SAN FRANCISCO—Gearing up for the April International Convention, the ILWU International Executive Board (IEB), meeting here December 5-6, debated and subsequently recommended a new International budget that makes some $100,000 in operating cuts, devotes one-third of revenues to organizing, and seeks per capita increases of 30 cents to $5.25 per member.

Details of the recommended budget will be presented to convention delegates, scheduled to meet in Honolulu, Hawaii April 7-11. If adopted, the per capita increase would be subject to vote by rank-and-file ILWU members.

Per capita is that portion of monthly member dues that is allocated to the International. Services provided to ILWU locals and IBU regions by the International include assistance with organizing, political action, research, education, communications, administration and more.

PLUSES AND MINUSES
Based on the existing formula contained in the ILWU Constitution, the brunt of the proposed increase will be borne by members of the union’s Longshore Division, because they earn the highest wages. Members in the lowest paid categories would actually be paying $1.70 less: their 30-cent per capita increase would be offset—and then some—by the expiration of the two-year, $2 "$2-4-24" organizing assessment the majority of voting members approved in early 1995.

The Convention is also the nominating body for candidates running for International President, Vice President (2), Secretary-Treasurer and International Executive Board, all of whom are subject to rank-and-file vote. The proposed budget cuts

CONTINUED ON PAGE TEN

INSIDE:
After more than four months of tough bargaining the watchmen of ILWU Local 75 have negotiated and ratified a new contract based in large part on the longshore division contract set last summer. The new contract includes a sizable wage increase, improved welfare and pension provisions and extensive changes in the watch rules aimed at equalizing work opportunities and eliminating favoritism and side deals. Local 75 asked for help from the International at the negotiations because no officers were available during their last bargaining in 1993 and the watchmen didn’t fare too well. So International Vice President Rich Austin sat in on the negotiations. The bargaining dragged on, with the union bargaining committee putting out for the best they could get—even walking out at one point when the employers group didn’t take seriously the union’s demand for confidentiality during the talks. “But we weren’t worried because 1996 figured we were going to get retroactivity,” Austin said.

The three-year contract provides a $275 a year wage hike, and it frontloaded to the first year. Sergeants will receive an extra 50 cents an hour and refter watchmen will get an extra 80 cents an hour. All these increases are retroactive to June 29, 1996 so they had established an independent watchmen’s plan. New group insurance and union funded by the program are a vital safety net for our whole society, not just those less fortunate souls who are solely dependent on the welfare system they’ve process they’ve had to confront not only the corpora- tions, but the gov- ernment as well. From England to Australia, from Turkey to Chile, governments have used the power of law and police to support privatiza- tion and undermine the wages and conditions longshore workers fought so hard for. We know well the lesson of longshore dockers’ struggle is our own. Our union was built on the rebellion against casual labor systems. And we know that for all our strength, we are not invincible. International capital never stops seeking the weakest links—and trying to weaken the strongest.

For instance, over the last few years the Mexican govern- ment has been privatizing its ports and attacking, outlawing and killing members of the longshore unions there. Now the Mexican government and the shipping companies are plan- ning new modern container ports, including at Ensenada, just south of the California border, along with rail connections to bring the cargo into the U.S. This is a direct threat to the jobs of our brothers and sisters who work the ports in San Diego and especially in Los Angeles/Long Beach. Similar attacks on unions and workers’ rights are happen- ing nation-wide now in South Korea. In a special 6 a.m. ses- sion on December 26 the ruling party members of the Nation- al Assembly met secretly and passed a set of new draconian labor laws that make it easier to lay off workers and to replace strikers, allegedly at the recommendation and with the coun- sel of the American Chamber of Commerce. The attacks on unions are organized globally. Social Security benefits. Administrative costs would skyrocket from the less than one percent the system currently requires to at least seven percent (for commissions) plus the overhead on servicing pri- vate accounts. Under the privatized system in Chile that is being used as an example, 10 to 15 percent of the funds go to administration. This is the mother of all privatizing schemes—some 130 million new investment portfolios to be managed and profi- teered from. Only financial institutions could bankroll and steamroll such a scam. Their profits would soak up hundreds of millions of dollars that would otherwise go towards benefits. And how would your funds be invested? Chances are, they’d go into companies and products hostile to the interests of workers. Maybe they’d underwrite the next wave of mergers and acquisitions. Or buybacks, overseas investments, downsiz- ing, automation and environmentally destructive production. But perhaps most distressing of all is that privatizing Social Security would violate the principle of spreading the risk to keep an even keel through economic storms. Rather than take care of each other, we’d be leaving each individual depen- dent on the ups and downs of the stock market. Some might get lucky, but you can bet some will lose. Social Security was never meant to be a speculative gamble. The old age, survivor, health and disability programs funded by the program are a vital safety net for our whole society, not just those less fortunate souls who are solely dependent on its benefits. Sure, the present system has some defects. But the answer is not to tear it down and hand workers—hard earned measures of security over to profit-hungry speculators. Social Security benefits. Administrative costs would skyrocket from the less than one percent the system currently requires to at least seven percent (for commissions) plus the overhead on servicing pri- vate accounts. Under the privatized system in Chile that is being used as an example, 10 to 15 percent of the funds go to administration. This is the mother of all privatizing schemes—some 130 million new investment portfolios to be managed and profi- teered from. Only financial institutions could bankroll and steamroll such a scam. Their profits would soak up hundreds of millions of dollars that would otherwise go towards benefits. And how would your funds be invested? Chances are, they’d go into companies and products hostile to the interests of workers. Maybe they’d underwrite the next wave of mergers and acquisitions. Or buybacks, overseas investments, downsiz- ing, automation and environmentally destructive production. But perhaps most distressing of all is that privatizing Social Security would violate the principle of spreading the risk to keep an even keel through economic storms. Rather than take care of each other, we’d be leaving each individual depen- dent on the ups and downs of the stock market. Some might get lucky, but you can bet some will lose. Social Security was never meant to be a speculative gamble. The old age, survivor, health and disability programs funded by the program are a vital safety net for our whole society, not just those less fortunate souls who are solely dependent on its benefits. Sure, the present system has some defects. But the answer is not to tear it down and hand workers—hard earned measures of security over to profit-hungry speculators.
MONEY MATTERS

By JOE IBARRA
ILWU International Secretary-Treasurer

The U.S. economy continues to grow, the stock markets continue to bullish and CEOs are raking in millions of dollars. Corporate America currently has the upper hand over American workers.

This is true throughout the industrialized world. Workers are the recipients of cutbacks, attacks. The Mexican workers, the Liverpool dockers and the Korean workers are just a few who have felt the sting.

American workers are no better off. We have been "re-engineered," "privatized," "downsized," "relocated." and made part-time. American finances of the International are under a torrent of corporate and government attacks. The Mexican workers throughout the world.

The ILWU International Secretary-Treasurer is under a torrent of corporate and government attacks.

IMPROVE THE LIVES OF THOSE UNORGANIZED WORKERS SEEKING ILWU REPRESENTATION

An aggressive organizing program will stem the erosion of our membership and an increase in membership will enable us to participate in political action to protect ourselves against attacks by politicians. It will help eliminate unfair non-union competitors of those employers we have union contracts with, and we must have the courage to stand up and be counted in support of the very organization that has given all of us a better life.

An aggressive organizing program will stem the erosion of our membership and an increase in membership will enable us to participate in political action to protect ourselves against attacks by politicians.

A recommendation that will be presented to the convention in April that contains our best thinking on how to finance the needs of the international Union as well as an aggressive organizing program that will guarantee the ILWU as we know it will continue for years to come.

The convention delegates, who make up the highest policy-making body of this union, will make the final decision on this program. If the convention fails to come up with a program that gives us the ability to stem the membership losses, fund aggressive organizing and meet the International's basic needs, then frank discussions will have to be held on the questions: "Where do we go from here?"

Do we search for an affiliation or merger? Do we cut back services, thereby rending the International Union ineffective? Or do we allow the disintegration of our Union?

It may not be the easiest position to take politically, but we must have the courage to step up and be counted in support of the very organization that has given all of us a better life.

ORGANIZING PROGRAM

The 2-4-24 organizing assessment was voted in by more than 61 percent of the West Coast members, excluding those in Hawaii and Canada who had already passed dues increases to fund their organizing programs. Between 1993 and 1996, it moved from standpoint to takeoff. Today organizing is going on up and down the West Coast, and we continue to search for skilled organizers to assign where we have none.

In Southern California, we will add an additional part-time organizer who recently moved from Maui to the Oxnard-Ventura area. In March, and in Washington state, we've assigned a full-time organizer to negotiate contracts and service the newly organized members. This means that all locals are expected to have local organizers conducting classes on various aspects of organizing. This program has shifted the emphasis from servicing to organizing. This means that all locals are expected to have local organizers conducting classes on various aspects of organizing.

While all of us would like to have instant organizing successes, this is not realistic. Considering that we had no organizing program three years ago and we now have a staff established and campaigns in progress, we are doing well.

The results of the 2004-2006 organizing program so far are:

- NLRB ELECTIONS COMPLETED:
  - 35
- ELECTIONS WON:
  - 18
- ELECTIONS LOST:
  - 10
- ELECTIONS PENDING NLRB RULINGS:
  - 5
- RECOGNITION GAINED:
  - 5
- DECERTIFICATION CAMPAIGNS WON:
  - 1
- TOTAL CAMPAIGNS TO DATE:
  - 85
- NUMBER OF NEW MEMBERS:
  - 450

Areas involved: So. Ca/ N. Ca/ Oregon/ Washington/ ILWU Local 142, 6, 8, 14, 17, 26, 21, 36, 40, 63, Joccus, 65, 68 and all ILWU Regions

While all of us would like to have much higher numbers, we believe that if we mobilize to organize, and keep the momentum going, we will see success. Mobilize to organize: the march continues.

Local 142 wins back wages arbitration

HONOLULU—The ILWU won an arbitration case affecting 1,408 of its members at eight hotels that have refused to pay the seven percent "snapback" wage increase mandated by the NLRB since May 31, 1995. The ruling by Arbitrator Donald Tanaka of the National Labor Relations Board orders the Royal Lahaina Resort and the Kapalua Bay Hotel to pay back wages to ILWU hotel workers and sets a precedent for a similar case still pending that affects another 900 ILWU members owed an estimated $2.8 million by four other hotels.

This is a tremendous victory for ILWU hotel workers," ILWU Local 142 President Eusebio "Bo" Lapenisa said. "This victory tells hotel management that the union will always make sure the hotels honor their commitments to their workers.

The arbitration was ordered by the National Labor Relations Board Oct. 19, 1996 in response to unfair labor practice charges against the hotel filed by the ILWU the previous June. Hotel owners had refused to pay the seven percent raise they had agreed to under a "snapback" clause used in the 1990 contract that worked to convey concessions to the then-ailing industry in exchange for an automatic increase in wages that would take effect in May 1995. Management also tried to institute further cutbacks using the Favored Nations Agreement, which allowed the owners to implement certain conditions the union agreed to at other hotels if the ruling became more favorable.

Arbitrator Tanaka ruled the contract required the hotels to pay the seven percent increase effective as of May 31, 1995, if the hotel temporarily used the Favored Nations Agreement by referring to contracts predating September 1985 in violation of the agreement; and 3) workers can collect wages due under the snapback clause even though the contract expired and it's been more than 60 days from the date of the first step grievances.

In his award Tanaka ordered the hotels to cease and desist from implementing the terms of the snapback clause and the Favored Nations Agreement and to pay all current employees who were on the payroll on May 31, 1995 the seven percent raise they had agreed to under the contract. The seven percent increase unless a different settlement was reached at the hotel before the ILWU file grievances with the union. Royal Lahaina is still resisting paying the seven percent raise to the workers at Kaanapali Bay is cooperating and working out the details.

Three hotels, the Westin Maui, the Kaanapali Beach Hotel and the Renaissance Wailea Beach Hotel, will not be subject to the ruling because they had reached an earlier agreement with the ILWU to pay the back wages based on a different formula.

With this ruling the union will be pursuing $2.8 million in back wages for 900 ILWU members at four other hotels that also refused to pay the wage increases. Those are the Royal Kahana Beach Hotel, the Mauka Lani Bay Hotel, the Kona Surf Hotel and the Kona Island Hotel. Those hotels were not parties to the previous arbitration, but are still subject to an NLRB complaint against them for not paying the $2.8 million wage increase ordered by the ILWU in their contract on complaints against these hotels until this arbitration case was completed. "This hotel could have avoided all this trouble if they had simply followed the union contract and paid the wage increases," Lapenisa said. "Instead, the hotels chose to follow bad legal advice, waste their money on attorney fees and spoil the morale of their employees."

From The Voice of the ILWU
Korean workers shake the state

By DAVID BACON

For more than a decade, workers in the South Korean auto industry have been told that the industrial workforce is a dinosaur in the new, information-based economy. Preparing for a change, they've been told, is the way to survive. But as they see companies like Hyundai and Daewoo, and other chaebols to shed thousands of employees, while demanding greater production from the remaining workers, the story is not only not true—they have real power.

The Korean strike draws its strength from the hundreds of thousands of workers who have poured out of the big auto plants, the steel mills and the shipyards. This is the heartland of the Korean economy—when industry stopped, the stock market plunged and the whole social structure began to waver and shake.

This movement has its roots in the labor unrest of a decade ago, when police, soldiers and company guards, a force that had built the factories and turned workers organized new, militant unions in the heart of Korean industry. The FKTU surge was so militant it destabilized the military dictatorship of Park Chung-hee. It was a temporary salvo in the fierce democratization of the South. Out of the pitched battles in the streets in front of the factories, pitting workers against police, soldiers and company guards, a new labor movement was born—Korean Confederation of Trade Unions.

The current strike wave has three basic causes:

• South Korea has been number one among the "Asian tigers" which industrial restructuring has made the wealthiest corporations. They've any strike-related rights, but it also abolishes one of Korea's most basic job benefits: employment security. By making layoffs much easier, the Korean government is helping Hyundai, Daewoo and the other chaebols to shed thousands of employees, while demanding greater production from the remaining workers, the story is not only not true—they have real power.

Breaking the government's previous commitment, the new law also meant that the KCTU's illegal status. Kwon Young-kil declared that the KCTU would continue striking "until the government makes an official commitment to reopen the parliamnentary discussions involving the trade union representatives for a re-amendment of the labor law. The legislation, he said, "was passed in an undemocratic manner and contains various pernicious clauses that are aimed to set back the clock on both the working conditions and trade union rights."

The Korean government precipitated the current unrest with its intention to strip away even further any legal protection for union activity. The Organization for Economic Cooperation and Development (a 28-nation association formed to regulate and stimulate trade and development) has been pressuring Korea to reform its labor laws as a condition of providing the trade union representatives for a re-amendment of the labor law. The legislation, he said, was "passed in an undemocratic manner and contains various pernicious clauses that are aimed to set back the clock on both the working conditions and trade union rights."

• An offensive against workers' social benefits, won in the wake of World War II, is spreading throughout the industrial world. Last year, when the French government went after workers' health care, and the German government went after their sick pay and vacation, massive strikes broke out in response. This international attack has now hit Korea. The Korean labor law reform not only undermines union rights, but it also abolishes one of Korea's most basic job benefits: employment security. By making layoffs much easier, the Korean government is helping Hyundai, Daewoo and the other chaebols to shed thousands of employees, while demanding greater production from the remaining workers, the story is not only not true—they have real power.

The Korean strike draws its strength from the hundreds of thousands of workers who have poured out of the big auto plants, the steel mills and the shipyards. These industrial workers have discovered that not only aren't they irrelevant—they have real power.

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The strike wave has one new feature, however, which promises to give it much greater strength and staying power—joint action by its unions. Unlike the struggle of a decade ago, this time the KCTU has been joined, albeit reluctantly and intermittently, by the more conservative Federation of Korean Trade Unions.

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The Korean labor movement has been divided since.

But changes in the leadership of the APWU has put the rug out from under its own cold warriors, and removed part of the support needed to keep the union's police and photojournalist, an associate editor of Impact Visuals photography, "Immigrant Workers," will be on display at the Asian Renaissance gallery, 310 8th St., Oakland, California, between March 1 and March 31. There will be a reception for the opening March 1, 7-9 p.m.
Labor Board backs Rubber Stampede strikers

BY STEVE STALLONE

With generous support from Bay Area unions and concerned community members, the striking workers at the Oakland-based Rubber Stampede manufacturing plant and its Bay Area sister plants have maintained their unity for two-and-a-half months. And recent NLRB actions have bolstered their conviction that they'll soon be back on the job—as union workers.

"I'm confident this will come to an end pretty soon and we'll get a contract," said Bertha Morales, one of the strike leaders. "With so many unfair labor practice charges, and all the pressure on him, [owner] Sam Katzen has no alternative but to bargain."

The largely Latino and female employees at the rubber stamp manufacturing plant picketed Nov. 18 after Katzen replaced their hourly wages with a piece rate system, effectively imposing a hefty pay cut. (See The Dispatcher, Dec. 9.)

Once on the picket line, the workers called ILWU warehouse Local 6 for support. Local 6 had signed up enough workers to force a representation election in April 1996. But, as the regional NLRB agreed in December, Katzen committed numerous acts of intimidation prior to the election, and the union lost that vote.

In his Dec. 24 decision to prosecute the Rubber Stampede case, NLRB Region 32 director James Scott argued that Katzen's actions constitute unfair labor practices so numerous that a fair election can't be held. Because the atmosphere at the shop was so poisoned, and because the union collected new cards from 180 of the approximately 220 workers, he asked the NLRB in Washington, D.C. to issue a bargaining order. This would require the company to recognize Local 6 and bargain with it as the exclusive representative of the employees.

Katzen committed numerous that a fair election can't be held. Because the atmosphere at the shop was so poisoned, and because the union collected new cards from 180 of the approximately 220 workers, he asked the NLRB in Washington, D.C. to issue a bargaining order. This would require the company to recognize Local 6 and bargain with it as the exclusive representative of the employees. Scott also found that since the walkout was in response to unfair labor practices, the workers are legally entitled to reinstatement with full back pay as of Nov. 20 and protection from permanent replacement. As the trial could drag on for months, he asked the NLRB to file for a preliminary injunction so workers can get these remedies right away. Hearings before a federal judge begin March 10.

The NLRB is usually cautious in pursuing such cases, so its actions are cause for optimism. "This really reflects the strength of the evidence and the likelihood of success," said Rob Remar, attorney for the ILWU.

In the meantime spirits remain high on the picket line. Using funds donated by ILWU Marine Clerks Local 34, the workers rent a downstairs flat across the street from the plant as a strike headquarters. Besides providing a space to coordinate strike actions and store donations, the headquarters has sheltered strikers from the soaking rains and biting cold that besieged Northern California recently. And the kitchen turns out a regular supply of hot meals and coffee, feeding morale and solidarity.

Being out of work so long has been tough on the workers and their families, but with the support they've been receiving, they show no sign of weakness.

"We want to go back, but only with union representation and protection," said Morales. "Without the union, I couldn't imagine where we'd be. We're just waiting for the good news from Washington—just waiting to go back to work ASAP."

You can help the Rubber Stampede workers hold out for their contract by sending checks or money orders, payable to "ILWU," and marked "Rubber Stampede Workers" to: ILWU International, 1388 Franklin St., 4th floor, San Francisco, CA 94409. If you can help on the picket line, call Local 6 at 510-638-5605.

Local 6's work at Rubber Stampede on the local Spanish TV station, the picketers called the union. Local 6 Business Agent Roberto Flotte and organizer Alfredo Flotte went down to the plant right away, along with two volunteers from ILWU's hiring hall, Sergeo Gonzales and Martha Longoria. They set up a table and started getting people to sign cards for union representation. They also advised the picketers to go back to work to protect themselves and their jobs until the union could legally represent them.

In just a couple days the Local 6 organizers gathered cards from what ILWU attorney Rob Remar characterized as "a strong majority" of the Mediaco employees. They filed the cards with the NLRB Jan. 10. An NLRB hearing is scheduled for Friday, January 31 to determine the appropriateness of the bargaining unit and who is eligible to vote. Mediaco has hired the notorious union-busting law firm of Littler, Mendelson to represent it.

News of the INS raid and the Mediaco employees' organizing efforts brought strong community support among workers and immigrants' rights and labor activists rallied in front of the San Leandro plant Jan. 17, demand- ing a meeting with Mediaco execs. By their absence, workers testified to ongoing threats from management and police. They told us if we came out we'd get a written warning or get fired," said one worker who came out briefly and requested anonymity.

Representatives of Local 6, the Coalition for Immigrant Rights and other groups present at the rally are scheduled to meet with a Mediaco spokesperson Jan. 27. Tejeda said they hope to explore the possibility that the workers organize; pay the wages due to the workers who were deported; allow the Coalition to represent the workers in their rights as immigrants; apologize for the raid; and promise not to collaborate with the INS again.

Immigrant rights and labor activists demonstrated outside Mediaco's San Leandro plant January 17.
The talk of a "conservative revolution" is now gone from the lexicon of American politics. The days of unyielding, zealous loyalty to bombastic Speaker Newt Gingrich are over. A giant cloud hangs over him and all those members who enthusiastically, or in many cases tepidly, voted him back into power. A huge crack has been opened in the conservative movement. The question progressives must now ask themselves is: "Can we organize to finish the job of cracking this nut open or do we allow the nut to grow, multiply and infect us?"

Gingrich was re-elected Speaker of the House of Representatives Tuesday, January 7, 1997 in the most heated opening session since the Congress of 1861 was thrust into a debate over civil war, slavery and seceding states. An unprecedented nine members of Gingrich's own party voted for another candidate or abstained. The House Ethics Committee has charged Gingrich with violating tax laws for his own benefit and for his political agenda. Then he lied to the investigating committee. Gingrich, architect of the "ethics politics" that forced former Speaker Jim Wright (D-TX) to resign in 1989, is proving that hypocrisy knows no bounds.

For their part, Republicans are worried that Gingrich may be forced to resign after public hearings on possible sanctions against him. Republican operatives have signaled that if Democrats force the Speaker to resign, they will retaliate with a vengeance.

Underlying this threat are possible impeachment proceedings against the Speaker. Gingrich's "ethics politics" of the Whitewater or Indonesian fundraising charges stick.

Sound like the beginning of a fruitful working relationship between Republicans and Democrats for the good of American working families? Hardly. Ironically, the problem with the Republicans' legislative agenda for 1997 is that there isn't one yet. Other than a balanced budget amendment to the Constitution and tax cuts, there is no game plan on the public table.

Last Congress the Republicans came into power to pass the Contract with America, demolish OSHA standards, repeal the 40 hour work week and other anti-labor agenda items. But don't be lulled to sleep by the apparent disorganization of the anti-labor Gingrichites. They didn't rise to power by being dumb.

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Edited by HARVEY SCHWARTZ

As the last installment in the current oral history series, this month we carry the story of the Inlandboatmen's Union into 1987. Only seven years after affiliating with the ILWU, the IBU took in Cannery Workers Local 37, ILWU, as its Region 37, just as the IBU faced a grueling strike against Crowley Maritime Corporation. Severely tested over nine grim months by the Crowley struggle, the IBU salvaged its turf and its determination to forge ahead.

We hear of these events from Don Liddle, IBU President in 1987 and now IBU Columbia River Regional Director, Terri Mast, a longtime Local 37/Region 37 leader who became the first woman national officer of an ILWU affiliate when she was elected IBU Secretary-Treasurer in 1993; and Burrill Hatch, IBU Puget Sound Regional Director in 1987 and now ILWU International Transport Workers Federation (ITF) Local 8647

DON LIDDLE

"Local 37 needed some help the IBU could fairly easily provide."

In February 1987, ILWU Local 37 voted to affiliate with the IBU as Region 37. Local 37, with headquarters in Seattle, was made up largely of Filipino fish processors who worked in Alaska. For some time the local had been functioning under bad financial circumstances. It needed some help the IBU could fairly easily provide—which was difficult for the International to send out there.

The IBU towboats brought in most of the Alaskan supplies and took the product out. So we had that as an advantage. We would have a great job there that could be beneficial to the 37 if we were ever to do some real job actions. We would have that back-up there.

The IBU has been a positive thing for 37. Region 37 makes a contribution to the IBU as well. The region has a large minority base, and is economically from a different strata than most of the IBU. So 37's needs and issues are a little bit different. That's helped educate other IBU workers about supporting all workers. There are immigrant rights and other things some of our folks would never even think about as necessarily being workers' issues if 37 was not part of the IBU.

DON LIDDLE

"At the strike dragged on it got bitter."

In February 1987 the IBU also got involved in a long strike with Crowley Maritime Corporation. Eight hundred people went out in a beef focused mostly on Puget Sound and San Francisco Bay. The issues were mining, pay, health and welfare, you name it. The employer wanted to go from five IBU members aboard ocean-going vessels to three, and from three Masters, Mates and Pilots down to two. Then Crowley wanted to merge classifications. For example, they wanted a classification such as abled-bodied cook, who would sail as an able-bodied seaman but would also cook. So manning was by far the biggest issue, although they also wanted to cut wages.

Manning is a safety issue because you have fewer people aboard the vessel to make up tows. The links in the anchor chains they're making up tons with are 300 pounds each. That's one of the issues. I never realizations this until I started dealing with this since I'm not a boatman. But it's heavy, dangerous work because you have all that weight and you have equipment to work that weight. And that equipment can tear you apart.

So it was a huge safety issue. Where the people had been working four hours on and then eight hours off, they would now be working six hours on and six off. So you could be at sea for up to 90 days by the contract—in reality it was usually 30 to 60 days. And in that time you would never be able to get eight hours of continuous sleep.

We were then approached by Don Liddle about bringing us into the IBU. Becoming an IBU Region gave us added stability. It also gave a certain signal to our industry that we weren't just out there on our own. Although we had that as an ILWU local, we now had a little bit different structure that strengthened our position.

There was a certain logic to a fish processing local going into the IBU. All of our fish processing plants were in Alaska. The IBU towboats brought in most of the Alaskan supplies and took the product out. So we had that as an advantage. We would have a great job there that could be beneficial to the 37 if we were ever to do some real job actions. We would have that back-up there.

Terri Mast, a longtime Local 37/Region 37 leader who became the first woman national officer of an ILWU affiliate when she was elected IBU Secretary -Treasurer in 1993; and Burrill Hatch, IBU Puget Sound Regional Director in 1987 and now ILWU International Transport Workers Federation (ITF) Local 8647

TERRI MAST

"Both of those areas came to election shortly after the murders and we lost."

In 1981 the two officers of Local 37, Gene Vierne and my husband, Silme Domingo, were murdered. They were killed by racketeers who opposed their efforts to make our dispatch practices more honest and democratic. The murderers were directed by the Ferdinand Marcos dictatorship in the Philippines, which Gene and Silme had stood against.

My earliest job was workin' for Foss Maritime in 1949, when I was 17. We were running up to Alaska to bring down gold ore from a mine in Canada. We barged it down to Tacoma Smelter. I was an oiler on a tug with a 14-man crew, which is extinct now. That included officers, unlicensed personnel, and a cook and messman.

In the '50s I worked for Chicago Milwaukee Railroad. They used to have the last steam tug in Puget Sound. It towed rail barges from Seattle to Port Townsend. I was an able bodied seaman on that tug—480 miles a month, and crew was 14. It was a real job action. We would have that back-up there.

Terri Mast, a longtime Local 37/Region 37 leader who became the first woman national officer of an ILWU affiliate when she was elected IBU Secretary -Treasurer in 1993; and Burrill Hatch, IBU Puget Sound Regional Director in 1987 and now ILWU International Transport Workers Federation (ITF) Local 8647

BURLILL HATCH

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Manning is a safety issue because you have fewer people aboard the vessel to make up tows. The links in the anchor chains they're making up tons with are 300 pounds each. That's one of the issues. I never realizations this until I started dealing with this since I'm not a boatman. But it's heavy, dangerous work because you have all that weight and you have equipment to work that weight. And that equipment can tear you apart.

So it was a huge safety issue. Where the people had been working four hours on and then eight hours off, they would now be working six hours on and six off. So you could be at sea for up to 90 days by the contract—in reality it was usually 30 to 60 days. And in that time you would never be able to get eight hours of continuous sleep.

We were then approached by Don Liddle about bringing us into the IBU. Becoming an IBU Region gave us added stability. It also gave a certain signal to our industry that we weren't just out there on our own. Although we had that as an ILWU local, we now had a little bit different structure that strengthened our position.

There was a certain logic to a fish processing local going into the IBU. All of our fish processing plants were in Alaska. The IBU towboats brought in most of the Alaskan supplies and took the product out. So we had that as an advantage. We would have a great job there that could be beneficial to the 37 if we were ever to do some real job actions. We would have that back-up there.

Terri Mast, a longtime Local 37/Region 37 leader who became the first woman national officer of an ILWU affiliate when she was elected IBU Secretary -Treasurer in 1993; and Burrill Hatch, IBU Puget Sound Regional Director in 1987 and now ILWU International Transport Workers Federation (ITF) Local 8647

TERRI MAST

"Both of those areas came to election shortly after the murders and we lost."

In 1981 the two officers of Local 37, Gene Vierne and my husband, Silme Domingo, were murdered. They were killed by racketeers who opposed their efforts to make our dispatch practices more honest and democratic. The murderers were directed by the Ferdinand Marcos dictatorship in the Philippines, which Gene and Silme had stood against.

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BURLILL HATCH

"As the strike dragged on it got bitter."

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Fast facts to defend Social Security

Wall Street, conservative think tanks and the Democratic Leader—ship have thrown in their weight and are raising up for a big fight to privatize Social Security. Here are some facts to use in the fight to keep the entitlement:

- Despite the "crisis" hoopla, the Social Security Trust Fund will remain solvent for the next 33 years. As Robert Dreyfus points out in a comprehensive Mother Jones article, modest adjustments—modest increases in the payroll tax and/or changes in the cost-of-living adjustment formula—would extend solvency for years to come.

- Privatization would put 40 percent of Social Security funds in private hands, managed by Wall Street and corporate financial institutions.

Greed, not need, fuels corporate job cuts

It has been profitable corporations—not ones with poor sales or profits—which have been slashing the jobs of American workers.

- According to a recent survey by the American Management Association, only six percent of firms that sent employees to the unemployment office last year cited an actual or anticipated business downturn as the sole cause.

- Workers and their unions should not allow our pension funds to be used against us.

- Unions offer plan to strengthen Social Security

A plan to preserve and strengthen Social Security was unveiled Jan. 6 by six of the 13 members of the Advisory Council on Social Security appointed by President Clinton, including AFL-CIO Secretary-Treasurer Richard Trumka, who said in a speech to labor educators at the University of California, Berkeley, Trumka said pension fund trustees should avoid investment policies that erode Social Security and turn it into a speculative Wall Street venture and shift pension plans to individual retirement accounts. IRAs "undermine the leverage workers have on corporations and the channel investments in ways that are indifferent and even hostile to the long-term needs of the community," Trumka said.

- More than half of major U.S. corporations downsized in the 12 months ending June, 1995, but only 20 percent of all the companies reporting layoffs had a net operating loss in the year of the cuts.

- The major reason given for the cuts, 68 percent of the firms cited "organizational restructuring." Analyzing the survey results, the Washington-based Preamble Center noted that the layoffs are part of a corporate strategy known as "lean production." A major goal: increase short-term profits by cutting labor costs.

- The Washington Bureau of Labor Statistics reported that non-agricultural business in March increased by 168,000 jobs, increasing the work load of remaining employees and using more contingent workers and subcontractors. Such restructuring, the center said, often boosts stock prices.

- The AFL-CIO Executive Council approved a budget for 1997 that sharply increases resources for organizing and accelerate efforts to revitalize grass roots activity devoted to organizing, bargaining and passing pro-worker legislation.

- The AFL-CIO Executive Council adopted a resolution that "Guess? is a multiple offender of the Christmas rush. They were arrested with 19 others. The action was timed to appeal to shoppers during the Christmas rush.

- They pulled the machine in front of the doors of the store at Union Square where they were arrested with 19 others. The action was timed to appeal to shoppers during the Christmas rush.

- AFL-CIO President John Sweeney warned. A new report from a private commission claims the CPI overstates inflation and should be adjusted downward, but it is "far from the last word on this subject," Sweeney said.

- Many respected researchers disagree with the report and believe the CPI may actually underestimate inflation. Lowering the CPI "is nothing more than a back-door tax increase on working people, the elderly and others," Congressional Budget Office director John Carrig said.

- Poorly pumped: by budget cuts

Programs designed to help the poor took much bigger hits in the GOP-controlled 104th Congress than other programs. A report by the Censo...
Reg Theriault (December Dispatch—er) why I "now" refer to the 1963 de-registrations—after more than 30 years. The answer is very simple: Stanley Weir left out the subject in his criticism of a Gene Vrana book review. Except that Weir left out an important fact: that he (Weir) had been de-registered because the record showed he had chosen hours—a fact which Theriault does not deny and a reason which he acknowledges justifies de-registration.

Both of them complain that the de-registered men did not have "hearings." This is not so. First, all records were reviewed by the Port LRC; second, they were also reviewed by a group of Local 10 members; third, each man was offered an opportunity to be heard by a representative of the Port LRC; fourth, they were also reviewed by a Co-Committee; fifth, they took appeals to the higher Federal Court where they had a trial that lasted over six months and in which the court found the records justifying their de-registration; and eighth, they took appeals to the higher Federal Courts including the Supreme Court, which voted this case against us; not, as Theriault says, "for reasons that are still not clear," but for a very simple and very "clear" reason: the men did not get "hearings."

At the same time over 500 B-men who did not violate the rules were advanced to "A" status and became members of the union.

How you got your weekends

The Dispatcher, 1st floor, from 9:00 a.m. - 5:00 p.m. They include:

- History of the American Labor Movement
- Labor Arts Festival, May 17
- Managing a Union, Wednesdays, Nat’l Assn. of Letter Carriers, Branch 24, 774 Valencia St., Los Angeles.
- Advanced Labor Law, Thursdays, LA. County Federation of Labor, 2130 West 9th St.
- Public Sector Labor Relations
- Labor and Employment Law
- Bay Area Labor History
- Labor Arts Festival, May 17

More info: (213) 744-9470

Los Angeles-area residents can take advantage of classes offered through the Labor Center at Los Angeles Trade-Technical College, Los Angeles Community College District. Evening classes run from January 13 to May 28, 6:00-8:00 p.m. Locations vary. For info, (213) 744-8475

The labor center also offers special Saturday classes to help unionists sharpen skills and analyze critical issues. Each class runs for two Saturdays, 6:30 a.m.-6:00 p.m., at the Los Angeles Trade-Technical College Library, Room 1B1. Fees are:

- Grievance Handling Skills, Jan. 16 & 23, $15
- Contract Negotiation Skills, Feb. 16 & 23, $15
- Workers’ Compensation, Feb. 22 & March 1
- Legal Rights and Protections for Workers, March 8 & 15
- Organizing New Workers, April 19 & 26
- The Arbitration Process, May 10 & 17

I hope each one of us will make a New Year’s resolution about unionism that will last throughout the year, because it’s not all about money or name-calling. No one union leader can be responsible for all of us without our help. If you only want to work every shift and not think about your future conditions, you need to join the Robot Union. Robots don’t think, they just follow commands. The only conditions they care about are WD40 and a scrap yard for worn out iron. Robots don’t have families. I saw the union fight the eight-hour guarantee. When Harry first told us about the eight-hour guarantee the thinkers in this union won out. What I am saying is: "DO NOT HURT YOUR BROTHERS AND SISTERS OR YOUR UNION.

Here’s hoping you have a healthy and prosperous New Year.

The Phantom of the union

Osborne Hills Local 18
Richmond, CA

An injury to one is an injury to all."

As a union brother those words have always meant a lot to me. Since the last two contracts I have had doubt in my mind. Now I first stepped into the old Wilmington Bowl over 45 years ago to get sworn in, I have been my best job in the best union in the world.

I retired in 1992 at age 62 for health reasons.

The pre-1993 retirees had hopes of having this all corrected in the 1996 contract. There was talk of parity, full pensions for widows and other gains.

We were wrong?

The pre-1993 retirees got a maximum of $35 per month. What a shame. We all, as union brothers, should work towards rectifying this disgrace. Let’s restore the true meaning of “An injury to one is an injury to all” to our great union again.

Jack Allen
Local 534
Helendale, CA
At the December IEB meeting

CONTINUED FROM PAGE ONE

include a reduction in the number of IEB seats.

The budget was devised by IEB Board of Trustees members Joe Cortez, Michael Machado and Pat Vukich, working with International Secretary-Treasurer Joe Ibarra. "We looked at the problem of ongoing loss

cals into full-gear organizing, said ILWU International President Brian McWilliams, and, toward that end, one-third of expected revenues under the new budget are allocated to orga-

nizing activities.

The "2-4-24" program, after a num-
ber of fits and starts, has spurred
keen interest and is building momen-
tum, Ibarra noted. Drives are in
progress all along the west coast and
several new leads are promising. In
the three months since the September
IEB meeting, the union has had
five representation elections, winning
three for a gain of almost 80 new

Local 142 representatives Brian Tanaka, Oscar Sagucio, Michael Machado and Presi-
dent Eusebio "Bo" Lapenia, Jr.

based on actual costs, not past bud-
gets. Proposed cuts include reducing
the number of IEB members to the
1991 level, cutting publication of The
Dispatcher to eight issues per year,
and saving ten percent on per diem
and travel expenses.

The International continues its
search for qualified organizers, par-
ticularly for a lead organizer position
in the Columbia River area. Recently-
hired Puget Sound area organizer Louis Gonzales has set up the ILWU's
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UP THE ORGANIZATION

But cuts and per capita increases
aren't enough. Growing the union is
essential, thus the concentration on
organizing. The International's field
offices have shifted from servicing lo-

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BEYOND THE BUDGET

In other actions:

• ILWU International President Brian McWilliams swore in new IEB

   member Roberto Flotte (Local 6), who

   replaces Robert Moreno. McWilliams

   later reported on his activities, most

   of which involved implementation of

   the new coastwise longshore and

   clerks agreements with the Pacific

   Maritime Association.

   • Vice President (Mainland) Rich

      Austin recounted his investigation,

      mandated by vote of the September

      IEB, into charges brought by some

      Local 19 members against two former

      officers. Austin concluded his report

      by recommending that the com-

      plainants' petition be dismissed for

      failure to exhaust appropriate reme-

      dies. The Board concurred.

   • Vice President Leonard Hoshijo

      (Hawaii) related organizing activities

      in the Islands and his efforts toward

      setting up workshops for convention

      delegates.

   • IEB member Norm Parks spoke

      on the Liverpool Dockers strike and

      related events (covered in detail

      in the December, 1996, edition of

      The Dispatcher). The Board subse-

      quently reiterated their support of

      the dockers.

   • Board members passed several

      Statements of Policy (see opposite

      page) and gave their customary area

      reports.

   • The IEB dedicated their meeting

      to the memory of John Fantz (Local 8,

      retired), who was a veteran of the

      1934 Maritime Strike and an Inter-

      national Representative for many

years.

In addition to the four Titled Offi-
cers, members of the ILWU Interna-
tional Executive Board are: Vicente
Arista, Eusebio Lapenia, Jr., Nathan
Lam, Michael Machado, Oscar Sagu-
cio and Brian Tanaka (Hawaii); John
Bukoskey (Alaska); Pat Vukich (Puget
Sound); Joe Cortez (Mainland); Rich
Austin, International Vice President
(Mainland).

Members are directed to their
respective ILWU locals and IBU re-
gions for minutes of all IEB
meetings.

Joe Cortez, President, Local 13; John Tousseau, Local 63, So. Cal. region; Norman
Parks, Columbia River region.
**Statement of Policy on Assessments**

The Titled Officers recommend that Article X, (Per Capita) Section 1 be clarified that per capita and assessments are an obligation of the local unions. In that only the International Longshoremen's local unions (or divisions) know who are members in good standing, it is only the locals that can collect assessments. Clearly, the International Union has no means to collect assessments from the members, we recommend that the language be clarified to explicitly so state.

**Statement of Policy on the International Executive Board**

The Titled Officers and International Trustees recommend that the existing formula for apportioning Board seats remain unchanged. Ramirez has proposed a region consisting of the International Executive Board revert to its pre-1994 form with one member per exception. The reasons for this recommendation are two-fold; to realize cost savings and to prevent inequities regarding representation.

First and foremost, reverting to the pre-1994 composition will save $10-$12,500 per year from our current financial situation, is a necessary savings. Even though four Board seats will be eliminated (Northern California, Southern California, Hawaii and the combined Washington/Alaska areas each would lose one Board seat), this change will preserve the representative and democratic nature of the IEB. Under this recommendation, the number of Board seats will be 18, which, given our size, provides for adequate representation for all areas of the Union.

Second, if the existing formula for apportioning Board seats remains, several inequities will occur. Northern California will lose one seat, and re- doing it to two while Southern California—infinitesimal one, as had been the case up to the 1994 Convention, the combined areas of Alaska and Washington/Aleutians—that were entitled to two Board seats, which, we believe, is more equitable.

The one minor exception noted above would be the three Board seats from 17,000 to 15,000 members that entitled a local to an ex officio member of the IEB. This change would preserve Local 142's ex officio member on the Board and prevent the Hawaii area from losing two Board seats.

Following is the proposed revision for the Constitution in underlining/strict type format:

**SECTION 2.** The International Executive Board of the International Union shall consist of titled officers and additional Executive Board members to be elected from each of the following geographical areas:

- **Alaska** shall compose an area. Alaska shall compose an area. Washington and Alaska shall compose an area. Northern California shall compose an area. Southern California shall compose an area. Hawaii shall compose an area. The Inlandboatmen's Union of the Pacific - Marine Division of the ILWU shall compose an area.

The allocation of Executive Board members in the areas shall be in the following manner: for the first 2,000 members or less, one Executive Board member; over 2,000 and up to 6,000 members, two Executive Board members; over 6,000 and up to 12,000 members, three Executive Board members; over 12,000 and up to 17,000, four Executive Board members. Any area with more than 17,000 members shall be entitled to a maximum of five Executive Board members and up to 25,000 members shall be entitled to one ex officio member of the Executive Board. The Canadian Area of the ILWU and the Inlandboatmen's Union of the Pacific - Marine Division of the ILWU shall each be entitled to one member of the Executive Board.

**Statement of Policy on Per Capita**

The Titled Officers and the International Trustees recommend that the current per capita paid by the Local Unions be increased as follows effective May 1, 1997:

<table>
<thead>
<tr>
<th>Existing Rate</th>
<th>Proposed New Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>$5.10</td>
<td>$5.40</td>
</tr>
<tr>
<td>$7.00</td>
<td>$10.15</td>
</tr>
<tr>
<td>$9.90</td>
<td>$15.15</td>
</tr>
</tbody>
</table>

These revised rates will provide a balanced budget while at the same time minimizing the impact of the per capita increase on those segments of the Union that can least afford it. Not only will this budget target be marked for organizing—a commitment we must make if we are to halt the membership losses and rebuild the Union.

Segments of the ILWU, such as warehouse, tourism, sugar, and others, have been hit hard in recent years with layoffs in the Washington/West Coast, downsizing and other economic assaults that have made it difficult for those members and their families to pay per capita increases. These are the very segments of the Union that our 2-4-24 program is designed to help.

Most of these members pay per capita at the rate of $5.10 per month. Under this proposal, they would pay an additional $0.30 per month ($5.40), which is a very minor increase given that this is the first per capita increase in five years. For those locals who have been paying the 2-4-24 Organizing Assessment, this change will actually reflect a decrease in the amount sent to the International Union each month.

The increase at the other two levels—$7.00 to $10.15 for the middle level and $9.90 to $15.15 for the highest level—is not as great as it would appear. Most of the locals paying per capita at the current rates of $7.00 and $9.90 are also paying the 2-4-24 Organizing Assessment, which means that they are paying to the International $9.00 and $11.40, respectively, from the membership who fall into the middle and upper levels of per capita, respectively. While the real increase for locals paying on members at the middle level of per capita and also paying the 2-4-24 Organizing Assessment is $1.15 per month, and for the upper level of per capita it is $3.25 per month. We believe that these increases are manageable and reasonable.

We need to be clear that without this per capita increase, the International Union will be in a position where essential services to the locals will be significantly cut back or, in some cases, eliminated altogether, a result that would cost the locals, who are alreadyhit hard by the downsizing in these longshoremen in the aftermath of the devastating earthquake at the Port of Kobe. Today we have the opportunity to extend that solidarity to our fellow workers.

The 170 mostly Latino workers at Rubber Stamped have decided to strike on grounds of unfair labor practices. The Rubber Stamped, based in Kent, has thwarted their efforts to organize under ILWU warehouse Local 6. He has hired the notorious union-busting law firm of Little, Mendelsohn, Fassti and Tichy. He has resorted to harassment, intimidation, coercion and other illegal acts to such a degree as to incur formal complaints from the National Labor Relations Board. And he adamantly refuses to discuss resolution of the dispute.

With the holiday season upon us, there is no more fitting time for a gesture of generosity and goodwill. We, therefore, authorize the ILWU International to contribute $2,000 to the workers at Rubber Stamped, as a demonstration of our wholehearted support and in hopes that justice will prevail.

We also urge all ILWU Locals, IBU regions, active and retired members, and all people of good conscience to contribute to this righteous cause. Please send checks or money orders, payable to "ILWU" and marked on the envelope "Rubber Stamped Workers," to: ILWU International, 1188 Franklin Street, 4th Floor, San Francisco, CA 94109.

**Statement of Policy on The Dispatcher**

The Titled Officers and the International Trustees recommend that Article XXI, International Newspaper, be amended to require at least eight (8), rather than the current eleven (11) is- sues per year. This would save the Association approximately $10,000 in postage and production costs.

**Statement of Policy on the Labor Hall of Fame**

In recognition of his leadership, achievements, sacrifices and integrity, the ILWU International Executive Board of Directors this day appoints Brother Bridges to the U.S. Department of Labor's "Labor Hall of Fame" in Washington, D.C.

As Brother Bridges' lifetime of service to American workers exceeds the standards set for inclusion in this honored group of trade unionists and pioneers in labor relations from government and industry (a list of current members is published annually). We make this recommendation as a cost-saving measure as each issue of The Dispatcher is printed in approximately $10,000 in postage and production costs.

**Statement of Policy on Support for the Workers at Rubber Stamped**

ILWU active and retired members have supported many workers in distress throughout the world, such as the Liverpool dockers, the Sultara 100 bus drivers of Mexico City, and Japan's toshigome longshoremen in the aftermath of the devastating earthquake at the Port of Kobe. Today we have the opportunity to extend that solidarity to our fellow workers.

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Abraham Lincoln Brigade 60th anniversary celebration

Sunday, Feb. 13, 1:30 p.m.
Calvin Simmons Theater, Oakland

Gala luncheon buffet and program to benefit Northern California workers in the forefront of the new labor movement:
- the Diamond Walnut strikers in Stockton (Teamsters Local 601)
- the Lafayette Hotel workers (Hotel Employees and Restaurant Employees Local 2850)
- strawberry workers (United Farm Workers)
- sweatshop workers (Asian Immigrant Women Advocates).

Program features Ronnie Gilbert, Odetta & Michael Moore.
ILWU International President Brian McWilliams will MC.

Luncheon at 11:30 a.m., program at 1:30 p.m.
Tickets $15 for program, $30 for luncheon and program.
For advance tickets: visit Black Oak Books in Berkeley, Marcus Books in Oakland or Modern Times Books in San Francisco, or call 415.468.5870.

NATIONAL MARCH FOR STRAWBERRY WORKERS
Sun., April 13, 1997
Watsonville, CA

Support workers organizing for:
- livable wages
- medical care
- job security
- clean bathrooms and drinking water in the fields
- an end to pesticide poisoning and sexual harassment of women workers.

Called by the Strawberry Workers Campaign, a joint project of the United Farm Workers and the national AFL-CIO.

The UFW and the AFL-CIO started the Strawberry Workers Campaign last fall to bring public pressure on the strawberry industry to stop its abuses of workers and their rights.

The California strawberry industry sold a record 6552 million worth of fruit last year, but the workers who picked it keep losing ground. They haven’t had a raise in 10 years, still earning around $6,500 a year. Most have no medical care, though they’re subject to routine pesticide poisoning and chronic back injuries from their bend-and-stoop labor.

The United Farm Workers has won several elections in the strawberry fields, only to see the owners retaliate by firing workers, plowing fields under and closing up shop.

The Campaign is harnessing consumer power by asking individuals to sign pledge cards supporting these demands, and visit local supermarkets to get the managers to sign on as well.

And it is asking thousands of supporters to come to the heart of strawberry country at the beginning of the growing season, to press owners to re-hire union supporters—and show owners and workers alike the broad support for workers’ rights to organize free of intimidation and fear.

Many local labor councils are actively supporting the campaign. For more information, call your local council or the Strawberry Workers Campaign, c/o the United Farm Workers, 408-763-4820.

STOP WELFARE CUTS

MARCH AND RALLY Sat., March 1
Oakland, CA

11 a.m. — assemble at Oakland City Center (by 12th Street BART stop)
1 p.m. — rally at Jack London Square

The clock starts ticking for single, unemployed food stamp recipients March 1. Three months later, the government will cut them off aid. Legal immigrants will be next, on April 1. Join People for Bread, Work and Justice’s call to:
- Reverse cuts in Food Stamps and SSI
- Prevent mass unemployment that lowers wages for all
- Guarantee work for all at living wages
- Enact progressive taxes on corporations and the rich to pay for jobs and social programs

More info: 510/649-8173

Representatives of the following groups were among those at the founding meeting of People for Bread, Work and Justice: ACORN, AFSCME Local 444, AGSE/UAW, Asian Law Caucus, MU Local 192, Californians for Justice, Carpenters Local 713, CPUSA Local 3 & 29, HERE Local 2850, Oakland Education Association, N. California Coalition for Immigrant Rights, SF & Santa Clara Councils of SEIU