU International Executive Board and the ILWU Coast Pro Rata Committee have adopted Procedures. Of course, Members of the Union's Financial Core, Expenditures (hereinafter called the "Procedures"). Said procedures can be obtained from the ILWU International Secretary-Treasurer at 1888 Franklin Street, San Francisco, CA 94109. Under the Procedures, a financial core member has the right within a certain period of time to object to expenditures of his or her per capita and any coast pro rata reflecting the ratio of the funds paid to the ILWU International and the negotiation of working conditions is quite a bargain. For a few cents more each week, union members enjoy all the benefits of union membership in the ILWU and/or Coast Pro Rata Committee's nonchargeable expenditures to total expenditures.

Under the Procedures, an objection by a financial core member must be made in writing and postmarked within 30 days from the date of the notice of the date of the decision of the Council. A written objection must specify the name of the objector, address, social security number, current wage rate, the name of his or her employer, and the name of the local union or division which represents the objector. Objections must be made only on an individual basis. A written objection must be timely in order to be valid. Individuals who hereafter become financial core members may have an objection within 30 days of the date they become or should know that they have become a financial core member.

Those financial core members who file timely objections will not be charged from July 1, 1993 or the date they file a timely objection, whichever is later, and addressed to the ILWU International Secretary-Treasurer, 1888 Franklin Street, San Francisco, CA 94109. To be valid, the written objection must specify the name, address, social security number, current wage rate, the name of his or her employer, and the name of the local union or division which represents the objector. Objections must be made only on an individual basis. A written objection must be timely in order to be valid. Individuals who hereafter become financial core members may have an objection within 30 days of the date they become or should know that they have become a financial core member.

ELECTIONS

Local 29, San Diego

Local 29 will hold its general election of officers on June 9 to elect the president, vice-president, secretary-treasurer, and the seven executive board members, three trustees, three sergeants at arms and convention/excuse delegate. Nominations close May 15.

Local 63, Wilmington

Local 63 has held its primary election by mail, concluding on May 16. The elections closed May 15. The elected officers for the grievance committee (6 months); board of directors for the MCCA and LRC; and board of trustees.

Dockers, widows on pension list

SAN FRANCISCO—Following is the May 1993 listing of dockworkers retired under various ILWU-PMA pension plans:

The widows are:

Local 10, San Francisco: Andrea Anderson (Robert); Robert V. Brown (Donald); Paul M. Melin (Carlson); Evelyn L. Moore (Robert); Elton M. Smith (Roscoe); Local 12, North Bend; Yoko Smith (Ronald); Local 13, Wilmington: Therese Walker (Joseph); Catherine Burich (John); Mary A. Merino (Joseph); Local 19, Seattle: Effie Coward (Lucious); Belita Kirkwood (Melvin); Local 23, Tacoma: Flora Gannon (James); Local 34, San Francisco: Opal Greco (Charles); Local 40, Portland: Thelma Lind (Robert); Local 46, Port Hueneme: Elva Gardner (Robert); Local 63, Wilmington: Betty Hyde (Donald); Goldie Turner (Robert); Local 94, Wilmington: Edith L. Wilbur (Jed).

Notice to All Current and Future Nonmembers

This notice applies to all current nonmembers of the ILWU (hereinafter called "financial core members") as well as all union members who happen at any time prior to July 1, 1994 to become financial core members by any means, including suspension or expulsion from union membership in any local or division affiliated with the ILWU.

The medical plan choice is between the Kaiser Foundation Health Plan and the Choice Port Plan for Southern California Locals 13, 26, 29, 63 and 94, Northern California Locals 10, 18, 47, 52 and 98, and Oregon Locals 2, 4, 80 and 92. In the Washington area, the choices for Locals 19, 23, 32, 47, 82 and 98 are the Group Health Cooperative and the Choice Port Plan.

MEDICAL PLANS

For Los Angeles locals, dental choice is between the Delta Dental Plan and the Doctors Sakai, Simms and Sugiyama group plan. For San Francisco locals, dental choice is between the Delta Dental plan and Naismith group plan. For Portland/Vancouver locals, dental choice is between Blue Cross of Oregon Dental Care, Oregon Kaiser Dental Plan and Delta Dental Plan.

Information on the dental and medical plans and forms to change plans can be obtained at the locals and the Benefit Plans office. All enrollment cards must be submitted and completed to the Benefit Plans office by May 31 in order for the change to be effective July 1.
American President Lines is the largest ocean carrier on the West Coast, and the largest employer of ILWU longshoremen. APL is the largest subsidiary of American President Companies (APC), which owns at least 50 American and foreign subsidiaries and affiliates across the globe. Some of the other subsidiaries are APL Land Transport, which carries intermodal container shipments by rail and truck, and Eagle Marine Service, an in-house stevedoring division for APC. APC owns or leases over 23,000 containers, 483 trucks, 1,111 rail cars, and operates 109,000 containers and 50,000 trailer chassis.

$78 MILLION PROFIT

APC's parent corporation collected $2.5 billion in revenues in 1992, ranking it 367th in sales, and 20th among transportation companies in the United States. "Revenues" are a company's total sales. Profits, on the other hand, are what's left after all the expenses have been paid, such as wages and taxes. APC reported profits of $78 million, an 18 percent increase over 1991. APC uses its profits to pay dividends to shareholders of 60 cents per share. That doesn't sound like much, but the 147,000 shares owned by Chief Executive Officer John Lillie generated more than $8,000 in dividends per shareholder.

APC is an industry leader in introducing high-tech ideas and equipment, such as computers. Many of these innovations eliminate jobs, cut expenses and raise profits. Three years ago, APC laid off one-fifth of its employees. That made Wall Street executives often serve on the Board of Directors that grant pay raises and stock options. Executives often serve on the Board of Directors that grant pay raises and stock options. Options are used to buy new machinery and technology, such as the equipment that APC is using to install on its containers, and the new ships it may build. Profits are also used to buy new machinery and technology, such as the equipment that APC is using to install on its containers, and the new ships it may build. Profits are also used to buy new machinery and technology, such as the equipment that APC is using to install on its containers, and the new ships it may build. Profits are also used to buy new machinery and technology, such as the equipment that APC is using to install on its containers, and the new ships it may build. Profits are also used to buy new machinery and technology, such as the equipment that APC is using to install on its containers, and the new ships it may build.

THREATS, SUBSIDIES AND DESERT STORM

APL and other carriers already benefit from an exemption from anti-trust laws. They are allowed, unlike other industries, to join forces in setting and enforcing adherence to those prices through rates conferences. They also benefit from income tax deductions for vessel construction, from monopoly profits in U.S. trade routes to Alaska, Hawaii and Puerto Rico, and preferences to carry American military cargo and agricultural products.

APL sells cargo to a foreign flag if Congress does not pass their "maritime reform" proposal. This proposal includes an amendment that would increase the huge taxpayer subsidies they already get—to $2.5 million per ship annually—and demands the wholesale slashing of safety, vessel and manning standards. The original purpose of the subsidy is to have an American fleet available in case of war, and to offset the higher costs of using American seamen and shipbuilding. If APL doesn't get what it wants, it promises to flag-out, a practice that the International Transport Workers' Federation—with members such as the ILWU—has been fighting for years. APL, although benefiting by being an American-based company, would sail its ships under a foreign flag, known as a "flag-of-convenience," freeing itself from U.S. labor, safety and other standards.

The no-flag-of-convenience practice has come under harsh criticism, especially with the U.S. Coast Guard and even shipowners themselves appalled at the shocking conditions. One ITF investigator found a Cypriot-flag ship held together by rust, with a hole in the hull, an oily barrel of rainwater for drinking, and a crew who had been given only rice and a potato each for the journey.

APL announced plans in May to build six new container ships in German and South Korean shipyards, leaving American shipyards and workers with plenty of free time to contemplate APC's $71 million in taxpayer subsidies last year.

Investor Takes Control

To expand its transportation network, APC had to borrow significant amounts of money. In a move to raise cash and protect itself from the takeover frenzy of the late 1980s, APC sold a $76 million stake to Hellman and Friedman Capital Partners, an investment firm considered "friendly" to APC. This San Francisco-based firm now has a powerful voice within APC through 13 percent of all shares, and two seats on the Board of Directors.

Hellman and Friedman's stock pays very high dividends, and the APC management is obligated to vote all its shares, and those it holds, in favor of theHellman and Friedman's nominees to the Board. APC management, along with the two votes of Hellman and Friedman, constitute a majority of the Board.

Because of the stock options and pay incentives, Lillie and other managers have a substantial economic interest in seeing profits and shareholder value rise. These incentives are partly a result of the bargain between Hellman and Friedman, who stand to benefit if the price of APC's stock increases before 1996.

"If APC doesn't get what it wants, it promises to flag-out," a practice that the International Transport Workers' Federation—with members such as the ILWU—has been fighting for years. APL, although benefiting by being an American-based company, would sail its ships under a foreign flag, known as a "flag-of-convenience," freeing itself from U.S. labor, safety and other standards. The no-flag-of-convenience practice has come under harsh criticism, especially with the U.S. Coast Guard and even shipowners themselves appalled at the shocking conditions. One ITF investigator found a Cypriot-flag ship held together by rust, with a hole in the hull, an oily barrel of rainwater for drinking, and a crew who had been given only rice and a potato each for the journey.

APL announced plans in May to build six new container ships in German and South Korean shipyards, leaving American shipyards and workers with plenty of free time to contemplate APC's $71 million in taxpayer subsidies last year.

"If APC doesn't get what it wants, it promises to flag-out," a practice that the International Transport Workers' Federation—with members such as the ILWU—has been fighting for years. APL, although benefiting by being an American-based company, would sail its ships under a foreign flag, known as a "flag-of-convenience," freeing itself from U.S. labor, safety and other standards. The no-flag-of-convenience practice has come under harsh criticism, especially with the U.S. Coast Guard and even shipowners themselves appalled at the shocking conditions. One ITF investigator found a Cypriot-flag ship held together by rust, with a hole in the hull, an oily barrel of rainwater for drinking, and a crew who had been given only rice and a potato each for the journey.

APL announced plans in May to build six new container ships in German and South Korean shipyards, leaving American shipyards and workers with plenty of free time to contemplate APC's $71 million in taxpayer subsidies last year.