Peace on Earth

SOLIDARITY FOREVER
Board reverses itself, proclaims McWilliams presidential winner

IEB finally certifies election

By Steve Stallone

The ILWU’s International Executive Board added a coda to all challenges to last July’s International election and certified the results of its presidential contest. It declared that 1997 International President Brian McWilliams the winner of the race for president of the union at its Dec. 11-13 meeting.

McWilliams’ election had been challenged by contender Larry Wing, who alleged that several hundred votes cast by Los Angeles/Long Beach longshore Local 13 Class B registrants that were not counted should have been. The IEB heard the challenge at its Sept. 4-6 meeting and decided that the Class B registrants in question were not members of the union and not eligible to vote. Nonetheless, based on unsubstantiated allegations of fraud in Local 13, the board adjourned to do further study of the office of International President in the future.

More than 87 local officers and members appealed the IEB’s action on the challenges. The board used the appeal process to certify the election in Local 13 only.

By competent evidence as a reason to reconsider the report and its conclusions. Voting to accept the report were Richard Billeci (Local 34), who was 17 President John Carlin and Leonard Freiboth (IBU), Larry Hansen (Puget Sound), Fred Pecker (Northern California), Frank Billeci (Northern California), Tom Dufrasne (Canada), Dave Freiboth (IBU), John Cockett (Hawaii), Joe Cortez (International Vice President, Hawaii) and Joe Ibarra.

Bukoskey said the board had the authority to go on with the election, but President McWilliams refused.

McWilliams, who voted for it and fraud met neither of these criteria, testified to defend the board’s action.

senting the IEB appeared at the hearing on the appeal on December 3 to hear the executive members of the ILWU’s International

In a quick reversal the board voted 15 to 6 to not rerun the election. Voting against the rerun were Austin, Beachum, Billeci, Bukoskey, Cockett, Dufresne, Freiboth, Hansen, Parks, Pecker, Sanches, Tounas, Spinosa, Hoshijo and Ibarra. Voting to have a new election in Local 13 were Nonato, DePonte, Domingo, Espeleta, Gratz and Lapenia. Parks abstained.

Next the board voted to certify the election results confirming McWilliams as president 12 to 8 with one abstention. Voting for the certification were Austin, Beachum, Bukoskey, Cockett, Dufresne, Freiboth, Hansen, Pecker, Sanches, Tounas, Spinosa, Hoshijo and Ibarra. Voting against the certification were Bukoskey, Cockett, Cortez, DePonte, Espeleta, Gratz, and Lapenia. Parks abstained.

This issue resolved, the board went on to have a cooperative and productive meeting. With new Director of Organizing Peter Olney present, the board discussed the ILWU’s union’s organizing program, coming up with new ideas and ways to coordinate efforts.

The board also took up the matter of the mysterious disappearance of language in the Longshore, Alaska and Local 26 watchmen welfare or pension, Social Security Plan Board (SPD) that had read that pensioners had benefit “eligibility for their life-time.” The language was in the SPD’s for the last several contracts, but was deleted in versions printed in and after.

IEB attorneys Richard Zackerman and Peter Salzman explained that the challenge had been carried out by the “Benefit Trustees” without the knowledge or consent of either the then-Coast Committee or the union’s attorneys.

But they pointed out that although the language was in the summary description, such a guarantee was not in the actual plan document itself and the plan does not provide any money to support such a benefit.

Still, board members were outraged by the action, considering it a violation of the rules by how benefit plans and their summary descriptions are worked out between the ILWU and employer trusts. The board then voted to have another SPD reconstituted composed of representatives of the Titled Officers, the Coast Committee, Local 26 and the pensioners.

The board also established a new Subcommittee on Election Participation and Conduct to investigate ways to increase member participation in International elections (the last election saw only a 30 percent voter turnout) and to review some of the problems that arose in the last election and propose solutions. The Subcommittee will be composed of Austin, Bukoskey, Parks, Billeci and Ibarra.

The board also elected four of its members as the new Trustees to oversee the finances of the International. These will be Bukoskey, Cockett, Freiboth and Tounas.

The board passed two Statements of Policy, one on the recent Neptune Jade case and the other on international labor protections (see sidebar below).

The board adjourned in memory of Bill Paton, who started his career in the ILWU’s President’s office andclerks Local 34 and then to clerks Local 63 where he died of a heart attack in the Seattle, the dockers and in memory of Bill O’Rourke, a member of Local 6 since he was 14 years old who died after a seven year battle with esophageus cancer. The board will next meet April 16-17, 1998.

STATEMENT OF POLICY ON THE NEPTUNE JADE

The ILWU has long supported the Liverpool dockers, financially and with industrial action in international solidarity. The ILWU has also long championed the right of free speech and the right of workers to picket and to honor picket lines.

Since the early days of MAY Day picketing in the late 1930s, when the ILWU members of Local 10, 34 and 91 honored that line and did not work the ship. Now Yuen Terminals, Centennial Stevedoring Services and the Pacific Maritime Association are seeking to bring a similar situation to the Neptune Jade case and the other on international labor protections (see sidebar below).

The ILWU demands the employers drop all charges against all defendants and cease their witch hunt against supporters of the Liverpool dockers. We also urge all ILWU locals. IBU regions, active and retired members of the ILWU to write to the editor of the Seattle Post Star to give them the chance to come forward as workers everywhere are facing attempts to break their unions and their collective bargaining contracts in the name of free trade and competitiveness.

A recent example is the U.S. government’s action on Japanese trade issues. The U.S., at the behest of Seattle and American President Lines, is using gunboat diplomacy to force changes in Japanese port practices, including working conditions collective bargaining by unionized Japanese dockworkers. The U.S. has fixed Japanese shipping companies and threatened to use military force to ban or arrest Japanese ships if the concessions it demands are not met.

The ILWU vehemently opposes any government or international trade treaty’s attempts to interfere with or abrogate collectively bargained agreements. All treaties must honor labor rights and workers’ rights and not defer those hard won conditions in the absence of increased profits and systematic oppression. We must be able to speak for themselves. We will use all our legislative resources and our industrial power to protect all workers’ rights to organize and bargain collectively.

STATEMENT OF POLICY ON INTERNATIONAL LABOR PROTECTIONS

With NAFTA and the MAI (Multilateral Agreement on Investment) and the emergence of international trade associations such as the World Trade Organization, international capital is moving to integrate the whole world into one global economy. In the process workers everywhere are facing attacks to break their unions and their collective bargaining contracts in the name of free trade and competitiveness.

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BRIAN McWILLIAMS
President

JAMES SPINOSA
International Vice President

LEONARD HOSHUJO
President

JOE IBARRA
Assistant Editor
The International Longshore and Warehouse Union has approximately 42,000 members in over 60 local unions in the states of California, Washington, Oregon, Alaska and Hawaii. An additional 3,500 members belong to the Inlandboatmen's Union of the Pacific, which constitutes the Union's Marine Division. Another 14,000 members belong to the autonomous ILWU Canadian Area.

The organization of the ILWU began in 1934 when it was the Pacific Coast District of the International Longshoremen's Association (ILA), with headquarters in New York. The ILA was affiliated with the American Federation of Labor (AFL), which was identified with conservative politics and an approach to organizing narrowly focused on skilled craft workers.

The membership of the Pacific Coast District voted to disaffiliate from the ILA in the summer of 1937, and formed itself into the ILWU as an independent union. The new union soon affiliated with the militant Congress of Industrial Organizations (CIO)—based primarily in the newer mass production industries like auto, steel and rubber—which sought to unionize all the workers in an industry, skilled and unskilled, into one union for maximum unity and strength. This approach was known as industrial unionism.
The International Union

The ILWU's internal structure was put in place by delegates to the Union's first International Convention in 1936, and later modified by the 1945 Convention. The highest governing body of the Union is the International Convention, which, since 1936, meets every three years. The Convention is made up of delegates elected by direct rank-and-file vote by secret ballot. At the present time there are four such officers (an International President, two Vice Presidents, and a Secretary-Treasurer) who run the day-to-day affairs of the Union and supervise the staff. The Titled Officers also make up the National Organizing Committee which co-ordinates and administers funds and personnel used in organizing activities throughout the Union.

The International Executive Board, which meets at least three times a year, is the highest governing body of the Union between conventions. The Board has the authority to take all actions necessary to implement the provisions of the Constitution and the decisions of the Convention delegates, including any necessary adjustments in the budget.

ILWU International Headquarters

The "International" of the ILWU is made up of the Titled Officers, field staff, professional staff, and clerical workers. The International coordinates the many constituencies of the ILWU, divisions, regions, locals, and industrial/occupational groupings. In practice, the International centralizes and directs the knowledge and experience of the membership—primarily as expressed in dedicated bodies such as caucuses, conventions, district councils and the International Executive Board—and brings that collective wisdom to bear on contract administration, organizing, and the implementation of policy.

The principles underlying the role of the International have been service to the locals and strengthening unity between the many parts of the Union. The current concept of the role of the International derives from the post-World War II era when the ILWU came into its organizational maturity as an international union with a solid foundation in many industries beyond its base in longshore. Between 1945 and 1949 the International Convention authorized reorganization of the International into a departmental structure to better serve the membership. Division of work into departments such as Administration, Publicity, Research and Education, and Organizing, allowed for effective use of the International's resources and personnel and a more timely response to requests for assistance from the locals and the rank and file. In each department, staff and clerical workers are assigned to work under the direction of International Officers. Duplication of effort is minimized, and it is easier to identify and fulfill organizational purposes.

These changes were accompanied by other innovations in 1945 to more effectively represent the needs and interests of the ILWU on a national and international level, such as the creation of the Washington Office in the nation's capital. To more effectively represent the International Union in local areas, and to coordinate the implementation of ILWU policy and programs, particularly in the realm of organizing and political action, the Union also put in place a field staff of organizers and International Representatives under the supervision of Regional Directors, all of whom work under the direction of the Titled Officers.

Areas of work since 1945, with only slight modification, have been:

- Publicity/The Dispatcher
- Research/Education/Health and Safety
- Political Action
- Administration/Finance
- Organizing/Field Services
- Operating under constitutional limits on executive authority, the departments do not and cannot impose policy or programs on the locals. Local autonomy in this context means that the locals are responsible for requesting and making use of international services, and for implementing ILWU programs.

In relation to organizing, for example, the collective wisdom through the 1950s was that rank and file were the most effective organizers, and that the most successful organizing campaigns were those involving the mobilization of an entire local. In this framework, the development of staff services to supplement and complement the work of the Titled Officers was not to take the place of organizing by locals and the rank and file, but to make local activity more effective through efficient allocation of the International's resources in response to local requests for assistance—and through coordination with other locals and regions.

The Local Unions

Each local has its own constitution, which guarantees democratic procedures, controlled by the rank and file, and spells out the duties of the various officers and committees. In general, the locals have one or more full-time elected officers, as well as a series of elected committees, including an executive board, a board of trustees (which administers the local's finances), and others such as publicity and sports.

The locals set their own dues structure, and pay a per capita to the International. Per capita payments are determined by the individual's basic wage rate, with lower-paid workers carrying a smaller percentage of the load. In general, the only limits on the autonomy of the local unions—or any caucus or division—are the provisions of the International Constitution, decisions of the International Convention, and results of an international referendum.

The Longshore Division

The core of the union, historically, has been the Longshore Division, which established the Union through its victory in the 1934 West Coast maritime strike. The Longshore Division is made up of approximately 30 locals, divided among longshore workers, clerks and foremen. The larger locals are in Los Angeles/Long Beach, San Francisco/Oakland, Seattle, Tacoma and Portland.

The locals' documents of the Longshore Division are the Pacific Coast Longshore and Clerks Agreements which are negotiated by the ILWU and the Pacific Maritime Association (PMA), as an organization of stevedore companies, ports and shipping companies. These contracts establish uniform rates of pay, hours of work, and benefits such as pensions, health insurance, holidays, vacations, and pay guarantees, and define the longshore jurisdiction of the ILWU. The right of the union to represent all workers engaged in longshore and clerks work on the Pacific Coast is guaranteed in the ILWU's Constitution. Just as the Longshore Division is autonomous within the international, the separate locals are autonomous within the Longshore Division. They are responsible for negotiating local agreements and for making sure local employers abide by the contract. They administer the grievance procedure on a local level through the Local Labor Relations Committee. Together with the employers, the locals jointly administer the procedure whereby members are discharged from the union, hiring hall to their work assignments.

The Division is governed by the Longshore Caucus, which is a representative body of longshore workers, clerks and foremen elected by the membership. Each local has a number of votes determined by its size. The Longshore Caucus sets its own rules and procedures, and discusses questions of Longshore Division policy.

The executive body of the Longshore Division is called the Coast Labor Relations Committee. It has five members: the ILWU International President and Vice President, who are elected by the entire membership of the union, and two additional members called "Coast Committeemen," who are elected for three-year terms by members of the Longshore Division; one representing California, the other representing Oregon and Washington.

The primary body of the Longshore Caucus is its negotiating committee of rank-and-file longshore workers who remain in San Francisco during the course of negotiations. The negotiating committee also includes the International Officers and the Titled Officers of the Longshore Division.

At the conclusion of each session of the Longshore Caucus, it is sent out to the members for a ratification vote. If the Caucus votes it up, it is ratified and sent to the locals for a vote. If the Caucus votes it down, it may call for a strike vote by the membership. In order for a contract to be approved it must win a simple majority vote within the international, the separate locals are autonomous within the Longshore Division. The locals are responsible for negotiating local agreements and for making sure local employers abide by the contract. They administer the grievance procedure on a local level through the Local Labor Relations Committee. Together with the employers, the locals jointly administer the procedure whereby members are discharged from the union, hiring hall to their work assignments. The Division is governed by the Longshore Caucus, which is a representative body of longshore workers, clerks and foremen elected by the membership. Each local has a number of votes determined by its size. The Longshore Caucus sets its own rules and procedures, and discusses questions of Longshore Division policy. The executive body of the Longshore Division is called the Coast Labor Relations Committee. It has four members: the ILWU International President and Vice President, who are elected by the entire membership of the union, and two additional members called "Coast Committeemen," who are elected for three-year terms by members of the Longshore Division; one representing California, the other representing Oregon and Washington. The primary body of the Longshore Caucus is its negotiating committee of rank-and-file longshore workers who remain in San Francisco during the course of negotiations. The negotiating committee also includes the International Officers and the Titled Officers of the Longshore Division. At the conclusion of each session of the Longshore Caucus, its negotiating committee must agree to a contract before the locals can vote on it. If the Caucus votes it up, it is sent out to the members for a ratification vote. If the Caucus votes it down, it may call for a strike vote by the membership. In order for a contract to be approved it must win a simple majority vote within the international, the separate locals are autonomous within the Longshore Division. The locals are responsible for negotiating local agreements and for making sure local employers abide by the contract. They administer the grievance procedure on a local level through the Local Labor Relations Committee. Together with the employers, the locals jointly administer the procedure whereby members are discharged from the union, hiring hall to their work assignments. The Division is governed by the Longshore Caucus, which is a representative body of longshore workers, clerks and foremen elected by the membership. Each local has a number of votes determined by its size. The Longshore Caucus sets its own rules and procedures, and discusses questions of Longshore Division policy. The executive body of the Longshore Division is called the Coast Labor Relations Committee. It has four members: the ILWU International President and Vice President, who are elected by the entire membership of the union, and two additional members called "Coast Committeemen," who are elected for three-year terms by members of the Longshore Division; one representing California, the other representing Oregon and Washington. The primary body of the Longshore Caucus is its negotiating committee of rank-and-file longshore workers who remain in San Francisco during the course of negotiations. The negotiating committee also includes the International Officers and the Titled Officers of the Longshore Division. At the conclusion of each session of the Longshore Caucus, its negotiating committee must agree to a contract before the locals can vote on it. If the Caucus votes it up, it is sent out to the members for a ratification vote. If the Caucus votes it down, it may call for a strike vote by the membership. In order for a contract to be approved it must win a simple majority vote.
Finally, the longshore workers in Canada's Pacific Coast ports are also members of the ILWU, and are part of the ILWU Canadian Area, which is entirely autonomous. The Canadian longshore contract roughly follows the West Coast contract, although it is subject to Canadian laws that contain elaborate provisions for government intervention in the bargaining process, and other aspects of a legal structure very different from the United States.

Other Areas and Divisions of the Union

After the successful maritime strikes of the 1930s, the longshore union sought to spread its organization inland on the West Coast to protect itself against nonunion workers, and in accordance with the aggressive organizing efforts of that time. The first area organized included the waterfront warehouses. Organization gradually spread away from the docks in the ports of San Francisco/Oakland, Seattle and Los Angeles, to form independent locals of warehouse workers. Today, the Warehouse Division includes several composite locals in the Puget Sound, Northern California, and Southern California with members in warehouse, production, food processing, mining, health care and many other industries. These locals negotiate their own contracts and have their own structures. In Northern California, many of the members are covered by a warehouse union contract, negotiated jointly by the ILWU and the International Brotherhood of Teamsters.

The ILWU has a Political Action Fund. Under U.S. law, all unions and corporations are prohibited from making contributions to candidates for federal office, but may establish political action funds (PAFs) using voluntary contributions to make such donations. Each year, ILWU members may be asked to authorize a $1.50 contribution from their March dues. Political action funds are an important way for unions to support political candidates who hold consistent views with the labor movement. These candidates are usually not allowed to vote in ILWU international elections or on the Pacific Coast Longshore Contract. The representatives of the Federated Auxiliaries and the PCPA are seated at the ILWU Convention as fraternal delegates, having voice but no vote on matters before the Convention.

District Councils & Political Activities

For purposes of political action, there are District Councils in each area of the ILWU's geographical jurisdiction consisting of elected representatives from each affiliated local. The District Councils endorse political candidates for state and local office, and for the U.S. House of Representatives and Senate. In presidential election years, the presidential endorsement is usually made by the International Executive Board. The Councils also communicate with state and congressional legislators on matters of interest to the union, engage in "lobbying" activities on behalf of the ILWU's legislative program, and run voter registration and "get-out-the-vote" campaigns during election years.

To finance national political activities, the ILWU has a Political Action Fund. Under U.S. law, unions and corporations are prohibited from making contributions to candidates for federal office, but they are allowed to establish political action funds (PAFs) using voluntary contributions to make such donations. Each year, ILWU members may be asked to authorize a $1.50 contribution from their March dues. Political action funds are an important way for unions to support political candidates who hold consistent views with the labor movement. These candidates are usually not allowed to vote in ILWU international elections or on the Pacific Coast Longshore Contract. The representatives of the Federated Auxiliaries and the PCPA are seated at the ILWU Convention as fraternal delegates, having voice but no vote on matters before the Convention.

ILWU Principles

The three principles that emerge from the ILWU's concept of "The International" are:

1. There must be equal measures of leadership from the ILWU's officers and initiative by the locals.

2. The International is the forum that weaves together the many regions and constituencies of the ILWU into a unified and progressive force in the ranks of labor and the community.

3. There should be maximum local autonomy consistent with the need for coordinated negotiations, collective bargaining, democratic procedures, and overall solidarity.
The ILWU Constitution: Article III, Objectives

The objectives of the organization are:

First, to unite in one organization, regardless of religion, race, creed, color, sex, political affiliation or nationality, all workers within the jurisdiction of this International;

Second, to maintain and improve the wages, hours and working conditions for all its members without discrimination;

Third, to educate the membership of this organization in the history of the American labor movement and in present day labor problems and tactics;

Fourth, to secure legislation in the interests of labor and to oppose anti-union legislation.

Prepared December, 1997, by the Research and Communications Departments of the ILWU, 1188 Franklin Street, San Francisco, CA 94109; Phone (415) 775-0533; Fax (415) 775-1302
Barbour's mission is clear. He is attempting to build a record of "legislative intent" so that when the law is legally challenged, the courts will rule that the Pacific Coast Longshore contract's provision which incorporates interport trucking jobs are illegal. Barbour's client, the American Trucking Association, is paranoid that unionization of truckers will spread if the ILWU/PPA succeeds in placing union workers in drayage trucks. Barbour has essentially become the union-busters' dream lobbyist.

One wonders when Mr. Barbour has time to lobby for his union-busting clients since he is the subject of Senate Committee and Justice Department investigations for shady and possibly illegal campaign finance practices. Records obtained by the Senate Government Affairs Committee suggest that in 1994, then-GOP Chairman Barbour set up the National Policy Forum (NPF) in part to attract foreign campaign contributions, launder them, and give them to the Republican National Committee (RNC). In a brazen act of unethical conduct, Barbour met Taiwanese businessman Ambrose Young on a yacht in Asia where he secured a loan for the National Policy Forum in the amount of $2.1 million. Most of that money was then laundered to the Republican National Committee. The RNC laundered the illegal money in order to buy their way into power in the House of Representatives after 40 years of Democratic rule.

Documents obtained by Senate investigators suggest that GOP Chairman Barbour continued to engage in unethical practices during the 1996 political season. In an elaborate scheme, Barbour allegedly laundered $4.6 million to ultra-rightist Grover Norquist (who is bankrolling an anti-union ballot initiative in California and plans to carry it to other states) through "Americans for Tax Reform" in an effort to combat legal independent expenditures by the AFL-CIO and affiliated labor organizations. Barbour claims the contribution was legal since there were no strings attached. The law only prohibits "coordination" by the party and private groups.

The Senate documents show that after receiving nearly $5 million, Norquist transferred money to pay for a campaign mailing to 150 Congressional districts only days before the 1998 election. All the mailings were pro-Republican and anti-labor. These mailings purported to expose the "lies" being told by labor against Medicare cuts. An RNC memo outlines a conspiracy of coordination between Barbour and Norquist, giving a heads up to Republican field operatives about an "Americans for Tax Reform" mailing to seniors.

In your communications with your Senators, tell them that the ILWU insists on meaningful labor protections or there will be no Ocean Shipping Reform Act passed and signed into law. If we are to avoid Barbour's mission of defeating Barbour and his anti-union allies. For more information please contact your local ILWU representative. To help in the battle, please contact me at the following address: Lindsey McLaughlin, Legislative Director ILWU 1775 K Street, N.W., Ste. 200 Washington, D.C. 20006

Thank you, PAF Boosters

I would like to take this opportunity to personally thank those of you who responded to my request in the October issue of The Dispatcher for donations to the Political Action Fund. I fully believe that if we are to avoid the challenge of defeating Barbour and his anti-union allies. My intention is to regularly feature the names of those who make additional donations to the PAF so that all of our Union members can appreciate their contribution to the cause. Thank you!

Osborne Hills Mitchell Kokich
Paul P. Kimble
C.A. Woolfolk
Paul P. Kimble
Ludwig K. Everett
Michael Mirkovich
Lynne A. Traversetti
Ralph S. Tentarelli
Charles Acosta +2 donations
Howard A. Simpson

Please become an ILWU Political Action Fund booster with a contribution of $100, $50 or whatever you can afford. Send a check today made payable to: ILWU PAF / 1188 Franklin Street / San Francisco, CA 94109

Lindsey McLaughlin

LABOR AND POLITICAL ACTION CLASS

Sponsored by the Labor Center, L.A. Trade-Technical College

Earn three units of college credit in a class on how to maximize labor's impact on elections and involve members in political campaigns, organizing phone banks, precinct walks, mail programs and lobbying to get labor legislatures enacted.

Instructor: Scott Hanlon (Business Representative, IBEW Local 47)

Class Dates: Tuesdays, Jan. 13 -May 5
Time: 6:00 p.m. to 9:15 p.m.
Location: ILWU Memorial Hall
Executive Board Room, 231 W. Street, Wilmington
Registration fee: $39 (3 units x $13)

You may enroll and pay the fees on the first night of class. Please bring check or money order payable to LATTC. Organized by Cathy Maynez and supported by the ILWU Memoral Association and ILWU Locals 13, 63 and 94.

For more information call Cathy Maynez (ILWU Local 13 member) at 310-547-4519

RETURN TO: ILWU, 1188 Franklin Street • San Francisco, CA. 94109
NOTE: CONTRIBUTIONS ARE NOT DEDUCTIBLE AS CHARITABLE CONTRIBUTIONS

IMPORTANT NOTICE ON ILWU POLITICAL ACTION FUND

Delegates to the 30th Triennial Convention of the ILWU, meeting in Honolulu, Hawaii, April 7-11, 1997, amended Article X of the International Constitution to read:

"SECTION 2. The International shall establish a Political Action Fund which shall consist exclusively of voluntary contributions. The union will not favor or disfavor any member because of the amount of his/her contribution or the decision not to contribute. In no case will a member be required to pay more than his/her pro rata share of the union's collective bargaining expenses. Reports on the status of the fund and the uses to which the voluntary contributions of the members are put will be made to the International Executive Board."

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

"Up to One Dollar and Fifty Cents ($1.50) of each March and July's per capita payment to the International shall be diverted to the Political Action Fund which will be used in connection with federal, state and local elections. These deductions are suggestions; and individual members are free to contribute more or less than the guideline suggests. The diverted funds will be contributed only on behalf of those members who voluntarily permit that portion of their per capita payment to be used for that purpose. The Titled Officers may suspend either or both diversions if, in their judgement, the financial condition of the International warrants suspension."

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

"Those members who do not wish to have any portion of their per capita payment diverted to the Political Action Fund, but wish to make political contributions directly to either the Political Action Fund or their local union, may do so in any amounts whenever they wish.

"2 No Contribution—I do not wish to contribute to the ILWU Political Action Fund. I understand that the International will send me a check in the amount of $1.50 prior to March and July."

"2 Less than $1.50—I do not wish to contribute the entire $1.50 to the ILWU Political Action Fund. I will contribute..."
### Season's Greetings from the International

**TITLED OFFICERS**
- Brian McWilliams
- Jim Spinosa
- Leonard Hoshijo
- Joe Ibarra

**President**
- Vice President, Mainland
- Vice President, Hawaii
- Secretary-Treasurer

**ADMINISTRATION**
- Carol Wright
- Linda Kuhn
- Suzanne Forsyth Doran
- Haydee Lind
- Nancy Osborn Legardy

**Office Manager**
- Executive Secretary
- Administrative Secretary
- Bookkeeper
- Receptionist

**RESEARCH AND EDUCATION**
- Russ Bargmann
- Eugene Dennis Vrana

**Director**
- Librarian/Associate Director of Education

**COMMUNICATIONS**
- Kathy Wilkes
- Steve Stallone
- Tom Price

**Director**
- Editor, The Dispatcher
- Assistant Editor

**WASHINGTON, D.C. OFFICE**
- Lindsay McLaughlin
- Brian Davidson

**Legislative Director**
- Legislative Assistant/Secretary

**GOOSE COMMITTEE**
- Bob McEllrath
- Ray Ortiz, Jr.
- Jim Santana
- Lucienne O'Keefe
- Christina Courter
- Masen Davis

**Committeeman, Northwest**
- Commiteeeman, California
- Benefits Specialist
- Administrative Director
- Administrative Secretary
- Secretary

**INTERNATIONAL REPRESENTATIVE**
- Wesley Furtado

**Hawaii**

**ORGANIZING**
- Peter Olney
- Mike Diller
- Jerry Martin
- Mike Cannarella
- Paul Bigman

**Director**
- So. California Organizer
- No. California Organizer
- Columbia River Organizer
- Puget Sound Organizer

**PACIFIC NORTHWEST TRANSPORT WORKERS MEMORIAL ASSOCIATION**
- Peter Lahay
- Lila Smith
- Robert Dean
- Barry Binski
- Ray Familathe
- Carolyn Jones

**Inspector, Puget Sound**
- Inspector, Columbia River
- Inspector, Northern California
- Inspector, Southern California
- Secretary

**MAGNET BRIDGE BUILDING**
- Victor Duran
- Claude Caputi

**Custodian**
- Custodian

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**Have a Happy and Safe New Year!**