Special insert:
How the Union Works

The Dispatcher
Published by the International Longshore and Warehouse Union

Vol. 58, No. 10

November 2000

www.ilwu.org

INSIDE
President's Report: Free the Charleston 5 .............................................. page 2
Harry Bridges oral history, Part III: Victory in the 1934 strike .................. pages 8-9
Two more courier companies to vote on joining the ILWU ................. page 11
The graying of the waterfront ................................................................. page 12
By James Spinosa

ILWU International President

We have seen what the globalization steamship and stevedoring companies view as the future of the world’s docks—a deunionized and casual labor force moving more and more cargo at less and less costs.

We’ve seen it not only in Third World countries like Brazil and Mexico. We’ve seen it in Britain with the elimination of the Liverpool dockers, the country’s last remaining union longshore workers. We’ve seen it in Australia with the 1998 attempt to bust the Maritime Union of Australia and the unrelenting attacks on it continuing today. But now that attack has hit American shores, strategically targeted to land an anti-union beachhead.

They’ve picked Charleston, South Carolina, and it’s not hard to see why. The Port of Charleston is the second largest port on the eastern seaboard, after the New York-New Jersey port. It has the size and volume of cargo to have a significant impact on the industry.

South Carolina is also one of the most right-to-work anti-worker states in the country. It has some of the strongest “right-to-work” laws and the lowest unionization rate in the country at 3.8 percent. South Carolina—where the ruling party likes to fly the Confederate flag at the state capitol—is not known as particularly tolerant, and the longshore local at Charleston, ILA Local 1422, is more than 99 percent African American.

In other words, they’ve picked this fight in a place where they hold a distinct local advantage.

PICKING A FIGHT WITH THE UNION

As The Dispatcher has reported, one shipping company—Norandana—and the international union first decided to start using non-union labor to work its ships in Charleston after 23 years of using ILA workers. The union—as it should—responded with picket lines that affected work on two of the next three Nordana calls in Charleston. That’s when the state’s law enforcement agencies decided these uppity unionists needed to be put on their place.

The next time Nordana had a ship call on Charleston—Jan. 20, 2000—it had an official welcoming committee. Some 600 riot-equipped police in armored vehicles, on horseback, in helicopters and patrol boats came out to protect the “right” of 20 scabs to work unobstructed by pickets. They shut down the terminal and just 150 yards from the union hall. Someone was looking for a fight.

When on the picket line the local’s president, Ken Riley, was clubbed on the head by a cop, it happened. Now the state Attorney General’s office is prosecuting four longshore workers and one clerk on felony “inciting to riot” charges.

We’ve seen it in Britain with the elimination of the Liverpool dockers, the country’s last remaining union longshore workers. We’ve seen it in Australia with the 1998 attempt to bust the Maritime Union of Australia and the unrelenting attacks on it continuing today. But now that attack has hit American shores, strategically targeted to land an anti-union beachhead.

They’ve picked Charleston, South Carolina, and it’s not hard to see why. The Port of Charleston is the second largest port on the eastern seaboard, after the New York-New Jersey port. It has the size and volume of cargo to have a significant impact on the industry.

South Carolina is also one of the most right-to-work anti-worker states in the country. It has some of the strongest “right-to-work” laws and the lowest unionization rate in the country at 3.8 percent. South Carolina—where the ruling party likes to fly the Confederate flag at the state capitol—is not known as particularly tolerant, and the longshore local at Charleston, ILA Local 1422, is more than 99 percent African American.

PICKING A FIGHT WITH THE UNION

As The Dispatcher has reported, one shipping company—Norandana—and the international union first decided to start using non-union labor to work its ships in Charleston after 23 years of using ILA workers. The union—as it should—responded with picket lines that affected work on two of the next three Nordana calls in Charleston. That’s when the state’s law enforcement agencies decided these uppity unionists needed to be put on their place.

The next time Nordana had a ship call on Charleston—Jan. 20, 2000—it had an official welcoming committee. Some 600 riot-equipped police in armored vehicles, on horseback, in helicopters and patrol boats came out to protect the “right” of 20 scabs to work unobstructed by pickets. They shut down the terminal and just 150 yards from the union hall. Someone was looking for a fight.

When on the picket line the local’s president, Ken Riley, was clubbed on the head by a cop, it happened. Now the state Attorney General’s office is prosecuting four longshore workers and one clerk on felony “inciting to riot” charges.
Local 13 takes care of its own

Longshore Local 13 honored three of its members at its Nov. 2 meeting for the role they played in saving a man who parted and went over the embankment. Williams tried to open the door to get out. But the flipping smashed the roof and the body of the door burned and the door would not budge.

Williams' truck slid down the shelf several inches and water rushed into the truck. Kelley went under water and reached for the knob that lower the back seat—he knew exactly where they were since he owned the same model Expedition—hoping to get Williams out the back. But the tops of the seats were stuck on the underside.

Kelley said. "If it wasn't for Duquesne seeing the truck go in, no one would have known and the incoming tide would have done George in." Duquesne Whitaker, George Williams (victim) and Steve Anthony.

First Charleston defense group set up on Coast

IUW Northern California members have begun organizing the First West Coast local defense committee for the Charleston longshore workers.

Five members of International Longshoremen's Association Locals 1422 and 1771 in Charleston, South Carolina are facing felony "incite to riot" charges punishable by up to five years in prison. The charges resulted from the event on March 1 when 600 riot-equipped police got into a scuffle with longshore workers picketing.

Responding to the call by the Campaign for Workers' Rights in South Carolina, led by the South Carolina AFL-CIO with the assistance of the national AFL-CIO, members of Local 13 were acknowledged for their bravery.

The committee is also looking to broaden the base of support for the Charleston struggle beyond the union movement, reaching out to community groups and civil rights organizations.

IUW International President James Spivosa has already secured the support of the California Labor Federation, the association of all the AFL-CIO unions in the state, representing 2.1 million workers throughout California. He is in the process of contacting other AFL-CIO state labor federations to get them on board.

The committee is also planning a forum on the situation in Charleston state Attorney General drop the criminal charges and that the stevedoring company end its lawsuit for financial damages. The Committee will be taking the resolution to various Central Labor Councils throughout the San Francisco Bay Area as a way to educate fellow unionists about the issue and to rally union support for the cause and the international day of action being planned for the first day of the criminal trial.

IUW International President Jack Heyman, chair of the Northern California Labor Committee in Defense of the Charleston Longshore Workers. "This struggle represents a serious attack on labor in this country and an opportunity to meet that challenge, a challenge that may well be greater than the ILWU faced with the Liverpool docks, the American wharfs or the WTO," said Jack Heyman, chair of the Northern California Labor Committee in Defense of the Charleston Longshore Workers. "We are hoping that members in ports all along the Coast will join us soon in organizing these efforts."
The never-ending election

By Lindsay McLaughlin
ILWU Legislative Director

S
ome people can do every-
thing right and still fall short of victory. Organized labor and the AFL-CIO made a great effort in history. Labor registered 2.3 million new union household voters. Thousands of union vol-
unteers made phone calls, knocked on doors and leafleted workplaces. Still, the results of this election appear to be disappointing for workers.

As this issue goes to press, we still do not know who will ulti-
mately be the next President. These are people of electors—usually political party
leaders. George W. Bush currently appears to be disappointing for
millions of workers. The Republican-led Congress will be elected in November 2000.

Campaign registration efforts produced a few thousand new registrations, were
fewer than expected. The AFL-CIO President, John Sweeney has called the agency's most
important safety action ever developed. The rule has been hailed as a landmark in occupational health.

The presidential election may be decided when you receive this paper. If Bush is selected to serve as the ille-
gitimate President, the labor move-
ment is in for some rough waters. Bush has indicated that he is in favor of legis-
lation to end the unfair labor move-
ment's involvement in politics. The

Workers win new OSHA ergonomics standards and dual state tax relief

Since the passage of OSHA in 1970 the job fatality rate has been cut by 75 percent—approximately 220,000 lives saved—and the job injury rates have dropped 39 percent. In what AFL-CIO President, John Sweeney has called the agency's most
important safety action ever developed, OSHA issued its final ergonomics
standard Nov. 13, 2000. The rule has taken ten long years to imple-
ment and addresses the nation's biggest job safety issue—repetitive
motion injuries.

Musculoskeletal disorders, or MSDs, caused by ergonomic hazards are the biggest safety and health

Water transportation workers the same protection.

Under the current statute (unlike truck drivers, railway workers and aviation employees) marine pilots, tow and tugboat workers and others holding employment on vessels engaged in domestic operations, are subject to the dual state tax. States attempted to impose filing require-
ments and to tax the incomes of such workers based on the percentage of time an employee's vessel was in the waters of the taxing state. This can be difficult when river channels fre-
quently move in and out of state jurisdiction.

The problem was especially felt along the Columbia River where the state of Washington has 50 workers and those who work in the state of Oregon. The workers are employed by the state of Washington.

The labor community did not get all it wanted in these standards. The

California, labor-backe
date Mike Honda won. Hilda Solis (D-California) won a Congress seat in Los Angeles. Labor-endorsed candidates Jane Harman, Adam Schiff, and Susan Davis won a
top-right wing incumbents in California. ILWU-endorsed candi-
dates such as the ILWU-endorsed candidates in the race for seats on the Senate floor and control the committee process. The Senate Democrats are fighting for parity in committees and for co-chairman-
ships.

One thing is clear—without the massive efforts of organized labor, the right to choose will not be won. Union rights groups have been taking affi-
davits from African Americans, women and others. The AFL-CIO President, he will decide which party will control the Senate. Dick Cheney is elected Vice

President, he will decide which party will control the Senate. Dick Cheney is elected Vice

Vice President, he will decide which party will control the Senate. Dick Cheney is elected Vice

President, he will decide which party will control the Senate. Dick Cheney is elected Vice
The election state-by-state

WASHINGTON STATE UNION TURNOUT BIG

Union-endorsed candidates plotted a total of 35 charter schools in the Washington State House of Representatives, a union victory in the 75 percent voter turnout.

Washington was one of the major electoral battlegrounds—the presidential campaign ran more commercials in the Seattle market than in any city other than Philadelphia. Voters there gave Gore a narrow margin victory over Bush, awarding him the state's electoral vote.

Cantwell, who served three terms in the state legislature and has a 90 percent record during her time in office, found a surprising 75 percent over Bush, awarding him the state's electoral vote. Cantwell, who served three terms in the state legislature and has a 90 percent record during her time in office, found a surprising 75 percent over Bush, awarding him the state's electoral vote. Cantwell, who served three terms in the state legislature and has a 90 percent record during her time in office, found a surprising 75 percent over Bush, awarding him the state's electoral vote.

"It was a stunning victory," Dave Freiboth, IBU National President, said. "We were able to take out a fairly well-entrenched Republican." Members of Inslee's House delegation were happy to see Cantwell win, and they also took almost every major statewide office.

"Labor's army maintains a problem. The Democrats retained the state's nine Congressional seats—but from just two or six years ago, depending on how you look at it. The state's 13 Senators. They also took almost every major statewide office.

"We have a Republican or two who want to vote with the Democrats to defeat the Democrats, which is just the way we like it," Bender said.

Labor did lose one with I-722. This was a ballot measure to repeal the taxes the legislature passed to cover the shortfall created by the passage of I-745 two years ago, which ended a motor vehicle excise tax that funded many transit projects, including the Sound Transit system. I-722 is being challenged as unconstitutional and may never go into effect.

Voters overwhelmingly rejected I-745, which asked voters to approve the state transportation tax for roads. The measure would have shortchanged Seattle and the Washington Citizens for Congestion Relief, a group of 450,000 citizens who asked for a reduced motor vehicle excise tax that ended a motor vehicle excise tax that funded many transit projects, including the Sound Transit system. I-722 is being challenged as unconstitutional and may never go into effect.

Billionaire venture capitalist Tim Draper, who funded the ballot measure, went down in flames by a 70 to 30 percent margin. Voters rejected the measure for Measure 99 giving homecare workers status as state employees and therefore the right to unionize. Previously they had been considered employees of the persons they cared for, even though the state picked up the tab. More than 10,000 poorly paid workers can now choose to join a union.

By a two-to-one margin voters also turned back Measure 98, aimed at taking away teachers' collective bargaining rights. It would have established a merit pay scheme for teachers based on student test scores. Measure 99, banning schools from what the ballot description called "sanctioning homosexual sexuality," lost by a 53 to 47 percent margin. Teachers and other opponents claimed the measure was aimed at protecting kids from "inappropriate" materials, which, they alleged, might include literature on gay rights.

The measure failed by an 85 percent turnout in union households. The measure would have shortchanged teachers, who now have to come up with as much as $6,000 to adequately fund their children's education. The drain on the state's budget could be as much as $56 billion a year. Voters approved a modest raise in the amount of federal taxes that could be deducted by passing tax extension. By raising the deduction from its current $3,000 to $5,000, the measure would provide a benefit to families.

Two legislative races targeted by labor were unsuccessful. The Washington State Labor Council lost two races—a $6,000 to adequately fund their children's education. The drain on the state's budget could be as much as $56 billion a year. Voters approved a modest raise in the amount of federal taxes that could be deducted by passing tax extension. By raising the deduction from its current $3,000 to $5,000, the measure would provide a benefit to families.

Bilateral trade deals targeted by labor were unsuccessful. The Washington State Labor Council lost two races—a $6,000 to adequately fund their children's education. The drain on the state's budget could be as much as $56 billion a year. Voters approved a modest raise in the amount of federal taxes that could be deducted by passing tax extension. By raising the deduction from its current $3,000 to $5,000, the measure would provide a benefit to families.

The Washington voters didn't buy it, "I think we built a lot of grassroots that traveled to the states and helped out," – Bender said.

Labor's army maintains a problem. The Democrats retained the state's nine Congressional seats—but from just two or six years ago, depending on how you look at it. The state's 13 Senators. They also took almost every major statewide office.

"We have a Republican or two who want to vote with the Democrats to defeat the Democrats, which is just the way we like it," Bender said.

Labor did lose one with I-722. This was a ballot measure to repeal the taxes the legislature passed to cover the shortfall created by the passage of I-745 two years ago, which ended a motor vehicle excise tax that funded many transit projects, including the Sound Transit system. I-722 is being challenged as unconstitutional and may never go into effect.

Voters overwhelmingly rejected I-745, which asked voters to approve the state transportation tax for roads. The measure would have shortchanged Seattle and the Washington Citizens for Congestion Relief, a group of 450,000 citizens who asked for a reduced motor vehicle excise tax that funded many transit projects, including the Sound Transit system. I-722 is being challenged as unconstitutional and may never go into effect.

Billionaire venture capitalist Tim Draper, who funded the ballot measure, went down in flames by a 70 to 30 percent margin. Voters rejected the measure for Measure 99 giving homecare workers status as state employees and therefore the right to unionize. Previously they had been considered employees of the persons they cared for, even though the state picked up the tab. More than 10,000 poorly paid workers can now choose to join a union.

By a two-to-one margin voters also turned back Measure 98, aimed at taking away teachers' collective bargaining rights. It would have established a merit pay scheme for teachers based on student test scores. Measure 99, banning schools from what the ballot description called "sanctioning homosexual sexuality," lost by a 53 to 47 percent margin. Teachers and other opponents claimed the measure was aimed at protecting kids from "inappropriate" materials, which, they alleged, might include literature on gay rights.

The measure would have shortchanged teachers, who now have to come up with as much as $6,000 to adequately fund their children's education. The drain on the state's budget could be as much as $56 billion a year. Voters approved a modest raise in the amount of federal taxes that could be deducted by passing tax extension. By raising the deduction from its current $3,000 to $5,000, the measure would provide a benefit to families.

Two legislative races targeted by labor were unsuccessful. The Washington State Labor Council lost two races—a $6,000 to adequately fund their children's education. The drain on the state's budget could be as much as $56 billion a year. Voters approved a modest raise in the amount of federal taxes that could be deducted by passing tax extension. By raising the deduction from its current $3,000 to $5,000, the measure would provide a benefit to families.
Furtado wins Hawaii Vice President rerun election, Hoshijo challenges

The rerun of the election of ILWU International Vice President, Hawaii reversed the results of the first vote—International Representative Wesley Furtado won and incumbent Vice President Leonard Hoshijo filed challenges to the outcome.

Hoshijo won the first election by a vote of 5856 to 5568, a margin of 288 votes. After the vote count Furtado filed a challenge to the election, citing 11 violations of election rules. The matter came before the International Election Procedures Committee, an ILWU Constitutionally established body of three IEB members chosen by the International Convention. The committee convened at the International headquarters in San Francisco August 23 and heard evidence on Furtado’s allegations and then the responses from Hoshijo and the locals and individuals involved.

The committee unanimously denied ten of the allegations, but split on the final one. In that charge Furtado claimed he was denied access to the membership voter eligibility list. Furtado wanted the request to view the list, which is the right of all candidates, on the last day it was to be available, Friday, June 16 at 2:45 p.m. All committee members agreed that Furtado had been improperly denied this right. But citing the second criteria in the union Constitution for sustainable challenges—that the violation must be shown to have affected the outcome of the election—the majority ruled that it would not have changed the vote and therefore denied the challenge.

The committee’s majority disagreed, claiming that Furtado had been denied “a fundamental right that must be afforded every candidate.”

The minority report declared “it is reasonable to conclude that the denial of such right could have affected the outcome of the election” and decided “there is sufficient grounds to reverse the election.”

The matter was then sent to the IEB, which debated the merits of each side and then voted 12 to 9 to accept the minority position and rerun the election.

New ballots were mailed out to members and the International, writing “under duress” at the top. The ILWU filed ULP charges on their behalf. The company countered. Owner Elshis Gilboa came to town with NICA’s McGrath. They hauled Furtado and another strong union supporter, Jeff Webb, into a meeting demanding that they sign again, without embellishment.

“We found it curious that they [First Legal] flew the owner all the way from Boston at the expense of thousands of dollars to talk to a couple of bikers,” Webb said. “This isn’t about our company, it’s about NICA trying to make inroads in San Francisco.”

At press time, the situation remains unresolved. ILWU east region legal manager David Faust was to begin investigating the charges Dec. 27.

“We’re watching and waiting,” Furtado said. But when they decide to mess with us again, there might be no one to do their jobs.”

Marcy Rein

---

Canada

<table>
<thead>
<tr>
<th>Province</th>
<th>Hoshijo</th>
<th>Furtado</th>
</tr>
</thead>
<tbody>
<tr>
<td>British Columbia</td>
<td>269</td>
<td>225</td>
</tr>
<tr>
<td>Ontario</td>
<td>423</td>
<td>395</td>
</tr>
<tr>
<td>Quebec</td>
<td>167</td>
<td>138</td>
</tr>
<tr>
<td>New Brunswick</td>
<td>112</td>
<td>98</td>
</tr>
<tr>
<td>Prince Edward</td>
<td>76</td>
<td>68</td>
</tr>
<tr>
<td>Nova Scotia</td>
<td>10</td>
<td>8</td>
</tr>
<tr>
<td>British Columbia</td>
<td>26</td>
<td>20</td>
</tr>
<tr>
<td>Ontario</td>
<td>79</td>
<td>65</td>
</tr>
<tr>
<td>Quebec</td>
<td>13</td>
<td>10</td>
</tr>
<tr>
<td>New Brunswick</td>
<td>10</td>
<td>8</td>
</tr>
<tr>
<td>Prince Edward</td>
<td>6</td>
<td>4</td>
</tr>
<tr>
<td>Nova Scotia</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>British Columbia</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Ontario</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>Quebec</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>New Brunswick</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Prince Edward</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Nova Scotia</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>British Columbia</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Ontario</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Quebec</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>New Brunswick</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Prince Edward</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Nova Scotia</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>British Columbia</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Ontario</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Quebec</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>New Brunswick</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Prince Edward</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Nova Scotia</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

---

Hawaii

<table>
<thead>
<tr>
<th>Location</th>
<th>Hoshijo</th>
<th>Furtado</th>
</tr>
</thead>
<tbody>
<tr>
<td>Honolulu</td>
<td>1691</td>
<td>1547</td>
</tr>
<tr>
<td>Oahu</td>
<td>1180</td>
<td>1084</td>
</tr>
<tr>
<td>Maui</td>
<td>930</td>
<td>845</td>
</tr>
<tr>
<td>Kauai</td>
<td>350</td>
<td>315</td>
</tr>
<tr>
<td>Molokai</td>
<td>250</td>
<td>215</td>
</tr>
<tr>
<td>Lanai</td>
<td>150</td>
<td>125</td>
</tr>
<tr>
<td>Kauai</td>
<td>50</td>
<td>45</td>
</tr>
<tr>
<td>Lanai</td>
<td>20</td>
<td>15</td>
</tr>
<tr>
<td>Kauai</td>
<td>10</td>
<td>8</td>
</tr>
<tr>
<td>Lanai</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Kauai</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

---

Two more courier companies organize

continued from page 11

1996 for furnishing forged workers’ comp certificates, according to court records researched by the ILWU, the protection of wage-and-hour laws, workers’ comp, unemployment insurance—and labor law. Contractors lose the right to re-run the election. Hoshijo filed a challenge to the election Nov. 28, alleging 14 “violations of ILWU election rules and Constitution, and applicable U.S. law.”

The Election Procedures Committee heard Hoshijo’s challenges and the responses to them Tues., Dec. 5-6 at the ILWU International office in San Francisco. The committee’s report found none of the challenges were proven by competent evidence or would not have affected the outcome of the election. The report was submitted to the International Executive Board, which has the authority to adopt it as is or order another vote. The IEB voted Dec. 12 to adopt the committee’s report and certify Furtado’s election.

---

The DISPATCHER
November 2000

---

Marcy Rein

---

---

---
IEB seats Furtado, endorses Charleston 5 campaign, condemns Supreme Court

T
he ILWU International Executive Board, meeting in San Francisco Dec. 12-13, endorsed the election of International Representative Wesley Furtado as International Vice President, Hawaii.

In the general International election last summer immunization, Vice President, Hawaii Leonard Hoshijo won. But the Board upheld a challenge by Furtado who claimed the election rules were violated when he was denied an opportunity to rebut an attacker during the campaign. The Board ruled that the election had to be rerun and on the second ballot Furtado won.

Hoshijo filed 14 challenges to the outcome of the second election, accusing violations of the ILWU Constitution and election rules and of U.S. labor law. The International Elections Procedures Committee heard and reviewed testimony on those challenges and found insufficient evidence to prove any of them. The Board reviewed the Committee’s findings and adopted its report. International President Jim Spinosa then swore in Furtado.

The IEB also unanimously passed a Statement of Policy strongly supporting the Charleston longshore workers and their American labor movement, to get involved in organizing for an international day of action when the trial against them begins next year.

Following up on the union’s anti-fta action last May, on November 2000 and the WTO, the Board passed another Statement of Policy opposing the Free Trade Area of the Americas (FTAA), an attempt to undemocratically impose a NAFTA-style treaty on all regions and affiliates, their officers and members to establish and join regional and affiliates, their officers and individual members are facing imprisonment and bankruptcy for participating in defense of their jobs and jurisdiction.

When Nordana Lines, a Danish steamship line, terminated its contract with the Charleston longshore workers for 23 years, unilaterally announced it would stop using union labor, wages and conditions of longshore workers has moved from Mexico and Brazil, and now they are up to 1000 a month. The National Longshoremen’s Association Local 1422 and 1771, their officers and individual members are facing imprisonment and bankruptcy for participating in defense of their jobs and jurisdiction.

The global attack by steamship lines, terminal operators and stevedoring companies on union labor in the U.S. due to low wages, and conditions of longshore workers has moved from Mexico and Brazil, and now they are up to 1000 a month. The National Longshoremen’s Association Local 1422 and 1771, their officers and individual members are facing imprisonment and bankruptcy for participating in defense of their jobs and jurisdiction.

When Nordana Lines, a Danish steamship line, terminated its contract with the Charleston longshore workers for 23 years, unilaterally announced it would stop using union labor, wages and conditions of longshore workers has moved from Mexico and Brazil, and now they are up to 1000 a month. The National Longshoremen’s Association Local 1422 and 1771, their officers and individual members are facing imprisonment and bankruptcy for participating in defense of their jobs and jurisdiction.

The global attack by steamship lines, terminal operators and stevedoring companies on union labor in the U.S. due to low wages, and conditions of longshore workers has moved from Mexico and Brazil, and now they are up to 1000 a month. The National Longshoremen’s Association Local 1422 and 1771, their officers and individual members are facing imprisonment and bankruptcy for participating in defense of their jobs and jurisdiction.

The global attack by steamship lines, terminal operators and stevedoring companies on union labor in the U.S. due to low wages, and conditions of longshore workers has moved from Mexico and Brazil, and now they are up to 1000 a month. The National Longshoremen’s Association Local 1422 and 1771, their officers and individual members are facing imprisonment and bankruptcy for participating in defense of their jobs and jurisdiction.

The global attack by steamship lines, terminal operators and stevedoring companies on union labor in the U.S. due to low wages, and conditions of longshore workers has moved from Mexico and Brazil, and now they are up to 1000 a month. The National Longshoremen’s Association Local 1422 and 1771, their officers and individual members are facing imprisonment and bankruptcy for participating in defense of their jobs and jurisdiction.

The global attack by steamship lines, terminal operators and stevedoring companies on union labor in the U.S. due to low wages, and conditions of longshore workers has moved from Mexico and Brazil, and now they are up to 1000 a month. The National Longshoremen’s Association Local 1422 and 1771, their officers and individual members are facing imprisonment and bankruptcy for participating in defense of their jobs and jurisdiction.

The global attack by steamship lines, terminal operators and stevedoring companies on union labor in the U.S. due to low wages, and conditions of longshore workers has moved from Mexico and Brazil, and now they are up to 1000 a month. The National Longshoremen’s Association Local 1422 and 1771, their officers and individual members are facing imprisonment and bankruptcy for participating in defense of their jobs and jurisdiction.

The global attack by steamship lines, terminal operators and stevedoring companies on union labor in the U.S. due to low wages, and conditions of longshore workers has moved from Mexico and Brazil, and now they are up to 1000 a month. The National Longshoremen’s Association Local 1422 and 1771, their officers and individual members are facing imprisonment and bankruptcy for participating in defense of their jobs and jurisdiction.

The global attack by steamship lines, terminal operators and stevedoring companies on union labor in the U.S. due to low wages, and conditions of longshore workers has moved from Mexico and Brazil, and now they are up to 1000 a month. The National Longshoremen’s Association Local 1422 and 1771, their officers and individual members are facing imprisonment and bankruptcy for participating in defense of their jobs and jurisdiction.

The global attack by steamship lines, terminal operators and stevedoring companies on union labor in the U.S. due to low wages, and conditions of longshore workers has moved from Mexico and Brazil, and now they are up to 1000 a month. The National Longshoremen’s Association Local 1422 and 1771, their officers and individual members are facing imprisonment and bankruptcy for participating in defense of their jobs and jurisdiction.

The global attack by steamship lines, terminal operators and stevedoring companies on union labor in the U.S. due to low wages, and conditions of longshore workers has moved from Mexico and Brazil, and now they are up to 1000 a month. The National Longshoremen’s Association Local 1422 and 1771, their officers and individual members are facing imprisonment and bankruptcy for participating in defense of their jobs and jurisdiction.
Two of the workers shot by the police on Bloody Thursday, July 5, 1934 near Mission and Steuart Streets in San Francisco. Charles Olsen, on the left, recovered, but Howard Sperry died. A second worker, Nick Bordoise, who was shot a block away, was also killed. The union has commemorated their deaths on every July 5 since 1934.
THE STRUCTURE OF THE INTERNATIONAL LONGSHORE & WAREHOUSE UNION

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 1938, and later modified by the 1945 Convention. The highest governing body of the Union is the International Convention, which, since 1945, meets every three years. The Convention is made up of delegates elected by direct rank-and-file vote in each local or affiliate. The Convention has the authority to adopt resolutions and statements of policy on political, economic, and other issues, and to amend the International Constitution, which, according to the preamble, serves to "guarantee our control and protect our democracy within the union" by defining the rights and responsibilities of ILWU members, local unions, International Officers, affiliates, and decision making bodies such as the International Convention and Executive Board.

International Officers and members of the International Executive Board are nominated at the Convention and elected later in 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 coordinates 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 constituent departments, divisions, regions, locals, and industrial/occupational groupings. In practice, the International centralizes and integrates the knowledge and experience of the membership—primarily as expressed in delegate officers, conventions, district councils and the International Executive Board—and brings that collective wisdom to bear on contract administration, organizing, and the implementation of policy.

Some of 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 longshoring. Between 1945 and 1949 the International Convention authorized recognition 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 related locals. 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 priorities.

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, 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/Finances
- Organizing/Field Services

Operating under constitutional limits on executive authority, the departments do not 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 extra 20% of the membership. However, the development of staff services to supplement and complement the work of the Titled Officers was not to take the place of organizing efforts by locals and the rank and file, but to make local activity more efficient 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, most 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. 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 union—or any cascus 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 ILWU 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, and other groupings. The larger locals are in Los Angeles/Long Beach, San Francisco/Oakland, Seattle, Tacoma and Portland.

The basic 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), 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 longshoring and clerks work on the Pacific Coast.

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 working rules, 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 dispatched from the union hiring hall to 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 delegates 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 Longshore Division 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 purpose of the Longshore Caucus is to meet before contract negotiations and develop a list of demands and improvements. The Caucus then elects from among its number a 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 Coast Committeemen.

If the negotiating committee reaches agreement with the employers' committee, the contract must be presented to the Caucus which will debate it and vote on it. 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 among the rank and file. However, if the membership of a local has a local, a geographical unit of small local, or the locals locally, vote against the agreement, then ratification requires a 60% vote of the entire voting membership.
The Coast Labor Relations Committee members are collectively responsible for running the affairs of the Longshore Division between cau-
cuses. Specifically, they serve on the negotiating committee, administer the level of the griev-
ance procedures, and respond to requests from locals for assistance and information.
The same group of officers, under the title of the Coast Pro Rata Committee, conduct the finan-
cial affairs of the Longshore Division.
The Coast Pro Rata Committee pays the salaried two Coast Committee members, the support staff, and all costs of the Longshore Division, including the Caux, legal fees, negoti-
ating contracts and conducting strikes.
These activities are funded by members of the Longshore Division, who pay their share to their local. The payment is collected with the local’s dues and sent to the Coast Committee at the International Headquarters in San Francisco.

Longshore in Hawaii, Alaska, and Canada

Longshore workers in Hawaii ports are not officially part of the Longshore Division. They are members of Hawaii’s Local 142 and negotiate their own contracts in much the same manner as the Longshore Division, with demands set by a special caucus and a negotiating committee. In general, the Hawaii longshore contract follows the pattern of the Pacific Coast Longshore Contract Document, with allowances for specific opera-
tions and local conditions.

Alaska longshore workers—also not officially part of the Longshore Division—negotiate their own contracts which closely follows the pattern of the Pacific Coast Contract.

Finally, the longshore workers in Canada’s Pacific Coast ports are all 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 accord-
dance with the aggressive organizing efforts of that time.

The first area organized included the water-
front warehouses. Organization gradually spread with the deep 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, min-
ing, 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 master contract, negotiated jointly by the ILWU and the International Brotherhood of Teamsters.

The Hawaii locals of the International, 142 and 160, are, like any other, led by officers elected by the membership, with an executive board and numerous committees. Today, almost one-
half of the ILWU membership is in Hawaii and belongs to Local 142, with headquarters in Honolulu. Until the 1950s, there were many dif-
ter local councils throughout the Islands, but the mem-
bership voted to amalgamate into one large union for more effective and efficient administra-
tion and representation. Today, each of the four major counties (Hawaii, Maui, Molokai and Kauai) has a Division Director to lead its union affairs.

Local 142 is organized into the industrial divisions: longshore, sugar, pineapple, tourism and general trades. Members of each division elect delegates to caucus-type bodies, which set demands, elect negotiating committees, and have their own procedures for the ratification of con-
tracts and the conduct of strikes.

A similar regional structure has developed in Alaska, where several local unions and units of local unions in 1963 consolidated into Local 200 for more effective representation and administr-
ation.

The Marine Division of the ILWU began in 1981, when the previously independent Intendantosmer’s Union of the Pacific (IBU) affili-
ed with the ILWU, and is fully autonomous. The IBU represents members who work on barge and ferries along the Pacific Coast, includ-
ing deep sea ports and inland waterways.

The Marine Division also includes the IBU Region 37, a group of seafood processing work-
ers with jurisdiction in Alaska and the Puget Sound who originally came into the ILWU in the 1980s from the militant canneries and fishery workers’ unions.

Members of the IBU elect two full-time offi-
cers (President and Secretary-Treasurer) as well as Regional Directors in Northern California, Southern California, Puget Sound, Columbia River, Alaska, Hawaii and Canada, who conduct their local affairs based on the IBU’s own constitutions and bylaws.

The autonomous Canadian Area includes 3,500 longshore workers and over 14,000 work-
ers in the retail-wholesale, grain, and inland trans-
port industries. Members elect their own Area officers and have their own constitution. They maintain affiliation with the Canadian Labor Congress. All dues money raised in Canada remains in Canada.

Pensioners’ Groups and
Women’s Auxiliaries

Throughout the history of the ILWU the Un-
ion has recognized the important contributions made by members’ families and retired workers. When the longshore workforce was entirely male, women family members rallied to support the early struggles through actions like Ladies Auxiliaries, which since 1941 have been char-
tered by the International Union as local branches of the Federated Auxiliaries. Membership was opened to daughters, sisters, mothers and wives of ILWU members. The ILWU Auxiliaries built a last-
ing reputation for militant support of the union, and for numerous activities aimed at carrying out ILU policies in the community and the legislative arena—including programs and policies develop-
ed at the Auxiliaries’ own conventions and de-
egated bodies.

Unlike the Auxiliaries, which are chartered under the ILU Constitution, the various pension-
ers’ groups are kept together under the Pacific Coast Pensioners Association, which has been in exist-
ence since 1960—and through regional bod-
ies like the Hawaii State Pensioners Association. In 2000, by Convention action, the PCPA was rec-
ognized as an “autonomous affiliate” of the ILWU whose members receive lifetime “retired status” in the Union.

Rules governing the participation of pen-
sioners in the life of the ILWU are generally set by the constitutions and bylaws of the local unions, from which the members are retired, although pensioners are not allowed to vote in ILWU International elections or on the Pacific Coast Longshore Contract.

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 political purposes, the ILWU is divided into District Councils in each area of the ILWU’s geo-
ographical jurisdiction consisting of elected repre-
sentatives from each affiliated local.

The District Councils endorse political candi-
dates for state and local office, and for the U.S. House of Representatives and Senate. In presi-
dential election years, the presidential endorse-
ment is usually made by the International Executive Board. The Councils also communicate with state and congressional legislators on mat-
ters of interest to the union, engage in “lobbying” activities on behalf of the ILWU’s legislative pro-
gram, 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 organizations are prohibited from mak-
ing contributions to candidates for federal office, but may establish political action funds (PAFs) using voluntary contributions to make such dona-
tions. Each year, ILWU members may be asked to authorize a $1.50 contribution from their March dues and/or July dues to the ILWU Political Action Fund. These contributions are purely voluntary and membership may choose to donate more or less than $1.50—or nothing at all. There is no favoritism or reprisals for either making or failing to make such contributions.

On the international level, the Convention received in 2000 to establish an International Solidarity Fund for sending and receiving rank and file delegations in support of labor unity across the country and around the world. The Fund is financed by diverting one percent of per capita dues into the Fund up to a maximum of $200,000. Participation by international officers and staff may not be paid out of the fund.

ILWU Principles

The three principles that emerge from the ILWU’s national Constitution are:

1) There must be equal measures of leader-
ship from the Officers and initiative by the locals.

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

3) There must be maximum local auton-
omy consistent with the need for coordinated negotiations and contract administration, demo-
cratic procedures, and overall solidarity.
The Ten Guiding Principles of the ILWU

The ILWU began with a set of cardinal principles upon which it continues to operate. These were memorialized by the unions Tenth Biennial Convention held in San Francisco in 1953. They are reproduced here for the benefit of all generations of ILWU members, who have been and continue to be instrumental to the union’s success.

I. A Union is built on its members. The strength, understanding and unity of the membership can determine the union’s course and its advancements. The members who work, who make up the union and pay its dues can best determine their own destiny. If the facts are honestly presented to the members in the ranks, they will best judge what should be done and how it should be done. In brief, it is the membership of the union which is the best judge of its own welfare; not the officers, not the employers, not the politicians and the fair weather friends of labor. Above all, this approach is based on the conviction that given the truth and an opportunity to determine their own course of action, the rank and file in 99 cases out of 100 will take the right path in their own interests and in the interests of all the people.

II. Labor unity is at all times the key for a successful economic advancement. Anything that detracts from labor unity hurts all labor. Any group of workers which decides to put itself above other workers through craft unionism or through cozy deals at the expense of others will in the long run gain but little and inevitably will lose both its substance and its friends. No matter how difficult the going, a union must fight in every possible way to advance the principle of labor unity.

III. Workers are indivisible. There can be no discrimination because of race, color, creed, national origin, religious or political belief. Any division among the workers can help no one but the employers. Discrimination of worker against worker is suicide. Discrimination is a weapon of the boss. Its entire history is proof that it has served no other purpose than to pit worker against worker to their own destruction.

IV. “To help any worker in distress” must be a daily guide in the life of every trade union and its individual members. Labor solidarity means just that. Unions have to accept the fact that the solidarity of labor stands above all else, including even the so-called sanctity of the contract. We cannot adopt for ourselves the policies of union leaders who insist that because they have a contract, their members are compelled to perform work even behind a picket line. Every picket line must be respected as though it were our own.

V. Any union, if it is to fulfill its appointed task, must put aside all internal differences and issues to combine for the common cause of advancing the welfare of the membership. No union can successfully fulfill its purpose in life if it allows itself to be distracted by any issue which causes division in its ranks and undermines the unity which all labor must have in the face of the employer.

VI. The days are long gone when a union can consider dealing with single employers. The powerful financial interests of the country are bound together in every conceivable type of united organization to promote their own welfare and to resist the demands of labor. Labor can no more win with the ancient weapons of taking on a single employer in industry any more than it can hope to win through the worn-out dream of withholding its skill until an employer sues for peace. The employers of this country are part of a well-organized, carefully coordinated, effective fighting machine. They can be met only on equal terms, which requires industry-wide bargaining and the most extensive economic strength of organized labor.

VII. Just as water flows to its lowest level, so do wages if the bulk of the workers are left unorganized. The day of craft unionism—the aristocracy of labor—was over when mass production methods were introduced. To organize the unorganized must be a cardinal principle of any union worth its salt; and to accomplish this is not merely in the interest of the unorganized, it is for the benefit of the organized as well.

VIII. The basic aspiration and desires of the workers throughout the world are the same. Workers are workers the world over. International solidarity, particularly to maritime workers, is essential to their protection and a guarantee of reserve economic power in times of strife.

IX. A new type of unionism is called for which does not confine its ambitions and demands only to wages. Conditions of work, security of employment and adequate provisions for the workers and their families in times of need are of equal, if not greater importance, than the hourly wage.

X. Jurisdictional warfare and jurisdictional raiding must be outlawed by labor itself. Nothing can do as much damage to the ranks of labor and to the principle of labor unity and solidarity as jurisdictional bickering and raiding among unions. Both public support and strike victories are jeopardized by jurisdictional warfare.

This code for rank and file unionism is implemented by the membership’s participation in organization, negotiations, strike machinery, contract enforcement and every other aspect of union life. Thus, its discipline springs out of participation, conviction and the right of the membership to decide its own course of action. The above principles and steps to implement them, and an informed and alert membership make the union what it is.

PREAMBLE

Since the beginning of history mankind has struggled individually and collectively for political, economic and cultural betterment, and has the greatest ability to make such advancement through democratic organization to achieve common aims. Therefore, we who have the common objectives to advance the living standards of ourselves and our fellow workers everywhere in the world, to promote the general welfare of our nation and our communities, to banish racial and religious prejudice and discrimination, to strengthen democracy everywhere and achieve permanent peace in the world, do form ourselves into one institution to guide our conduct and protect our democracy within the union.

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 of 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.
was a distinction. Longshoremen that had been working before and didn't go on strike were called "loyal employees" and the order did not apply to them. They were on strike as a show of solidarity on the waterfront. The other guys were just called scabs.

I thought the loyal employees deserved another chance. I went and appeared before the gang bosses in San Francisco who'd stayed on the job and said, "You should be judged from what you do from here on in. You didn't understand, we weren't able to get to you the right way. Now, join the union and fly right from here on in and everybody's going to be all right.

I went on, "You weren't the guys who actually came to break the strike. All the scabs were fired. At least you guys were already here. After this, we all work together. That's the name of the game from here on in."

But I also told them, "Now, if we want to get rid of you guys, we can. We can hard time you. So straighten up and fly right." Then I went and fought it out with the membership and got their agreement. And most of those guys turned out to be the best union men we ever had.

Same old principle—you're going to make mistakes. We can all make mistakes. We're not better than that. It was the same with the San Francisco Black guys who were loyal employees and stayed in, except I had a tougher time settling the membership thing.

I had to go into the whole question of Blacks. I said, "Look, fellas, the only way these guys ever got a job was as scabs. The bosses saw to that. Let's fly right now. You've got a job as a working stiff. No discrimination. Same thing, see?"

That was how we integrated our local was we had some Black gangs that we pulled out in the middle of the strike. So, we started off with a small number of Blacks, but we grew from there.

When the strike started all the Black gangs at certain docks stayed in. They didn't come out. Luckenbach fired the whole Line dock were the two main Black docks. These Black guys had been imported to break the 1919 longshore strike. That's how they come onto the docks in the first place.

So in 1934 we concentrated on getting them out. We'd been on strike about a month, they'd come out. Some of them, not all of them. But by the end of the strike I think we had all the Black gangs out.

It was the same thing with many of the guys we organized later. Some licensed sailors sailed all during the strike. And when we met up the Maritime Federation of the Pacific in 1935 to get all the marine unions united, we had to say, "Look, we gotta count them in." That's how we put together the Federation. We said, "Forget what they did from the first place,

That's why, in 1936, when the maritime unions struck again, it was solid as a rock. No trouble at all. It was the end for the employers. After '34, they never, never tried to use scabs again.

So after '34, this thing paid off. Giving those guys a chance meant they closed ranks and just said, "Look, you scabs. We're not going to operate unless it's with the unions."

Bridges, shown here at his desk during November 2000, became the ILWU. Bridges, shown here at his desk during November 2000, was a big resounding victory. The union-controlled hiring hall was set up so the workers were the ones who got the jobs. The employers were the ones who hired.

This truck, bearing the casket of Bloody Thursday victim Howard Sperry, led a funeral procession up San Francisco's Market Street on July 9, 1934 that was attended by thousands of maritime strikers and their supporters. The silent, dignified line of march that followed this truck and one carrying Nick Bordoise's casket helped bring about the San Francisco General Strike of July 16-19 and the longshoremen's ultimate victory.
Golden Turkey Awards 2000

Golden Necklace Award

JAQUES NASSAR, FORD MOTOR CO. PRESIDENT AND CEO and MASATOSHI ONO, FIRESTONE TIRES CEO

Despite knowing of the defects and the possibly deadly hazards, Firestone continued to manufacture faulty tires and Ford continued to use and sell them in the U.S., mainly on its Explorer SUVs. These same tires had been recalled in Saudi Arabia in 1996 because the tread on them fails apart, causing loss of control of the vehicle, especially when the tires are underinflated as suggested in the owners manual for a more "comfortable" ride. The result has been scores of needless deaths and injuries. But these CEOs were more concerned with maximizing profits and shareholder dividends than the safety of their customers and the public. For such conduct they have earned these handsome sartorial accessories. Wear them with pride, gentlemen.

The Joe McCarthy Memorial Inquisition Award

JANET RENO

With a prosecutorial fervor rarely seen since the height of the Cold War, U.S. Attorney General Janet Reno threw the entire force of the Justice Department at a single Los Alamos scientist—Wen Ho Lee—accusing him of leaking to China classified National Security documents, the "crown jewels" of the American nuclear arms program. Lee was charged with 59 violations of security protocols and held in prison for nine months without bail, much of that time in solitary confinement. Over that time public scrutiny revealed more proof of Justice Department lying and racial profiling than of the charges against Lee. The FBI’s "case" unraveled publicly and Lee was offered a deal—plead guilty to one count of mishandling classified data and the other 58 charges would be dropped and he would be released with time served.

On Sept. 13, 2000 in Federal District Court in Albuquerque, New Mexico, Judge James Parker said, "I sincerely apologize to you, Dr. Lee, for the unfair manner [in which] you were held in custody by the Executive Branch." He further blasted the Justice Department, saying it had "embarrassed our entire nation and each of us who is a citizen of it." Congratulations, Dr. Lee.

Celebrity Scab Award

TIGER WOODS

Off legend Tiger Woods leads the long parade of young, spoiled rich athletes. To shoot the many commercials for his sponsors, he joined the Screen Actors Guild. When SAG went on strike May 1, 2000, Woods was scheduled to shoot a Buick commercial. Instead of supporting his brothers and sisters in the union, Woods went to Canada to shoot it on a non-union set.

Woods continues to make millions of dollars on his Nike endorsements—he just restructured his contract so he will make between $80 and $90 million over the next five years—despite requests from anti-sweatshop organizations to stop romanticizing the products of super-exploited child labor and sweatshop workers around the world. In the ultimate "I've got mine, too bad for you" flip off, Woods continues to promote the Nike "swoosh" symbol as hip fashion. What a role model.

Corporate Criminal Award

CHARLES HURWITZ

It wasn’t enough that Charles Hurwitz made his early fortune on junk bonds and his failed S&L (United Savings Association of Texas) cost taxpayers $1.6 billion. In the mid-1980s Hurwitz, as CEO and major shareholder of Maxxam Corp., acquired Kaiser Aluminum and Pacific Lumber. The United Steelworkers at Kaiser struck in 1998 after Hurwitz demanded concessions on retiree health benefits during contract talks. He then locked out the steelworkers, replacing them with his own laid off timber workers from Pacific Lumber, pitting worker against worker. The steelworkers finally won a settlement nearly two years later after direct actions by workers and environmentalists—including ILWU longshore workers at the Port of Tacoma honoring steelworker picket lines at a ship carrying alumina ore for the Kaiser scab run plants—and an NLRB decision that ruled the lockout illegal and awarded the workers $250 million in back pay.

To pay off the massive debt incurred in the leveraged takeover of Pacific Lumber, Hurwitz more than doubled the company’s timber cut in Northern California. When political pressure forced him to sell a grove of old growth redwoods at the Headwaters Forest in Humboldt County to the government, Hurwitz came away with $576 million in public money and the “right” to increase logging on other Pacific Lumber land holdings. He continues unsustainable logging in the Mattole River watershed, in Humboldt Co., California.

The Adolph Hitler Humanitarian Award

PAT BUCHANAN

Pat Buchanan, who always has a kind word to say about Adolph Hitler, started the year hijacking the mantle of Ross Perot’s Reform Party and, more importantly, the $16.6 million in federal campaign funds the party qualified for because of Perot’s showing in the 1996 election. After spending a year spreading his message of hate and bigotry, he ended the election with less than one half of one percent of the vote—450,915 votes or about nearly $37 per vote. His biggest accomplishment was helping to steal the election from Al Gore in Palm Beach County, Florida, with the infamous “butterfly” ballot. There Buchanan somehow managed 3,404 votes in a largely elderly retired Jewish community.

—Drawings by Jim Swanson, text by Jim Swanson and Steve Stallone
The Fine Host workers are organized and growing. Their strategy is to fight for their jobs and to change working conditions. The Fine Host workers are not just fighting for themselves, but for all workers who are exploited and oppressed by the capitalist system. They are fighting for a future where workers can have control over their labor and lives. The Fine Host workers are an inspiration to all workers who are struggling for their rights and dignity. They are showing that it is possible to organize and fight for a better future. The Fine Host workers are a shining example of the power of solidarity and the strength of the working class.
The graying of the waterfront

A

Story and photos by Maria Brooks

Duke Cresci (center) with casuals Jerry Jenkins (left) and Sean Farley (right).

are America's gray old. If you look around the union hall you may see a lot of gray heads. Grandfathers are getting a little thin while gray hair is creeping over the middle. Not many look like Marlon Brando in his heyday, when he toughed it out for "On the Waterfront." But some members have lost their youthful looks, they've gained something that may prove more durable than just a few more gray hairs.

People in the workplace.

The graying of the waterfront for various reasons they work on. The past few decades have seen an increase in the number of people who are entering the workforce at an older age. This has been driven by a variety of factors, including an increase in life expectancy and changes in the way we define retirement.

People, say, "why are you still here?" says Jack Costa, age 78. "Well, I enjoy working with people. I may be an old man, but I appreciate the job here.

Cresci is a walking boss at Local 91. He drives his truck around the auto yard at the Matson Terminal in Oakland. He puts in long hours, arriving at the container yard before daylight. This morning he finds he has only four longshoremen to move hundreds of cars in the lot. He puts in a call for additional workers.

The waterfront is fascinating because of the people," says Costa, eying a long row of containers. "I can talk to a man says, 'Good morning' to me what kind of mood he's in, I'll know right then how much work I can expect out of him.

Costa's been a member of the ILWU since 1939. His lean, wiry body is deflated in a dark jacket. Popping his head out of the truck, he spies the yard through professor-like spectacles. "I'm the oldest person on the waterfront," he says matter of factly.

But he's in. He knows exactly how much work I can expect out of him.

"For my first five years, these guys hardly spoke to me. But when they started to see I could handle the job, they started giving me respect on the waterfront and his union. He married and had four children. "I put four kids through college working two jobs," he says. "I made donuts—from 7:00 to night 1:00 in the morning. Then I'd go to work on the waterfront. Every three months I had to come up with $4,000. My daughter was going to Stanford. He grins appreciating that she graduated from one of the best—and most expensive—colleges in the country.

For 61 years Jack Costa's life has been entwined with the ILWU. His life has centered on work and a degree to give full measure to the job. He teaches young workers job skills and if they ask, he'll tell them about the union.

"I try to impress on them, they've got something good here. Take care of it," he says.

Back at the Local 10 hall in San Francisco, men are sitting around in small groups. They're casuals waiting for a job call. Jerry Jenkins, in his early 20's, is killing time playing dominoes. "A' man, remembers watching the old timers. "For my first five years, these guys hardly spoke to me. But when they started to see I could handle the job, they started giving me respect on the waterfront and his union. He married and had four children. "I put four kids through college working two jobs," he says. "I made donuts—from 7:00 to night 1:00 in the morning. Then I'd go to work on the waterfront. Every three months I had to come up with $4,000. My daughter was going to Stanford. He grins appreciating that she graduated from one of the best—and most expensive—colleges in the country.

For 61 years Jack Costa's life has been entwined with the ILWU. His life has centered on work and a degree to give full measure to the job. He teaches young workers job skills and if they ask, he'll tell them about the union.

"I try to impress on them, they've got something good here. Take care of it," he says.

Back at the Local 10 hall in San Francisco, men are sitting around in small groups. They're casuals waiting for a job call. Jerry Jenkins, in his early 20's, is killing time playing dominoes. "A' man, remembers watching the old timers. "For my first five years, these guys hardly spoke to me. But when they started to see I could handle the job, they started giving me respect on the waterfront and his union. He married and had four children. "I put four kids through college working two jobs," he says. "I made donuts—from 7:00 to night 1:00 in the morning. Then I'd go to work on the waterfront. Every three months I had to come up with $4,000. My daughter was going to Stanford. He grins appreciating that she graduated from one of the best—and most expensive—colleges in the country.

For 61 years Jack Costa's life has been entwined with the ILWU. His life has centered on work and a degree to give full measure to the job. He teaches young workers job skills and if they ask, he'll tell them about the union.

"I try to impress on them, they've got something good here. Take care of it," he says.

Back at the Local 10 hall in San Francisco, men are sitting around in small groups. They're casuals waiting for a job call. Jerry Jenkins, in his early 20's, is killing time playing dominoes. "A' man, remembers watching the old timers. "For my first five years, these guys hardly spoke to me. But when they started to see I could handle the job, they started giving me respect on the waterfront and his union. He married and had four children. "I put four kids through college working two jobs," he says. "I made donuts—from 7:00 to night 1:00 in the morning. Then I'd go to work on the waterfront. Every three months I had to come up with $4,000. My daughter was going to Stanford. He grins appreciating that she graduated from one of the best—and most expensive—colleges in the country.

For 61 years Jack Costa's life has been entwined with the ILWU. His life has centered on work and a degree to give full measure to the job. He teaches young workers job skills and if they ask, he'll tell them about the union.

"I try to impress on them, they've got something good here. Take care of it," he says.

Back at the Local 10 hall in San Francisco, men are sitting around in small groups. They're casuals waiting for a job call. Jerry Jenkins, in his early 20's, is killing time playing dominoes. "A' man, remembers watching the old timers. "For my first five years, these guys hardly spoke to me. But when they started to see I could handle the job, they started giving me respect on the waterfront and his union. He married and had four children. "I put four kids through college working two jobs," he says. "I made donuts—from 7:00 to night 1:00 in the morning. Then I'd go to work on the waterfront. Every three months I had to come up with $4,000. My daughter was going to Stanford. He grins appreciating that she graduated from one of the best—and most expensive—colleges in the country.

For 61 years Jack Costa's life has been entwined with the ILWU. His life has centered on work and a degree to give full measure to the job. He teaches young workers job skills and if they ask, he'll tell them about the union.

"I try to impress on them, they've got something good here. Take care of it," he says.

Back at the Local 10 hall in San Francisco, men are sitting around in small groups. They're casuals waiting for a job call. Jerry Jenkins, in his early 20's, is killing time playing dominoes. "A' man, remembers watching the old timers. "For my first five years, these guys hardly spoke to me. But when they started to see I could handle the job, they started giving me respect on the waterfront and his union. He married and had four children. "I put four kids through college working two jobs," he says. "I made donuts—from 7:00 to night 1:00 in the morning. Then I'd go to work on the waterfront. Every three months I had to come up with $4,000. My daughter was going to Stanford. He grins appreciating that she graduated from one of the best—and most expensive—colleges in the country.

For 61 years Jack Costa's life has been entwined with the ILWU. His life has centered on work and a degree to give full measure to the job. He teaches young workers job skills and if they ask, he'll tell them about the union.

"I try to impress on them, they've got something good here. Take care of it," he says.

Back at the Local 10 hall in San Francisco, men are sitting around in small groups. They're casuals waiting for a job call. Jerry Jenkins, in his early 20's, is killing time playing dominoes. "A' man, remembers watching the old timers. "For my first five years, these guys hardly spoke to me. But when they started to see I could handle the job, they started giving me respect on the waterfront and his union. He married and had four children. "I put four kids through college working two jobs," he says. "I made donuts—from 7:00 to night 1:00 in the morning. Then I'd go to work on the waterfront. Every three months I had to come up with $4,000. My daughter was going to Stanford. He grins appreciating that she graduated from one of the best—and most expensive—colleges in the country.

For 61 years Jack Costa's life has been entwined with the ILWU. His life has centered on work and a degree to give full measure to the job. He teaches young workers job skills and if they ask, he'll tell them about the union.

"I try to impress on them, they've got something good here. Take care of it," he says.
ILO ACTS AS BURMA FAILS TO ELIMINATE FORCED LABOR

After two years of discussions and warnings, the Governing Body of the International Labor Organization voted Nov. 6 to impose sanctions on the military rulers of Burma for their use of forced labor. This marks the first use of Article 38 of the ILO Constitution in that U.N. organization's 81-year history.

The ILO's 174 member nations met last June and voted to give Burma five months to reform its forced labor practices and instructed the Governing Body to impose sanctions if it didn't. The ILO then asked all member nations to review their relations with Burma renamed Myanmar by its rulers and to eliminate economic support for the junta.

The International Confederation of Free Trade Unions (ICFTU) investigated and found that 80 percent of the 1.5 million Burmese refugees in Thailand had performed forced labor. Included in that report were vivid details about the murder of a recently recruited army porter who was killed when he fell down from exhaustion and malaria after three months of forced labor. A fellow worker escaped to Thailand Nov. 10 and reported the incident. The ICFTU also found that army "forced labor orders" issued by army commanders had been executed by the ICFTU and numerous army commanders and other forced laborers were interrogated. The ICFTU is affiliated with the ICFTU through the AFL-CIO.

"The people of Burma will be relieved to learn that their plight has not gone unnoticed by the international community," he said. Win represents the government democratically elected in 1990, but has been in exile, taking office by the military. His party in Burma, the National League for Democracy, is banned.

Many unions have taken the side of Burmese workers, with the ILUVU's International Executive Board going on record in favor of democratic restoration Aug. 25, 2000. The AFL-CIO's Universal for 2000 "forced labor orders" issued by army commanders had been executed by the ICFTU and numerous army commanders and other forced laborers were interrogated. The ICFTU is affiliated with the ICFTU through the AFL-CIO.

"The people of Burma will be relieved to learn that their plight has not gone unnoticed by the international community," he said. Win represents the government democratically elected in 1990, but has been in exile, taking office by the military. His party in Burma, the National League for Democracy, is banned.

Many unions have taken the side of Burmese workers, with the ILUVU's International Executive Board going on record in favor of democratic restoration Aug. 25, 2000. The AFL-CIO's Universal for 2000 "forced labor orders" issued by army commanders had been executed by the ICFTU and numerous army commanders and other forced laborers were interrogated. The ICFTU is affiliated with the ICFTU through the AFL-CIO.

"The people of Burma will be relieved to learn that their plight has not gone unnoticed by the international community," he said. Win represents the government democratically elected in 1990, but has been in exile, taking office by the military. His party in Burma, the National League for Democracy, is banned.

Many unions have taken the side of Burmese workers, with the ILUVU's International Executive Board going on record in favor of democratic restoration Aug. 25, 2000. The AFL-CIO's Universal for 2000 "forced labor orders" issued by army commanders had been executed by the ICFTU and numerous army commanders and other forced laborers were interrogated. The ICFTU is affiliated with the ICFTU through the AFL-CIO.

"The people of Burma will be relieved to learn that their plight has not gone unnoticed by the international community," he said. Win represents the government democratically elected in 1990, but has been in exile, taking office by the military. His party in Burma, the National League for Democracy, is banned.

Many unions have taken the side of Burmese workers, with the ILUVU's International Executive Board going on record in favor of democratic restoration Aug. 25, 2000. The AFL-CIO's Universal for 2000 "forced labor orders" issued by army commanders had been executed by the ICFTU and numerous army commanders and other forced laborers were interrogated. The ICFTU is affiliated with the ICFTU through the AFL-CIO.

"The people of Burma will be relieved to learn that their plight has not gone unnoticed by the international community," he said. Win represents the government democratically elected in 1990, but has been in exile, taking office by the military. His party in Burma, the National League for Democracy, is banned.

Many unions have taken the side of Burmese workers, with the ILUVU's International Executive Board going on record in favor of democratic restoration Aug. 25, 2000. The AFL-CIO's Universal for 2000 "forced labor orders" issued by army commanders had been executed by the ICFTU and numerous army commanders and other forced laborers were interrogated. The ICFTU is affiliated with the ICFTU through the AFL-CIO.

"The people of Burma will be relieved to learn that their plight has not gone unnoticed by the international community," he said. Win represents the government democratically elected in 1990, but has been in exile, taking office by the military. His party in Burma, the National League for Democracy, is banned.

Many unions have taken the side of Burmese workers, with the ILUVU's International Executive Board going on record in favor of democratic restoration Aug. 25, 2000. The AFL-CIO's Universal for 2000 "forced labor orders" issued by army commanders had been executed by the ICFTU and numerous army commanders and other forced laborers were interrogated. The ICFTU is affiliated with the ICFTU through the AFL-CIO.

"The people of Burma will be relieved to learn that their plight has not gone unnoticed by the international community," he said. Win represents the government democratically elected in 1990, but has been in exile, taking office by the military. His party in Burma, the National League for Democracy, is banned.
The ILWU Legacy Fund

STATEMENT OF POLICY ON ILWU LEGACY FUND

Over the years the ILWU has received tens of thousands of dollars in donations from members, active and retired—sometimes in the form of bequests—who want to give something back to the Union. Because many of our members and friends also wish to contribute directly to internal education and organizing, the Titled Officers suggest that we formally establish the ILWU Legacy Fund, and that an ongoing request for donations appear in The Dispatcher. Donors will receive a special pin in recognition of their contribution, which will also be acknowledged in our newspaper. The Legacy Fund is a way to earmark general funds for education and organizing, and to receive voluntary donations to be used only for organizing and educational programs and publications (such as those mandated but not funded by the 1994 Convention). The Legacy Fund will require no additional legal or administrative costs as it is neither a charitable fund nor a corporate entity, and donations to it will not be tax deductible.

The Legacy Fund will stand as a tribute to the men and women who built this Union, and the Fund’s income and disbursements will be entirely under the direction and authority of the elected representatives of the rank-and-file members of the ILWU—the Titled Officers—who will report to the International Executive Board on the status of the Fund. (passed by the ILWU International Executive Board April 6-7, 1996)

Contributions to the Legacy Fund are needed to finance several programs and projects that are not currently funded by the international Union’s budget. These include:

- Production of non-English language editions of “The ILWU Story” and our award-winning video, “We Are the ILWU.”
- Holding advanced leadership training workshops for members who complete the highly successful Leadership Education and Development Institute (LEAD).
- Establishing an audio-visual center in the ILWU library for use and duplication of audio and video materials, including the ILWU oral history project interviews.
- Increased involvement in community outreach programs, including ILWU participation in labor history conferences and development of exhibits and other activities at high schools, colleges, museums and libraries.
- Classes and materials for newly organized ILWU members and/or new units or locals in the ILWU family.
- Matching funds for a major grant to conserve, arrange, describe and exhibit the photographic collections in the ILWU library.

Your contribution to the Legacy Fund, however large or small, will help to make these proposals a reality. All contributions of $25.00 or more will receive a commemorative ILWU lapel pin.

The Harry Bridges radio documentary “From Wharf Rats to Lords of the Docks—the Life and Times of Harry Bridges” is available to ILWU members on cassette for a minimum donation of $12 (including shipping). Send check to: The Harry Bridges Project PO Box 662018 Los Angeles, CA 90066

All donations benefit the project.
Planning gears up for Harry Bridges Centennial

July 28, 2001 will mark the 100th anniversary of Harry Bridges’ birth. The celebration will be highlighted by a five-day “Harry Bridges 100th” celebration July 23-28 in San Pedro—will offer Harry Bridges Pensioners the opportunity to join former delegates to the ILWU’s 31st International Convention in Portland earlier this year passed a resolution endorsing the centennial celebration, which is being organized by the Harry Bridges Centennial Planning Committee. Locals 13, 63 and 94 and the Southern California Pensioners have also officially endorsed the event.

The kick-off for the centennial planning, held July 28, 2000 in San Pedro, showed the broad base of labor and community support for the event. The 100-some attendees included members of ILWU Locals 63, 13, 26, 56, 20A, and 30, the Southern California Pensioners, and ILWU Auxiliary No. 8. ILWU foremen’s Local 94 also endorsed the event.

The Officers of the Federated Auxiliaries thanked Auxiliary 5 for their efforts in making the meeting productive, and members are looking forward to the 2001 Convention in Boro, Calif. The ILWU Auxiliaries invited all women relatives of the ILWU and affiliates to join the auxiliary in their area. Their active support is essential in helping to promote the general welfare of the ILWU.

—Marlyn Richards
Federated Auxiliaries Publicity Committee

Longshore retired, deceased and survivors
Recent retirees: Local 4—James L. Andrew; Local 8—Alton Burns; Local 10—George Christensen, Walter Howington, Louis Bischoff, Tomas Campollo, Edward Dominguez; Local 13—Gilberto Ambriz, Harry Jenkins; Local 12—Gayle Mosteller; Local 23—Willard Wilkins; Local 24—Roy McCormack (Maxine); Local 34—James King (Demis), Otis Hurt (Sister Dorothy), Louis Logan; Local 40—Nieves Williams (Georgia); Local 52—Patrick ortega (Georgia); Local 91—Jesse Johnson (Robbie). (Survivors in parentheses.)

Deceased Survivors: Local 8—John Ewen (Irma), Mark Laisner, Richard Mehner; Local 10—Freddie Ruben (Fannie), Estelle Phillips (Shirley), Delloyd Randon (Agnes), Lewis Watkins, C.O. Frederickson, Fred Jenkins, L. B. Novis, deaconess Mosel, Local 13—Javier Gutierrez (Virginia), Clairene Campbell (Mary), William Crump (Margaret), Frank Fernandez (Manuela), Edmond Miller, Audbeeth Kephart, Everett Texiera; Local 19—Robert Rhodes; Local 21—Jack Berglund (Geline), Willard Wilkins; Local 24—Roy McCormack (Maxine); Local 34—James King (Demis), Otis Hurt (Sister Dorothy), Louis Logan; Local 40—Nieves Williams (Georgia); Local 52—Patrick ortega (Georgia); Local 91—Jesse Johnson (Robbie). (Survivors in parentheses.)

When we worked together we wanted desperately to belong to the ILWU. Are the employers and politicians who were, and are, very important to your well-being. There are the people who have the decision on your behalf, because you aren't there to say otherwise. These are the people who remember so that we won't repeat mistakes of the past. These are the same people who enjoyed your good company and are so pleased you are well and concerned if you are not. We would love to see you at our meetings, to socialize with you again.

I must say we are very much aware that some of us have scattered to the four winds so to speak and attending meetings is not practical. We also know there are groups living near each other in places far from their active home base. But, I know of no reason that retirees say in Yuma, to mention one area, cannot form a type of club similar to the rest of us. That club might even qualify for a charter, or at least be in touch with the PCPA.

Don't make the job of those looking out for your future, ensuring your pension, health and welfare issues any more difficult. Participate in the process. Your union and your retiree clubs need you. If the employers and politicians pick our pockets, we've only ourselves to blame. Because if we stand by, unorganized and disassociated with one another, they win—most importantly, we lose. Give it back at 'em. Come to your retiree meetings.

Fraternally, H.M. "Dutch" Holland (Reprinted from PCPA Quarterly Newsletter, January 1996.)

Our 33rd Convention emphasized recruiting new members and building the PCPA. This should be our number one priority. We as individuals should contact ILWU and were willing to help to maintain and improve our pensions. As important as the ILWU is, as a union member should contact the President of the PCPA" and I won't insult your intelligence by explaining further. The guys and gals that come to area union retirement clubs to better educate yourself on the issues affecting your retirement? About 80 percent of you don't. Why? When we worked together we wanted desperately to belong to the ILWU. Are the employers and politicians who were, and are, very important to your well-being. There are the people who have the decision on your behalf, because you aren't there to say otherwise. These are the people who remember so that we won't repeat mistakes of the past. These are the same people who enjoyed your good company and are so pleased you are well and concerned if you are not. We would love to see you at our meetings, to socialize with you again.

I must say we are very much aware that some of us have scattered to the four winds so to speak and attending meetings is not practical. We also know there are groups living near each other in places far from their active home base. But, I know of no reason that retirees say in Yuma, to mention one area, cannot form a type of club similar to the rest of us. That club might even qualify for a charter, or at least be in touch with the ILWU. Don't make the job of those looking out for your future, ensuring your pension, health and welfare issues any more difficult. Participate in the process. Your union and your retiree clubs need you. If the employers and politicians pick our pockets, we've only ourselves to blame. Because if we stand by, unorganized and disassociated with one another, they win—most importantly, we lose. Give it back at 'em. Come to your retiree meetings.

Fraternally, H.M. "Dutch" Holland (Reprinted from PCPA Quarterly Newsletter, January 1996.)

Our 33rd Convention emphasized recruiting new members and building the PCPA. This should be our number one priority. We as individuals should contact ILWU and were willing to help to maintain and improve our pensions. As important as the ILWU is, as a union member should contact the President of the PCPA." And I won't insult your intelligence by explaining further. The guys and gals that come to area union retirement clubs to better educate yourself on the issues affecting your retirement? About 80 percent of you don't. Why? When we worked together we wanted desperately to belong to the ILWU. Are the employers and politicians who were, and are, very important to your well-being. There are the people who have the decision on your behalf, because you aren't there to say otherwise. These are the people who remember so that we won't repeat mistakes of the past. These are the same people who enjoyed your good company and are so pleased you are well and concerned if you are not. We would love to see you at our meetings, to socialize with you again.

I must say we are very much aware that some of us have scattered to the four winds so to speak and attending meetings is not practical. We also know there are groups living near each other in places far from their active home base. But, I know of no reason that retirees say in Yuma, to mention one area, cannot form a type of club similar to the rest of us. That club might even qualify for a charter, or at least be in touch with the ILWU. Don't make the job of those looking out for your future, ensuring your pension, health and welfare issues any more difficult. Participate in the process. Your union and your retiree clubs need you. If the employers and politicians pick our pockets, we've only ourselves to blame. Because if we stand by, unorganized and disassociated with one another, they win—most importantly, we lose. Give it back at 'em. Come to your retiree meetings.

Fraternally, H.M. "Dutch" Holland (Reprinted from PCPA Quarterly Newsletter, January 1996.)

Our 33rd Convention emphasized recruiting new members and building the PCPA. This should be our number one priority. We as individuals should contact ILWU and were willing to help to maintain and improve our pensions. As important as the ILWU is, as a union member should contact the President of the PCPA. And I won't insult your intelligence by explaining further. The guys and gals that come to area union retirement clubs to better educate yourself on the issues affecting your retirement? About 80 percent of you don't. Why? When we worked together we wanted desperately to belong to the ILWU. Are the employers and politicians who were, and are, very important to your well-being. There are the people who have the decision on your behalf, because you aren't there to say otherwise. These are the people who remember so that we won't repeat mistakes of the past. These are the same people who enjoyed your good company and are so pleased you are well and concerned if you are not. We would love to see you at our meetings, to socialize with you again.

I must say we are very much aware that some of us have scattered to the four winds so to speak and attending meetings is not practical. We also know there are groups living near each other in places far from their active home base. But, I know of no reason that retirees say in Yuma, to mention one area, cannot form a type of club similar to the rest of us. That club might even qualify for a charter, or at least be in touch with the ILWU. Don't make the job of those looking out for your future, ensuring your pension, health and welfare issues any more difficult. Participate in the process. Your union and your retiree clubs need you. If the employers and politicians pick our pockets, we've only ourselves to blame. Because if we stand by, unorganized and disassociated with one another, they win—most importantly, we lose. Give it back at 'em. Come to your retiree meetings.

Fraternally, H.M. "Dutch" Holland (Reprinted from PCPA Quarterly Newsletter, January 1996.)
ILWU Book & Video Sale

Books and videos about the ILWU are available from the union’s library at discounted prices!

BOOKS:
The ILWU Story: unrolls the history of the union from its origins to the present, complete with recollections from the men and women who built the union, in their own words, and dozens of rare photos of the union in action. $7.00
The Big Strike By Mike Quin: the classic partisan account of the 1934 strike. $6.50
Workers on the Waterfront: Seamen, Longshoremen, and Unionism in the 1930s By Bruce Nelson: the most complete history of the origins, meaning, and impact of the 1934 strike. $13.00
Reds or Rackets: The Making of Radical and Conservative Unions on the Waterfront By Howard Kimeldorf: a thoughtful and provocative comparison of the ILA and the ILWU. $11.00
The Union Makes Us Strong: Radical Unionism on the San Francisco Waterfront By Bruce Nelson: the most complete history of the origins, meaning, and impact of the 1934 strike. $13.00
Workers on the Waterfront: Seamen, Longshoremen, and Unionism in the 1930s By Bruce Nelson: the most complete history of the origins, meaning, and impact of the 1934 strike. $13.00
The March Inland: Origins of the ILWU Warehouse Division 1934-1938 By Harvey Schwartz: new edition of the only comprehensive account of the union’s organizing campaign in the northern California warehouse and distribution industry. $9.00

VIDEOS:
We Are the ILWU: A 30-minute color video introducing the principles and traditions of the ILWU. Features active and retired members talking about what the union meant in their lives and what it needs to survive and thrive, along with film clips, historical photos and an original musical score. $7.00
Life on the Beam: A Memorial to Harry Bridges: A 17-minute VHS video production by California Working Group, Inc., memorializes Harry Bridges through still photographs, recorded interviews, and reminiscences.Originally produced for the 1990 memorial service in San Francisco. $28.00

ORDER BY MAIL

<table>
<thead>
<tr>
<th>Quantity</th>
<th>Item</th>
<th>Price</th>
</tr>
</thead>
<tbody>
<tr>
<td>5</td>
<td>ILWU Story @ 57 ea.</td>
<td>$5.00</td>
</tr>
<tr>
<td>5</td>
<td>The Big Strike @ 56.50 ea.</td>
<td>$5.50</td>
</tr>
<tr>
<td>5</td>
<td>Workers on the Waterfront @ 513 ea.</td>
<td>$5.00</td>
</tr>
<tr>
<td>5</td>
<td>Reds or Rackets @ 511 ea.</td>
<td>$5.00</td>
</tr>
<tr>
<td>5</td>
<td>The Union Makes Us Strong @ 515 ea.</td>
<td>$5.00</td>
</tr>
<tr>
<td>5</td>
<td>A Terrible Anger @ 516.50 ea.</td>
<td>$5.75</td>
</tr>
<tr>
<td>5</td>
<td>We Are the ILWU @ 57 ea.</td>
<td>$5.00</td>
</tr>
<tr>
<td>5</td>
<td>Life on the Beam @ 528 ea.</td>
<td>$5.00</td>
</tr>
<tr>
<td>5</td>
<td>The March Inland @ 59 ea.</td>
<td>$5.50</td>
</tr>
</tbody>
</table>

Add $3.00 per item for orders outside the U.S.

Make check or money order (U.S. Funds) payable to “ILWU” and send to ILWU Library, 1188 Franklin Street, San Francisco, CA 94109
Prices include shipping and handling. Please allow at least four weeks for delivery.

A Helping Hand...

...when you need it most. That’s what we’re all about. We are the representatives of the ILWU-sponsored recovery programs. We provide professional and confidential assistance to you and your family for alcoholism, drug abuse and other problems—and we’re just a phone call away.

ILWU 31st International Convention Photo

Color prints of the official 31st Convention Photo are available through The Dispatcher. This beautiful 16 x 20 print, suitable for framing, is a memorable keepsake for all Locals and anyone who was there. Just mail a $20.00 check made out to The Dispatcher at:

31st Convention Photo
C/o The Dispatcher
1188 Franklin Street, 4th Floor
San Francisco, CA 94109