“At present, the Company is non-union, however, during the year there was an attempt by a union to organize the employees at one mine site. All of our operations remain non-union. While recognizing the rights of employees to be represented, it is the Company’s preference to remain non-union. If they should be organized the Company could experience an increase in labour costs.”
—1993 Annual Report to Stockholders, Glamis Gold Ltd.

“t was High Noon in the Mojave Desert. Three hours later, the polls for the union election would open for the third and final time that day.

Miner Ray Bradley had watched workers come and go during the day-long election. He knew it was going to be close. And he wasn’t about to let six months of hard work go to waste.

He left the polls at the mine and drove his beat-up brown Datsun pickup the half-mile into Randsburg, and parked at The Hill bar.

He picked up the phone and dialed the number of a union supporter. A man answered the phone, groggy.

“You woke me up,” the miner said.

Bradley reminded him about the union election.

Continued on page 4
A return to ILWU traditions
BY DAVID ARIAN
ILWU International President
This past month I have had the opportunity to speak at a number of membership meetings up and down the west coast. I hope during the months of November and December I will be able to reach out to the leadership of other locals in warehouse, the I&WU and Hawaii as well as longshore.

The purpose of these meetings is to get in touch with how the membership feels, and at the same time to outline to the membership directly, one-on-one, the need for change.

One thing I observed in each of these meetings is that our union is a union that allows the rank and file to take positions and to fight those positions out at membership meetings. In this process one thing has become obvious to me: many of these fights are tearing up the locals. The membership fights over local issues and loses sight of the real issues facing this union: jurisdiction, technology, safety, organizing and political action.

It is the democratic tradition of this union to fight out local issues and to protect the rights of workers. It is the tradition of this union to rally around a vice president and to improve the conditions of working people in our unions, families and communities.

TOWARDS THE 1994 LOS ANGELES CONVENTION

We must use the preparation for the 1994 International Convention to ensure that we stay on the front foot. We have set up subcommittees of the Executive Board, which have begun to probe and put forth a program that will be presented at the convention in April 1994 in Los Angeles. The convention is our rebuilding effort; the subcommittees must be the backbone of organizing. This subcommittee is made up of Luisa Gratcl, Local 26; Joe Franco, Jr., Local 142; Robert Moreno, Local 6; and Jimmy Dean, Local 52. It is staffed by Leonard Hoshijo, who has been the head organizer for 19 years in Hawaii and who has a solid track record of helping to rebuild Local 142. The National Organizing Committee, which is made up of the titled officers, has also sat in on these organizing committee meetings.

On Oct. 21-22, we held the first meeting to deal with some proposals. Leonard Hiroshi came in with a presentation and outline of the framework for organizing and explained what the necessities were. He also put forward a concrete program and a budget for the convention; we will be necessary if we want to turn this union's membership decline around. All of us in the meeting were impressed by the presentation and the knowledge that was demonstrated. Many times, you don't have to look outside to find talent. You find it within. This meeting gave us a positive feeling of the possibility of organizing for growth.

One of the first proposals for a new organizing structure is a director of organizing, which could be a vice president, or a new position within the union. Field representatives would be assigned to Hawaii and the mainland, but added to that would be a mobile unit that would provide a professional, focused and concentrated approach on major organizing drives.

Nautn appointed Communications Director, Dispatcher Editor

Zack Nauth, a consultant on corporate communications to the ILWU since 1978, has been appointed Communications Director and Editor of The Dispatcher for a six-month probationary period, effective Oct. 25.

As a consultant for the ILWU, Nauth wrote the "Employer Profiles" on AFL- CIO Sea-Land and Matson that were distributed to the longshore division during contract negotiations this summer.

In recent months, he has traveled to more than 20 ILWU locals for a series of communications workshops. Nauth replaces Kathleen Wilkes, who resigned Oct. 5 to take a position with the California Nurses Association.

Nauth edited the September issue while Wilkes was on leave in Septem- ber, and co-edited the October issue with former Dispatcher editor Danny Beagle after Wilkes resigned. Her last official day was Oct. 15.

President Dave Arian asked for the participation of Tom and Kathleen Wilkes in the upcoming and support of the September/ October issue.

We know that to keep workers down the main tool of this system has been to split us on racial issues.

ILWU and the labor movement here on the west coast. (see page 8 for a related story)

AFRICAN-AMERICAN LEADERSHIP

I had the opportunity to speak at the convening of the African- American Leadership Conference in Portland, Oregon, Sept. 18-21. There is a need in this institution to go back to an earlier period of history when Harry and this union understood that we must become a more diverse union—an ethnically diverse union—and this must be a cornerstone strategy, not only in the political arena, but within the union itself.

We know that to keep workers down the main tool of this system has been to split us on racial issues. If we hope to be successful in organizing and rebuilding we must re-address ourselves to this question. I have made it very clear that I hope this African-American association will help in building the union, developing a leadership and ensuring that the diversity we have is reflected in the union's leadership.

To summarize, the framework for us moving forward in this period of history is, number one, being able to structure ourselves to organize and grow; number two, to be able to set up an apparatus that allows us to re-educate—particularly the younger members—about the traditions of the union, of working people in our union, of the leadership and ensuring that the diversity we have is reflected in the union's leadership.

The 1994 convention gives us the opportunity to focus on these issues and come out running in the direction that is necessary for the survival of this union and the labor movement in general.

The IEB subcommittee came up with a budget of about $1.1 million to $1.5 million per year to finance our goal of organizing 2,000-3,000 new workers per year in Hawaii and on the west coast. This was a very refreshing meeting. Everybody was focused on the need to build and to contribute. It was a good start.

The second most important subcommittee, finance, met in Septem- ber in Hawaii. It will be met again by this time column appears. The biggest crisis facing the ILWU is the loss of per capita, or available money. Our budget is about $3.1 million to $3.2 million per year and that same figure moving into 1994. Our union is unable to organize and bring in new members, of running at a $300,000 deficit per year over the next three years. The Finance Committee will have a very difficult time, cutting back where we can. Our union will have to put the money into the budget to guarantee our growth and protection. Without growth, our ability to function in the years to come will be in serious doubt.

HARRY BRIDGES INSTITUTE

There are some positive things going on in the ILWU. The formation of the Harry Bridges Institute gives us an opportunity to participate in an educational apparatus that is es- sential for the rebuilding of the union, the support of the members, the Mem- bers and the general com- munity across the country indicates to us this insti- tute is going to become an essential part of the process of rebuilding the union.

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President Dave Arian asked for the participation of Tom and Kathleen Wilkes in the upcoming and support of the September/ October issue.
"Filibuster after filibuster after filibuster,” said an exasperated Senator George Mitchell (D-ME), on the Senate floor on May 7. When the American people voted for the Democrats to represent them in both the White House and Congress in 1992, many political analysts thought the gridlock in Washington would come to an end. However, Republicans in the Senate have used the "filibuster" and "holds" to thwart any change in the status quo.

In the history of this country, the use of the filibuster was confined to great issues of conscience and to constitutional questions. The filibuster was a unique method for a senator or senators to stand on the Senate floor for hours or even days non-stop and disrupt the country's business. The filibuster used to be a sacred instrument reserved for legislative issues that would dramatically alter American policies. Ironically, changes in Senate rules to allow the nation's business to continue in the event of a filibuster have resulted in more gridlock—not the intended effect of fewer filibusters.

Pathetically, the filibuster has become a weekly event under the leadership of Sen. Robert Dole (R-KN). The Republicans filibuster every significant piece of progressive legislation; even a bill to modestly raise grazing fees. They have vowed to filibuster S. 55, the striker replacement bill. The mean-spirited tactics mean we may never be protected from unscrupulous employers replacing our members with scabs, because the Senate Republicans will not even allow a vote on the bill.

DOLE'S LAP DOG

Some of you may remember when Republicans from the Pacific Northwest appeared to be objective and responsible, and conducted themselves beyond reproach. You should know that that is clearly not the case today. One Washington State Senator, Slade Gorton, has unashamedly participated in almost everyasinine Republican filibuster thus far. You can count on him to help filibuster the strikers' rights bill, S. 55, unless he receives unusually harsh criticism from our members—his constituents—who may be replaced some day by scabs. Sadly, Sen. Gorton is Bob Dole's lap dog and we might as well admit it. Don't let him get away with the lame, evasive answers he has been giving to constituents about his behavior.

House members David Obey (D-WI), Barney Frank (D-MA), Mike Synar (D-OK), and Sen. Tom Harkin (D-Iowa) are leading a movement in Congress to rewrite Senate rules pertaining to the filibuster. They intend to make it more difficult for a filibuster to succeed. My friends, unless the Congress thoroughly debates the Senate Republicans' undemocratic tactics, our precious striker replacement bill will never see the light of day—at least not in the United States Senate. The Senate Republicans have abused their privileges and it is up to us to lead a revolt against Bob Dole's institutional gridlock tactics.

Please send your help to this movement by contacting your member of Congress to request their full support for the Obey/Frank/Synar efforts to end gridlock. Senators should contact the office of Sen. Tom Harkin to sign on in support of reform. The coalition can be scabs. Sadly, Sen. Gorton is Bob Dole's lap dog and we might as well admit it. Don't let him get away with the lame, evasive answers he has been giving to constituents about his behavior.

A national debate on the reprehensible behavior of the minority party in the Senate is the only way our country has a chance to benefit from progressive legislation, including S. 55, the Cesar Chavez Workplace Fairness Bill. By educating the public about the real culprits in Congress, we can demand an end to the Republican filibuster tactics.

NEWS FLASH!

As we went to press, the Wall Street Journal reported that Peavey grain had lost in its attempt to pass a bill allowing it to add water to grain. The ILWU actively opposed the attempt.

The ILWU strike force continued its public education campaign on ConAgra corporation's anti-worker policies and its Peavey grain subsidiary. Members in the Pacific Northwest targeted a half-dozen company subsidiaries in October. In the Portland area, ILWU members distributed information on ConAgra policies at subsidiaries in the Tacoma and Seattle area, including Beatrice Cheese and United Horticulture Supply in Tacoma, Hunt-Wesson Foodservice in Kirkland, Trident Seafoods in Seattle and Vanson Chemicals in Redmond. Below, ILWU members discuss ConAgra's policies with the management of Trident Seafood in Anacortes, which is 55 percent owned by ConAgra. Holding hands from left are; Bill Bridges, Ron Turner, Thad Sundet, Local 53 secretary/treasurer; Rick Cox, Local 40; Art Wagner, Local 8; and Panama.

Above, ILWU members inform the plant manager at an Armour hot dog factory in Portland about the despicable treatment of workers by his company parent company, Peavey. Holding hands, from left, are Dave Strader, Jim Gibbs and Phil Schutz, all of Local 40. Workers entering and leaving the plant gates at Armour said the company was a poor place to work, and had only given up a nickel raise in grain-watering, Peavey/ConAgra visits.

The ILWU also received copies of more letters sent to ConAgra CEO Fletcher and President Racciatti to all members of Congress. People working in the West appeared to be objective and conducted themselves beyond reproach. You should know that that is clearly not the case today. One Washington State Senator, Slade Gorton, has unashamedly participated in almost everyasinine Republican filibuster thus far. You can count on him to help filibuster the strikers' rights bill, S. 55, unless he receives unusually harsh criticism from our members—his constituents—who may be replaced some day by scabs. Sadly, Sen. Gorton is Bob Dole's lap dog and we might as well admit it. Don't let him get away with the lame, evasive answers he has been giving to constituents about his behavior.

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NEWS FLASH!

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"The union has taken a number of actions to protect the reduction of loading crew sizes from six to three," stated the letter from Peavey President Tom Raciti to all members of Congress. "The union held a rally in Kalama and"
ON THE COVER: New ILWU members at Rand Mining in the Mojave Desert. From left, Ray Bradley, Jeff Fleming, Ramon Reyes. (Photos by Slobodan Dimitrov)

ILWU strikes gold in the Mojave Desert

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"Yeah, I forgot," he said.
"Doez, we really need you," Bradley told Stillar.

Bradley hung up and dialed the number of another miner, an ILWU supporter he knew was out with a back injury.

"Can you come in at 3 p.m. for the vote?" Ray asked.
"My mother's here right now," the miner said. "I'll see if she can bring me."

Bradley drove back to the mine for the start of the third voting shift at 3 p.m. The two miners he called came in and voted. The National Labor Relations Board (NLRB) began counting the ballots.

The final count: 52 votes for the union and 47 against. The miners were now ILWU members, and the union had won one of its biggest elections on the mainland in recent years.

Bradley's 11th-hour calls were all the more critical because of three likely anti-union votes by employees whose status as part of the bargaining unit was contested by the union. If the union had won by less than a four-vote margin, the company would have moved to certify those three votes and probably swung the election the other way.

The ILWU victory came as a surprise to the general manager of the mine, Steve Stillar, who had led the anti-union campaign, along with an outside consultant he hired. ILWU organizers said the campaign backfired, however, when Stillar's tactics and the management's incompetence pushed more miners into the ILWU fold.

"I wish you'dve seen the look on (Stillar's) face when he heard the vote count, said Local 30 President Ray Panter. "Devastated. Liked he'd lost his job."

CALL FOR HELP

The story of the ILWU's close election victory on Oct. 13 began when Panter got a call in January from a worker at Rand Mining who wanted help. Panter's local in Boron, Calif., represents 600 employees at the U.S. Borax mine in the Mojave Desert.

"We're the only union listed in the directory," Panter joked. Only five employees showed up at the first meeting.

Panter asked the ILWU International for help and was sent ILWU Regional Director Joe Ibarra as lead organizer in April. Panter, Secretary-Treasurer Duain "DJ" Nelson, Local 20-A President Mike Diller and others assisted in the drive, getting up early many mornings to distribute bulletins at the plant gate, often in 110-degree heat.

50,000 OUNCES OF GOLD

Rand Mining is a subsidiary of a Canadian company, Glamis Gold Ltd., with headquarters in Vancouver, B.C., and Sparks, Nev. Rand operates two strip mines near the old mining town of Randsburg, 180 miles east of Los Angeles: the Yellow Aster Mine, which was first opened in 1897, and the adjacent Baltic Mine, begun this summer.

The Yellow Aster Mine produced a record 50,000 ounces of gold in 1993; at an average of $331 an ounce that brought in $17 million. The Baltic Mine is expected to produce another 40,000 ounces per year. Reserves at the two mines are estimated at more than 1 million ounces.

The gold is mined in open pits and produced through a process known as cyanide heap leaching. The hard rock hills are blasted with dynamite to "rublize" the ore, which is then stacked into a terraced heap. A network of pipes is spread on top of the heap, and a cyanide solution is dripped over the ore. The cyanide leaches out the gold particles, which are not visible to the naked eye, over a period of years and the solution collects in a large pond. The liquid is processed further to extract the pure gold, which is eventually poured into bars.

Ironically, the ILWU's greatest asset during the drive was plant Vice President and General Manager Steve Stillar, organizers said. It seems that every time support among workers waned, the management would take some action that demonstrated again the need for a union.

GESTAPO TACTICS

Workers complained of "Gestapo tactics" and intimidation on the job, Panter said. All workers had to deal directly with Stillar, and the outcome would depend on whether they were "friends" with the general manager, organizers said. Workers wanted the job security, grievance process and seniority rights a union could help them gain, Panter said.

"It was just a total belittlement of the workers," said Panter, who lives in Boron, a half hour away. "They were getting beat to death up there."

"If a miner made a mistake, he'd be sent off for a drug test. If an equipment operator got a flat tire driving over the sharp rocks, he would be punished with a day off without pay. Workers had no protection against the whims and retribution of the management, whose authority was vested in a single person."

"This guy's a dictator," Bradley said. "It's my way or no way."

"In the end, it worked against him," Stillar's arrogance," Panter said. "People will only take so much intimidation."

As a strong and vocal union supporter, Bradley was singled out for special treatment. When he made a mistake on a drilling rig and bent a drill bit, he was sent for a drug test. Right after the company's test, Bradley paid for a second test of his own. Both were negative.

Bradley was also warned several times about discussing the union on company time. The company's warnings carried some weight, as evidenced by the half-dozen workers—including several union supporters—who were fired during the drive.

"I told 'em I'll talk about what I want on my own time" riding the bus to the job site, Bradley said. "I could care less. I've been run off a lot better jobs than that. I wasn't afraid of them. I understood I couldn't get fired because of the union."

COMICAL COMPANY POLICIES

One of the most comical moments came when Stillar saw Bradley carrying a tape recorder in his pocket after

"It was just a total belittlement of the workers. They were getting beat to death up there."

—Ray Panter, President, ILWU Local 30, Boron

one of the weekly "buster" meetings with Sacramento consultant Jon Murray. Bradley had been taping the meetings and supplying the recordings to Ibarra, who would then write handbills to counter the company line for distribution to employees the next day.

Seeing the tape recorder with the light on in Bradley's pocket Stillar told him taping was "against company policy."

"He just made a new company policy right there," Bradley said, laughing. "To help protect him, the ILWU eventually filed charges with the NLRB."

Union support among the heavy equipment operators where Bradley worked was strong from the beginning, he said. But many of the newer, younger guys were reluctant to support the union because the $10 an hour was twice what they had made anywhere else, even though miners doing similar jobs for other companies make from $15-$20 an hour. The company also

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Local 30

Boron, Calif.
PHILIPPINES: Where time stands still
By EUSEBIO LAPENIA, SEAN ARIAN

In the Philippines we met with four different unions: the Port Workers Union of the Philippines, the Associated Labor Unions (ALU), Kilusang Mayo Uno (KMU) and the National Federation of Sugar Workers.

At our first destination in the port of Manila, we were amazed at the primitive conditions on the docks. Health and safety regulations were non-existent. The workers were not provided with gloves, hard hats, masks or any safety gear whatsoever.

Workers told us they worked 12 hours a day, six days a week, with few breaks. They really didn’t seem to have much hope of ever doing anything else.

The working conditions were deplorable. Many of them lived with their families on the docks in between containers. Children played on the ties. There was no running water, electricity or sanitary facilities. The stench was overpowering. Passengers boarded ferries as top deck passengers. There was no room for luggage.

The delegation this year was the first trade union delegation from the United States to visit Vietnam since 1975. Naturally, there was no support from our government. We had to get our entrance visas from the Vietnamese embassy in the Philippines. The first time, we were forced to go. The second time, I had to go. What a joke!

Barefoot sugar cane workers on the Philippines’ island of Negros take five.

In 1976, the late Local 142 Vice President Fred Paulino arrived while the Philippines was under the martial law declared by then-President Ferdinand Marcos. They found that sugar mill workers at the Hawaiian-Philippine Company owned by Jardine Davies earned $1.65 a day and pineapple workers at the Del Monte Cannery in Bogo earned between $1.64 and $1.76 a day.

In 1986, delegates learned that the average sugar worker was not unionized and earned an average of 90 cents a day. A strike by workers organized by the National Federation of Sugar Workers (NSFW) at the Hacienda Guisang ended in victory when the workers, who had been earning 73 cents a day, won an increase to $1.65 a day, the legal minimum wage.

Today, the international market for sugar is poor, making it unprofitable for the rich families who own the plantations; many have left the land unplanted. For these families it is much cheaper to sell the land to the government at a profit and to avoid paying taxes. The government offers to sell the land to those who have traditional rights.

Later, Damaso would learn that four union leaders were shot to death by plantation security guards.

The primary purpose of the delegations was to make contacts and develop relationships with dockworkers in Asia. The ILWU is setting up an international network of communication, exchange and support with dockworkers who share common concerns and common employers.

The delegations were a followup to the Pacific Rim Dockers’ Conference in April, co-sponsored by the ILWU in San Francisco.

VIETNAM: Back to the future
By RON THORNBERY

On June 8, 1993, I did something that in my wildest dreams I never expected to do: I went back to Vietnam.

The last time I visited that country I was a young B-man from Everett. I was dressed in uniform, given a gun, trained to kill and sent to defend someone else’s country against “the Communist onslaught that was threatening our way of life.”

Well, that’s what our leaders said. I don’t remember any of them or their family members being drafted. They sent working-class people to take care of this matter. I hated our government for this travesty.

I first arrived in Vietnam 14 hours after the US’ offensive started on March 1965. It didn’t take long to forget the politics of why I was there. Within days I had someone I could trust for wonder: Charlie. I forgot I was a stranger in his kitchen. He didn’t like it.

Our delegation this year was the first trade union delegation from the United States to visit Vietnam since 1975. Naturally, there was no support from our government. We had to get our entrance visas from the Vietnamese embassy in the Philippines. The first time, I was forced to go. The second time, I had to go. What a joke!

MIXED EMOTIONS

I had mixed emotions when I was first asked to be part of a delegation to the Yanks. I had been to Vietnam. I had thought about it for a few days and I contacted other vets for support. I got off the fence and decided I would go.

The first time, I was forced to go. The second time, I had to go. The third time, I went of my own free will.

The average wage is $20 per month.

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PHILIPPINES continued from page 1
together lived and worked it, with the lure of a 15-year loan.
Many of the sugar workers have taken this offer, and with the help of the union they have formed cooperatives. Unfortunately, many of them seem doomed to failure, as the workers have no money to produce basic supplies. If they are unable to pay back their loan, the government can repossess the land. Despite this, for most it is the first opportunity they have had to own land, so they take the chance.

Even though their situation seemed near hopeless, the Filipinos were remarkably friendly. We drew crowds wherever we went; everyone wanted to meet the American unionists. Once, when we visited a worker's home in the cane fields, an older woman on the union executive board was reading a copy of the ILWU Constitution and The Dispatcher to her family. Everyone was hungry for information.

Time and progress has stood still for the workers of Negros. Sugar workers still earn the minimum wage or less when they work on a non-union plantation. Unions still face the threat of violence and repression from the government and the landowners' private security forces. The sugar planters and the big landowners still control most of the local governments, the economy and the resources.

GAP BETWEEN RICH, POOR
There is a wide gap between the rich and the poor, and the poor are very poor. There are districts in Bacolod City in Negros where every house is a mansion, but each mansion is also surrounded by high brick walls topped with razor wire.

The government is doing very little to help the common worker. In fact, they are in the process of hiring foreign multinational corporations with promises of cheap and trouble-free labor. Sadly, the local workers are being lured into ideological in-fighting. Many of them seem to believe in other powers, politicians or individuals.

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VIETNAM continued from page 1

The longshoremen, who are all unionized, are the highest paid non-skilled workforce, making about $30 a day. I say non-skilled because modernization and mechanization are still dreams for Vietnamese ports.

The first delegation the ILWU sent to Vietnam was in 1963. I had to look at the pictures and re-read the delegations report to see if there was any change. Not much. So far, the Japanese, Koreans, Taiwanese, French, Australians and others have contacted the Vietnamese about the future. The Americans—No! The lifting of the trade embargo will start a new trade "gold rush." Where the United States bombed the port, things were blown down. This port is still the key to Vietnam's future. It is a deep-water Harbor in the north, which was the main port of entry during the war for military cargo from Vietnam's allies. The Vietnamese worker will suffer, and probably the first generation top-pick ever invented.

Our first stop was the Port of Saigon located on the Mekong River. While there is a docking area three miles long, the facilities and equipment are, to say the least, primitive by our standards. There are a few old hammerhead cranes, and probably the first generation top-pick ever invented.

The Port of Saigon is mainly break-bulk with some containers (a few hundred). Plans have been drawn up to expand the container business with its main trading partners, China, France and Australia.

HEAVILY BOMBED
Our next destination was Haiphong Harbor in the north, which was the main port of entry during the war for military cargo from Vietnam's allies. The United States bombed the port heavily, but it didn't seem to slow things down. This port is the key to Vietnam's future. It is a deep-water port with a rail system that actually works, and miles and miles of waterfront property.

Rice is the main export here. It is shipped to all the countries of south-east Asia, all in sacks and all done by hand. As in all Vietnamese ports, safety is a problem and the dock has its own workers committee that meets regularly, kind of a labor relations committee.

The situation in Haiphong was like the other ports—underdeveloped, with a few very old hammerhead cranes. The port does about 2,000 containers a month. The chief export is rice and the main import is manufactured items.

The next port we visited was Quang Ninh, which is located in a sheltered bay that for thousands of years has been used as a safe anchorage. There are no docks here. The two main cargos, coal and oil, are loaded by lighters and pipe for export to Korea, France, Denmark and China. Following this visit, we drove back to Haiphong and began another long drive to Hanoi.

ALL UNION, WOMEN
While in Hanoi, we visited the Halisa Confectionery Co. Like all industries in Vietnam, the candy-maker is completely unionized. The place was staffed from top to bottom with women: 2,000 of them. Their main concern, unlike the ports, was modernization. For every new machine brought in, more workers were laid off.

The maritime industry in Vietnam is about 30 years behind us in cargo-handling technology. The bulk cargos are still done by hand and the container service is just starting, yet the potential is enormous. You have no idea what China in the making. Vietnam's major need now is for the United States to drop its trade embargo and allow investment.

TRADE BENEFITS ILWU
The trade we generate with Vietnam will all come through west coast ports. Politically, the ILWU needs to start pushing our west coast politicians now to support trade and political ties with Vietnam.

What was our advice to the trade union leaders, government officials and newspaper people we met with? The Vietnamese have had little or no experience dealing with multinational corporations. We told them that if they don't believe us they should visit the Philippines and see first-hand what happens when big business and government take control.

We arrived at the Kimpo Airport in Seoul, South Korea, where we were greeted by a delegation from the Korean Federation of Port and Transport Workers' Union (KFTPWU). Among those present was Chairman Park Joon Soo, who expressed his governbent relations with us well. The delegation included President-Jung Kim Songe.

On June 14th we met with the representative member Kyung Bok Port & Transport Workers' Union President Kim Yeong Soh, Vice President Kim Yun June and member Kyung Chan Hwan. They presented us a paper on tonnage and paid the government, aver $17,000 a month. Most of the workers are steady, except for the Pohang Works of the POSCO Steel Company. POSCO is a private steel company that invested billions in Kyung Buk Bay. The making complex is guarded by armed military dressed in combat gear. There were fifteen shanties being worked.

A total of 24,000 employees work three shifts working 12 hours and one shift off at all times. The operators and the truck drivers are stevedores. POSCO. The four front men, called hook-up men, who are in the dispatch union hall. The run smoothly.

THIRD-LARGEST STEEL COMPANY
The main POSCO headquarters is located in another plant in Kwangyang. Thus far, 8.8 billion invested in the Pohang Works. The annual production for POSCO is 20.8 million tons, making it the world's third largest steel company in the world.

Besides the domestic production lines, the company has built mammoth housing complexes with sports facilities, schools, a science and technology museum and much more. It is a city in itself.

We were told that all this was built for the employees and that the company could not afford to. The average wage at POSCO is $100 a month.

After lunch we traveled by car to the port of Pohang located at the southeast corner of Korean Peninsula. The port is the biggest steel producer we had ever seen. In 1989 POSCO won the ILWU Steel Industry Award. We were impressed.

MAMMOTH HYUNDAI COMPLEX
Hyundai has concentrated its efforts on the heavy industries and is also the world's largest operator of POSCO. On June 15th we had a discussion with the General Secretary Cho of the UPTWU. He set the stage for the visit. We met with the President Kimung and Secretary Park, who took us on a guided tour of the plant. We also met with the Ulsan Port & Transport Workers Union's president and the Korean Union for Human Rights.

After we visited the Hyundai Heavy Industries Works located at Mipo Bay, which covers 7.2 million square meters. At Hyundai, we learned from a company vice president who has been in the company for 41 years and who had graduated from the National University of Seoul, that Hyundai was founded in 1947 and has grown from a small shipyard to a world leader in the shipbuilding industry.

South Korea: By Zeke Ruelas

We arrived at the Kimpo Airport in Seoul, South Korea, where we were greeted by a delegation from the Korean Federation of Port and Transport Workers' Union (KFTPWU). Among those present was Park Joon Soo, Vice President of the union, and government relations with us well. The delegation included President-Jung Kim Songe.

On June 14th we met with the representative member Kyung Bok Port & Transport Workers' Union President Kim Yeong Soh, Vice President Kim Yun June and member Kyung Chan Hwan. They presented us a paper on tonnage and paid the government, aver $17,000 a month. Most of the workers are steady, except for the Pohang Works of the POSCO Steel Company. POSCO is a private steel company that invested billions in Kyung Buk Bay. The making complex is guarded by armed military dressed in combat gear. There were fifteen shanties being worked.

A total of 24,000 employees work three shifts working 12 hours and one shift off at all times. The operators and the truck drivers are stevedores. POSCO. The four front men, called hook-up men, who are in the dispatch union hall. The run smoothly.

THIRD-LARGEST STEEL COMPANY
The main POSCO headquarters is located in another plant in Kwangyang. Thus far, 8.8 billion invested in the Pohang Works. The annual production for POSCO is 20.8 million tons, making it the world's third largest steel company in the world.

Besides the domestic production lines, the company has built mammoth housing complexes with sports facilities, schools, a science and technology museum and much more. It is a city in itself.

We were told that all this was built for the employees and that the company could not afford to. The average wage at POSCO is $100 a month.

After lunch we traveled by car to the port of Pohang located at the southeast corner of Korean Peninsula. The port is the biggest steel producer we had ever seen. In 1989 POSCO won the ILWU Steel Industry Award. We were impressed.
A policeman was killed during a march by a group of South Korean students who were attempting to meet with students in North Korea...Labor disputes are being reported across the country in record number, as compared with the relative peace in past years.

On June 16th, we left Pusan for the port city of Masan. We arrived at the Kyungsu Port and Transport Workers Union in Masan, where we were received by its President, Hwang Chang Kyu. We also toured the Korea Heavy Industries and Construction Co. LTD.

MAN-MADE HARBOR

The unique Port of Inchon, located on the midwestern coast of the Korean peninsula is a man-made harbor built with floodgates that overcome a tidal difference of 10 meters. Inchon is the largest industrial complex on Korea's west coast. We met with President Lee Kng Hee of the Inchon Port and Transport Workers Union.

While traveling in South Korea we found that there was student unrest in Seoul. We observed busloads of police situated at strategic locations. On June 12th, one of these policemen was killed by student protesters in a confrontation. According to The Korea Times we learned that students were marching to the city of Panmunjom in an illegal attempt to talk with North Korean representatives in case of the clash occurred.

We also learned from newspapers of the labor unrest throughout South Korea. Labor disputes were being reported across the country in record number, as compared with the relative peace in past years. On June 16th, Hyundai Motor Co. workers struck.

We thank the Korean Federation of Port and Transport Workers Union, and Mr Kim Yong Son, our personal interpreter, for their hospitality and assistance.

A ship mockup used to train stevedores at one of two training institutions in South Korea, at the ports of Pusan and Inchon. The models are used for instruction under controlled conditions on most of the skilled equipment.

The PSA is linked electronically to its customers through a computer network called "PORTNET." The network enables both the port users and the PSA to exchange large volumes of computer information, which speeds up operations and shortens vessel turn-around time. The use of transponders, electronic sensors and self-service terminals also reduces truck traffic around the port. The PSA has also invested in the latest automated cargo-handling equipment, which reduces unloading time and increases productivity.

Singapore's location at the heart of the Pacific Rim, and its world-class infrastructure, have made the country a global hub for international trade and shipping.

To ensure fast, reliable and predictable services to its customers, the PSA has invested heavily in planning and operations. Real-time equipment control systems are used for ship planning and container terminal operations. This speeds up operations and shortens vessel turn-around time. The use of transponders, electronic sensors and self-service terminals also reduces truck traffic around the port. The PSA has also invested in the latest automated cargo-handling equipment, which speeds up operations and increases productivity.

Computers links

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Singapore has a lot of infrastructure packed into a very small island. The country handles more than 4,000 ships a year, including more than 10 million TEUs a year. Singapore is the third-largest oil refining center in the world, with a refining capacity exceeding one million barrels per day. Singapore operates and manages the entire harbor. The PSA has eight divisions, including the three that bring in the bulk of the revenues: commercial, operational and marine. Of the six terminals in Singapore, PSA owns five and one is privately owned. It handles more than 87 million tons of mineral oil a year.

On average, vessels call or leave the port every three minutes. More than 700,000 ships, more than 6 million TEUs of containers, more than 17 million TEUs of dry-bulk cargo, and over 87 million tons of mineral oil a year. Last year, there was a 19% increase in container traffic. More than 700 shipping lines from more than 700 ports around the world call at Singapore for cargo,一般, repairs, supplies and a host of other maritime activities. Gigantic super-tankers and container ships, sleek passenger liners, fishing trawlers and traditional wooden lighters all share the busy waters. A total of 81,334 vessels called in 1992.

Six major oil companies operate refineries in Singapore. Their combined refining capacity exceeds one million barrels a day, making Singapore the third-largest oil refining center in the world. With such a large number of oil-carrying vessels anchored and the presence of refining facilities, Singapore has become the leading bunkering port, and it is also rapidly becoming an oil trading center. Another major activity is ship repair.

At Singapore Changi International Airport, we discovered it is one of the world's most modern airports. Millions of dollars were invested in its passenger terminal, which has a capacity to handle 5,000 passengers during peak hours, and an estimated 10 million passengers a year. And it is still growing, with a second terminal just completed. Singapore has only one of six countries in the world to receive more than 800 passengers annually on its territory.

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ILWU goes overseas in 1960

Twenty-four members of the ILWU are to visit ten different countries under a program for rank-and-file overseas delegations. The program is co-sponsored and approved by the ultimate vote of the membership. These delegations are made up of eight members. Between them, our eight delegations of three each will visit four continents, Latin America, Asia, Africa, and Australia.

ILWU has long believed that communication between ordinary working people of all countries leads to better understanding and helps assure world peace. The purpose of the delegations is to visit foreign lands in a changing world and find out as best they can and as they see it what the facts are. We are not partisans of red-baiting, anti-Communist arguments or propaganda. We want facts. Then on the basis of firsthand facts, not newspaper propaganda, the members can draw their own conclusions.

What are the facts? They will talk with workers in other countries.

"Communication between ordinary working people of all countries tends to lead to better understanding."

They will go down to the rank and file and find out from them all the information they can. Are the workers being kicked around? If so, why? How? What is their standard of living? What is the nature of their trade unions?

One of the responsibilities of our delegates will not only be to ask questions but to listen with an open mind.

Well, our delegates will tell the truth about our union and its record. They will tell you that this is an independent union that makes its policies on the basis of the rank and file want. They will make clear the fact that our union has always stood solidarity against discrimination of any kind. The ILWU is dedicated to the union at convention after convention, and the political character of these are the organizations of the workers and the job of our delegates is to talk, to learn, and bring back what information they can.

One of the responsibilities of our delegates will not only be to ask questions but to listen with an open mind.

The port city of Keelung, 40 minutes from Taipei, is the second-largest port in Taiwan and is situated on the north coast overlooking the East China Sea. We visited the Keelung Harbour Bureau, where we heard a presentation by Deputy Director C.T. Huang. We also toured the harbour by boat and observed three Evergreen ships working. We were told that the expansion of the Keelung sea wall was completed in 1977 and contains about 600 acres of port land. A second phase of construction and expansion will extend the port into several directions along reclaimed land. The largest portion of the port facilities are container terminals. There are two elevators: one for grain and one for cement. The grain elevator's capacity is about 55,000 metric tons.

We met with the Keelung Dockworkers' Union which represents all dockworkers. Each facility has a union boss and an assistant. The tug opera tors, pilots, and tug traffic control for the ships are all union members. The port authority and the independent docks are two other ports: Su Ao and Hualien.

The foremen, steady crane drivers and stevedore clerks in Taiwan earn about $30,000 per year, and the basic longshoreman average about $8,000 per year. These scales are somewhat modified in certain ports such as Hualien, where most of the work is of a lighter labor.

There are four other international ports in Taiwan: Su Ao, Hualien, Kaohsiung and Taichung. We left by train for Hualien, traveling through picturesque scenery, and crossed two rugged mountains on the east coast of the country.

RECLAIMED LAND

In Hualien City, we met with the Harbour Workers Union and a member of the Harbour Bureau. We then took a tour of the docks, where three single works were built on reclaimed land. There are good piers and wharfs but no cranes and little warehousing.

The port office building is magnificent and looks over the entire facility. There are entry and exit roads on and off the facility, with gates, but no busi ness to speak of. The port office was closed the day we were there. The union has about 390 members, who have no guards to watch when they don't work, they don't get paid.

EQUALIZED WORK

The only ship we saw working was a coal vessel. Normally, all the work in Hualien work one day and take the next day off. This tends to equalize the work load. We also toured to Kaohsiung, the largest port in the Republic of China, and handles about two-thirds of the island's imports and exports. There are about 222,000 workers at this port, with an estimated 80 million tons of cargo handled in 1992, utilizing state-of-the-art equipment owned by the Harbor Bureau. In addition, Kaohsiung is the site of one of the world's largest dry docks, as well as being Taiwan's primary industrial center.

At lunch we met the President of the Kaohsiung Harbor Labor Bureau, Shu Ying Lin who headed a membership of over 20,000 dockworkers. We toured the port, which has 102 wharves with a length of 21,986 meters and 25 mooring bays available for berthing 149 ships simultaneously.

A 12-year expansion of the harbor area began in 1979 and resulted in a second harbor entrance into Kaohsiung.

The longshoremen in Hualien work one day and take the next day off. This tends to equalize work in the port. Since the work is mostly manual, longshore men are paid at a higher rate than in Keelung con tainer operators.

The workers in Taichung are better paid than where the work is steadier or more container-related. The work in Taichung is labor-intensive. We saw sacks of fish meal and some unshorn sheep wool in one of the warehouses.

A coal vessel was also discharging coal. There were two cranes, six lanes wide between the legs. The crane operators work two 11-hour shifts. The unit consists of a six-man team: two opera tors and four front men, and two clerks under the boss. The discharged full containers are sealed by customs officials right under the gear. Empty containers are sometimes discharged with solid rock, and finished at 4 p.m., but they may work until 6 p.m. if required. The next shift can start at 6 p.m. The entire port closes at noon for one hour. There is also a four-hour extension to complete a vessel if no gang is called back.

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Toby Doyle, miner and ILWU supporter continued from page 4

spread falsehoods about the union’s finances and intentions.

But two small developments in the final months of the organizing drive helped put the ILWU over the top in departments where union support had not been so strong.

A couple of guys got fired in the maintenance shop, demonstrating to the remaining employees the lack of job security. Then, a strong union supporter got a transfer into the milling department, where workers leach and process the gold.

“I think that the workers were tired of being verbally abused, with no safety programs whatsoever, living completely under the thumb of the employer—a very hostile employer,” said Diller. “They had no say.”

NO BRAKES

Many miners were concerned about safety. The mine runs 24 hours a day, seven days a week, putting extreme wear-and-tear on the huge dozers, dump trucks and other heavy equipment. A miner would send a piece of equipment to the shop for repairs, but foremen would tear the tag off and send it back out.

Miners were forced to drive equipment with no brakes and other serious deficiencies. Once when a dozer began making a buzzing sound, a foreman told the workers to keep driving it until they could get something to quiet it down. When the dozer finally went to the maintenance shop, it turned out the transmission was out of fluid.

Rand Mining pushed men and machines to their limits and beyond in its drive to maximize production, said employees like Ramon Reyes, who runs The Hill bar in Randsburg. The more dirt that was removed from the hills and piled onto the leaching pad, the more gold that would come out the other end.

One employee worked 32 hours straight repairing machines. Bradley described getting blisters and soreness from shifting into reverse more than 1,000 times a night, sometimes three hours straight without a pause. Back injuries are common. “Production, production, you can’t stop production, can’t slow it down,” he said. Loader operator Jeff Fleming, 34, of Ridgecrest, said that at first he was leery of supporting the union.

“Right at the time I thought it was a bad idea because the company would try to screw anyone with the union,” Fleming said. “But they screwed me over a few too many times.”

A foreman once told him to add more loads to a waiting truck even though rocks were falling off the sides.

“The company has bragged about producing an ounce of gold cheaper than any other,” Ibarra said. “They are the lowest-paid miners in the country for gold.”

The miners are also aware, in part from reading the company’s annual report, that many top executives have big salaries and bonuses.

“That bonus is from money (Stillar) doesn’t pay us,” Bradley said.
Ruben Hernandez Negrete: pensioners, Memorial Association boards

When Ruben Hernandez Negrete retired from the ILWU in 1977, even casual acquaintances knew that he wasn't done with being a longshore man. Ruben immediately embarked on an entirely new front of longshore work — ensuring the safety of ILWU pensions.

This May, Negrete was inducted into the Los Angeles/Long Beach Harbor Labor Coalition's Hall of Fame. From 1977 until his death on Sept. 8, 1993, Negrete served on the board of directors of the ILWU's Memorial Association and of the ILWU Pension and Insurance Organizations. In addition, Negrete served as caucus delegate for the ILWU Pensioner, Southern California Area, and was a member of the Executive Board for the Pacific Coast.

Negrete is survived by his wife, Alvira, three sons who are all ILWU members in southern California, and a daughter. Negrete's union activities and accolades were the result of years of hard work. He devoted himself to his union and its members, and is remembered as a dedicated and valued member of the ILWU family.

Three Sons in ILWU

Married to the former Elvira Medio Luiano, the Negretes had four children: three sons and a daughter. The sons are Bob, a Local 13 longshoreman, of Cypress; Phil, another Local 13 member, of Long Beach; and Dave, a Local 63 ILWU marine clerk, of Lomita. Daughter Pat Negrete Armento, a bookkeeper, lives in another Local 13 member, of Long Beach, and Dave; and Dave, a Local 63 ILWU marine clerk, of Lomita. Daughter Pat Negrete Armento, a bookkeeper, lives in

Hawaii Members Attend Leadership Training

HONOLULU — More than 100 Hawaii ILWU members attended Local 142's Third Annual Labor Institute training workshops in September, with the goals of involving members and building the union from the bottom up.

The institute built on the success of the first two held in 1987 and 1990. A major part of the curriculum covered leadership skills, grievance handling and negotiating skills. In addition, the institute focused on the causes of the economic recession and how a changing world economy, new subjects were added on global competition, new technology, foreign trade unions, and the ILWU economy.

The first part of the day gave participants an overview of what was happening in Hawaii's economy and what to expect in the near future. Eight speakers talked about agricultural, tourism, unemployment numbers and other issues, and the prospects for existing and new industries in Hawaii.

HAWAII'S ECONOMY

One set of discussion workshops was entitled "Challenges We Face." The purpose of these workshops was to develop a global perspective on the problems facing the state and the union. Workshops covered the shift from manufacturing to service industries in the United States, the movement of capital to low-wage areas, the impact of computers and electronics on jobs, and the different philosophies and economies of Asian and European countries. One workshop gave students an understanding of basic economic principles by looking at the Hawaiian economy.

The theme of one set of discussion workshops was "Building the Union from the Bottom Up." The purpose of the small group discussions was to compare what people had learned that day, to meet delegates from other divisions and industrial groups, to learn from each other's experiences, and to talk about how unit leaders and members can build the union from the grassroots.

Correction

In the September 1993 issue of The Dispatcher, an article on the Peeny rally incorrectly identified the president of ILWU Local 63. Frank Vincole was elected Local 29 president in July; Sammy Vargas is secretary-treasurer.

Dockers, widows on pension list

SAN FRANCISCO — Following is the November 1993 listing of dockers and widows from various ILWU-FMA pension plans:


Local 13, Wilmington: Rosencella, 1885; Local 21, Longview: Donald L. Morgan.


The widows are: Local 8, Portland: Laura Osborn; Local 10, San Francisco: Dorothy Hamilton (Amos); Irma Randal Nolan; Local 13, Wilmington: Linda L. Babich (John); Josephine M. Buxaman (Simon); Aurora H. Herrera (Abraham); Mary M. Martinovich (James); Mary E. Wright (Robert); Local 42, Portland: Jeanne St. John; Local 43, Portland: Patricia A. F. Wight; Local 47, Portland: Roland Tunstall, Leonard E. Townsell; Local 54, Stockton: Jack W. Holman, Robert J. Johnstone; Local 63, Wilmington: Frank L. A. Langford, William R. Shuford, William R. Shuford; Local 91, San Francisco: Jesse Crist, Samuel T. Odom; Local 94, Wilmington: Donald C. Crabtree, William Murphy, Jr., Frank H. Pearson; Local 19, Portland: Bob L. Rutherford, Jack P. Rutherford, Charles R. Shuford, William R. Shuford, Charles R. Shuford, William R. Shuford; Local 42, Portland: John E. McFadden, Donald MacNaughton.

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Shafted by NAFTA

ILWU Vice President Brian McWilliams led a large rally Nov. 9 in front of the Federal Building in San Francisco. In addition to Bay Area ILWU locals, dozens of other labor unions—with several environmental groups—came out in support of the "No on NAFTA" rally organized by the ILWU. After listening to several speakers, a delegation of workers carried petitions with thousands of signatures up to the office of U.S. Rep. Nancy Pelosi, who had announced she would vote for the pact. The U.S. House of Representatives voted in favor of NAFTA Nov. 17, by a vote of 234-200.

Memorial for Local 10 member

Darrell J. Williams, son of Ardell Williams, Jr., a former Local 10 member, spoke Nov. 2 at a memorial service for his father one year after he died in a dock accident. The service at Howard Terminals in Oakland was held by family, friends and union members. Other speakers were Ardell Williams' daughter, Pamela, who is also a member of Local 10; Harold Dickerson, Local 10; and Jerome Sherman, Local 34. Members representing all Bay Area locals attended, as well as representatives of SSA, who provided a lunch after the service.

Eugene Debs: visionary leader of workers

By NICK SALVATORE
New York Labor History Association

This fall marks the anniversary of the death of Eugene Victor Debs. For most Americans, that day will pass unnoticed. Those who knew Debs and worked with him in the American labor and socialist movements before World War I are now largely gone as well. And the nation's schoolbooks rarely treat his life in great detail.

For a man who was so prominent among working people and so controversial a figure among Americans of all classes, this is a strange fate indeed.

GREAT RAIL STRIKE

In his own era, Debs' fame rested on two separate jail sentences he served in defense of his political principles. The first occurred in 1895 when Debs spent six months in jail after leading a sympathy walkout, railroad workers from Chicago to the Pacific coast shut down their companies' operations in sympathy.

The New York Times warned that a victory for the union would mean "the permanent success of the one organization through which it is sought to unite all employees of railroads."

CROSSOVER COLLUSION

The corporations realized this as well and, united under the banner of the General Managers Association, pooled their resources to fight the strikers. At a time when railroad workers had closed down all railroads west of Chicago, the Association involved the United States government in the dispute.

President Grover Cleveland declared martial law and sent in federal troops to occupy Chicago, the strike center.

Unwilling and unable to take up arms against their government, the strikers faced ultimate defeat. Debs and other leaders of the American Railway Union were sentenced to jail terms.

But Debs' willingness to confront corporate power and his insistence that industrial organization of railroad workers was the proper tactic won him the respect and admiration of America's workers.

ILWU members join effort to rebuild L.A. harbor economy

The ILWU is part of an emerging economic development group in the Los Angeles harbor area that could create new jobs for its members.

LA City Councilman Rudy Svorinich, Jr., invited ILWU members to participate in the "Harbor Area Economic Summit," held Nov. 4 in San Pedro, Calif. The summit included a workshop on port development and a speech by ILWU President David Arian.

The summit, attended by about 200 people representing labor, maritime, business, academia and the environment, was basically a brain-storming session to come up with ideas to get the local economy moving. The summit will eventually result in the creation of an economic development council for the harbor area in Svorinich's 15th council district.

One of the councilman's goals is to make city government more responsive and open to "economic revitalization and community rededication."

PEOPLE HAVE ANSWERS

"We're at the focal point of being able to bring together all the different elements that make up the harbor area to set a course toward the 21st century," said Svorinich, whose father, grand-father and great-grandfather were ILWU longshoremen. "I don't think any one person has all the answers. In order to solve such a complex problem as the economy, it only makes sense to bring people together."

In his speech, Arian said the ILWU would fight for more job training and a "socially responsible capitalism." He said foreign and domestic ship lines have made a fortune in the port and should do more for the community.

"These companies must train our workers for the future," Arian said. "It's better to give something nothing than to promise them something then snatch it away."

Summit chair Diane Middleton, a San Pedro attorney active in labor issues, said the key to the effort was community participation. The councilman would not be dictating a course, but would be asking the participants to make the decisions—she said.

ILWU members at the Los Angeles Harbor economic summit, from left, Local 13 Secretary/Treasurer Norm Tuck, Local 63 President Dave Miller, International President David Arian, LA City Councilman Rudy Svorinich, Jr., Local 13 President Joe Cortez, and Local 63 Secretary/Treasurer Steve Bebic.

ILWU members at the Los Angeles Harbor economic summit, from left, Local 13 Secretary/Treasurer Norm Tuck, Local 63 President Dave Miller, Interna
tional President David Arian, LA City Councilman Rudy Svorinich, Jr., Local 13 President Joe Cortez, and Local 63 Secretary/Treasurer Steve Bebic.

Election Notice: Local 18, Sacramento

Nominations for ILWU Local 18 officers for the year 1994 will open Nov. 10, 1993, and close Nov. 26, 1993. Petitions can be filed at the dispatch hall. Election day will be Dec. 10, 1993, at the dispatch hall from 6 a.m.-6 p.m. Officers to be elected are President, Vice President, Chief Dispatcher/Secretary-Treasurer, Relief Dispatcher, three Labor Relations Committee members, seven Executive Board heads, one Caucus/Convention Delegate, and three Auditors.

(Submitted by Local 18 Secretary Richard Kahoalii.)

To make the decisions—she said.
African-American Conference
Longshoremen discuss complaints

An educational forum on the grievance procedure under longshore and clerks' contracts was held for ILWU members by the Columbia River chapter of the Washington Area American Leader-

ship Conference.

The theme of the conference, held in Portland, was "The ILWU Grievance Process, Understanding and Implementation." The goal was to try to help the rank and file solve their problems through the union's internal processes, specifically Section 17 of the contract, and elimi-

nate unnecessary lawsuits.

Conference organizers said litiga-

tion costing both sides a lot of money could be reduced if members would read and understand the contracts, or make use of the union officials to bet-

ter understand their options when they have a problem.

SERIES OF FORUMS
The conference gave members the opportunity to meet with various union officials and open up lines of communication that have not existed in some cases. The forum was one of a half dozen that have been held at var-

ious ILWU locals. The next meeting will be held in San Francisco, at a date and time to be announced.

"It was a real ILWU meeting," said one of the conference organizers. "I hope with a variety of opinions and views expressed." Among those who participated were International President David Arian and Secretary/Treasurer Leon Harris, Local 10 Secretary/Treasurer Law-

rence Thibeaux, ILWU-PMA Alcohol and Substance Abuse Director George Cobb, retired Local 10 President Cleophas Williams, retired Local 13

member Walter Williams, Columbia River Welfare Director James Welch, several attorneys specializing in racial discrimination cases, and attorneys for Local 43, 49 and 92 who have worked on longshore injury claims and other matters. ILWU members from Califor-

nia, Oregon and Washington attended.

ILWU SUPPORT
Arian voiced the international's sup-

port for the procedures of the AALC to educate the rank and file.

In his opening statement, Hill sum-

marized his position of the AALC.

"First, let's dispel any notion that this body has any enforcement powers. The enforcement power is your under-

standing of the PCLCD and PCCCD, and your understanding of the griev-

ance process, Section 17.

"There are certain time constraints,

Donald Matthews, Local 13, presents plaque honoring former Local 10 member Walter Williams.

Applications are invited for the 1994 Elaine Black Yoneda Memorial Award, which is given to a woman who worked tirelessly for the causes of labor, civil liberties, women, peace and interracial understanding for almost 60 years.

ELIGIBILITY
Applications are open to all students (high school, college or university) and activists not part of an academic community. Faculty members are not eligible. Students should have earned an average of B or better in a program that includes study of labor, civil liber-

ties, women, peace or racial understanding.

Student applicants should submit a copy of their transcript and a six-page essay demonstrating an active engagement in the area cited. Those not in school should submit the six-page essay, an applicable written work, published or not. Applicants are urged to read The Red Angel, a biography of Yoneda, available from book stores or the Memorial Committee for $10.

Applications were due March 1, 1994.

Harry Bridges and John L. Lewis, President of the Congress of Industrial Organizations (CIO).

Bridges Institute official

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ties, women, peace or racial understanding.

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