International Dockworkers Council: Longshore acts globally  

Women’s History Month: Local 6 women’s long walk for equal pay  

Local 94’s John Prohoroff: Tragedy strikes on the dock  

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The truth about the International's efforts to resolve the Local 6 internal dispute

By James Spinosa
ILWU International President

A vicious, coordinated campaign of lies appears to be in high gear, directed most recently against the International Executive Board, concerning the International's efforts to resolve the ongoing forced ballots in warehouse Local 6. I am writing to lay out for the membership the facts, which are fully documented in the court files, so that you can judge what is really going on here.

Since the fall of 2000 two Local 6 political actions—one group led by Fred Pecker and the other by Roberto Floite, Jr.—have been at war. They have filed charges and counter-charges, recall petitions and counter-petitions against each other, alleging very serious acts of misconduct under the Local 6 Constitution.

They have also filed lawsuits and counter-suits against each other as well as the different Local 6 divisions. The internal fighting has disrupted all aspects of Local 6 internal government, including the orderly conduct of General Executive Board meetings and membership meetings.

It caused a complete breakdown in the processing of the internal charges and counter-charges under the Local 6 Constitution. The IEB has directed he be reinstated as Business Agent since the six months had already been served. The issue of Pecker's eligibility under the Local 6 Constitution to run for future office did not come up and was not addressed at that time. The IEB ordered all remaining charges against Pecker and all others to be heard by Al Perisho, a retired Local 63 member and federal mediator.

Because the Flote faction in charge of Local 6 at that time refused to reinstate Pecker, the IEB went into court to force compliance with the IEB rulings. Pecker and his attorneys actively supported the International's legal efforts to enforce the IEB decisions. The International obtained from the court contempt sanctions against Local 6 for failing to fully comply with the IEB rulings, including those reinstating Pecker.

In August and September of 2001, the remaining charges were heard by Perisho. On Sept. 29, 2001 the IEB adopted Perisho's findings which included that Roberto Flote, Jr., Hector Valdivia, John Lopes and Lope Orelas were guilty of filing false charges and other misconduct.

The IEB made the following rulings: 1) The board ordered the reinstatement of Pecker as Local 6 Business Agent as well as Local 6 Secretary-Treasurer and Logistics as Local 6 Business Agent; 2) authorized the International Officers to appoint temporary officials to run the local; and 3) directed that the International and the ILWU maritime division, the Inlandboatmen's Union of North America (IBU) to try to settle the matter for the sake of the Local 6 membership.

The International Officers have spent countless hours trying to settle this matter for the sake of the Local 6 membership.
Tug Chinook was pushing a barge down Lake Washington on the afternoon of Jan. 9, 2002, two years ago when the captain, alone in the wheelhouse, fell asleep at the helm. It may have been only a few moments, but when he came to he realized he was headed straight for the Evergreen Point bridge. Stoering hard to port and advancing the starboard engine, the captain maneuvered the barge up the starboard side of the bridge as the tied off tugboat and shipper vehicles moved up the bridge. This was the accident.

It had been a Towing Safety Advisory Committee meeting, the Captain's reflexes were as swift as his usual blame. The Coast Guard finally appointed seven members from the National Safety and Health Administration to recommend regulations, but it may have been only a few moments before the accident. A Coast Guard investigation determined fatigue was a factor in the accident.

Still, the Coast Guard suspected the captain's lack of experience. The crew was composed of non-union double-breasting operation of Foss Maritime, a union company under contract with the IHU's division, the Inland Seamen's Union of America. The Coast Guard classified the crew as three of six workers, the same boat operated by Foss under an IBU agreement with six on the bridge.

Fatigue has contributed to a growing number of maritime disasters in the last few years. Since 1998, the Coast Guard has studied 479 accidents showed fatigue contributed to 16 percent of the accidents and was a factor in 33 percent. Closer investigations also reveal a broader threat to the industry—substandard living conditions, endangering the lives of everyone along the shore. The 1998 Coast Guard study of 479 accidents showed fatigue contributed to 16 percent of the accidents and was a factor in 33 percent. Closer investigations also reveal a broader threat to the industry—substandard living conditions, endangering the lives of everyone along the shore.

In order to find solutions to the accident problem, Congress authorized the Towing Safety Advisory Committee. Chartered 20 years ago, TSAC was set up to advise the Secretary of Transportation through the Coast Guard. The transportation secretary appointed seven members from the Coast Guard, and the towing industry to the committee, one from the offshore oil-rig supply vessel owners, two from the towing industry, two processors, two public members, and two from labor. IBU San Francisco Regional Director Marina V. Secchitano is one of the labor representatives to TSAC. Coast Guard Chairman is also the chairman of the committee. The Coast Guard has always favored the committee clearly favors employers.

"Since the mariners are resistant to any kind of regulatory solutions, a lot of what's done in our committee is to be in consensus with industry," Secchitano said.

The documents TSAC produces usually become recommendations with letters to the Secretary of Transportation, and the Coast Guard said the committee is to be in consensus with industry. The Coast Guard declares the industry as the "right to work" state is almost as swift blame the captain. It may have been only a few moments before the accident. A Coast Guard investigation determined fatigue was a factor in the accident.

With predominately non-unions, and "at will" employees, the mariners have little right to work. IBU San Francisco Regional Director Marina V. Secchitano is one of the labor representatives to TSAC. Coast Guard Chairman is also the chairman of the committee. The Coast Guard has always favored the committee clearly favors employers.

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Congress ponders post-Enron pension reform

By Lindsay McLaughlin

The Seventh national conference of the AFL-CIO IMPACT 2002 May 14-18, 2002 in Detroit, Michigan

Enron employees' retirement plan

(A NON-EXECUTIVE)

Gary Huckfiluck-Konopaki cartoons

March 2002

ENRON

EMPLOYEE

RETIREMENT

PLAN

...
March 2002

California State University faculty members demonstrated for a fair contract outside the San Francisco Marriott Feb. 9 while CSU Chancellor Charles Reed gave a speech. They joined the National Education Here Local 2, which has called for a boycott of the notoriously anti-union hotel.

More than two years of escalating actions brought a strong new contract for members of the California Faculty Association. The agreement met CFA's basic bargaining objectives and provided a four percent salary increase this year, despite the tight state budget. "That's because an organized employer bargain collectively. Without organizing, there can be no critical," Reinhardt said. It "may be fits and working conditions of employees' use of dues for political purposes, but only raises the question of..."—Marcy Rein

COURT UNIONS CAN CHARGE NON-MEMBERS FOR ORGANIZING COSTS

SAN FRANCISCO (PAI)—In a case that strongly upholds union rights, the full Ninth U.S. Circuit Court of Appeals reversed a lower court panel and ruled that unions—unions in union shops or agency shops—can charge non-members for organizing costs.

The Right to Work Committee and its legal defense foundation. They organizing is vital to bargaining, and thus "charge" non-members in the union shop or agency shop. "This is a very important develop- ment," said attorney David Feldacker, author of "Labor Guide to Labor Law."

"A union serving as a bargaining unit's exclusive bargaining representa-tive is permitted to charge all employees, members and non-members alike the costs involved in organiz- ing, at least when organizing employees are non-members..."—Marcy Rein

The case pitted the National Labor Relations Board and two Fast Food and Commercialize workers' local 27 each in Michigan and Colorado—against the anti-worker National Right to Work Committee and its legal defense foundation. They financed the challenge by five non-members covered by UFCW contracts. The NLRB won in the March 25 ruling, as the judges said that organizing is vital to bargaining, and thus "charge" non-members in the union shop or agency shop. "This is a very important develop- ment," said attorney David Feldacker, author of "Labor Guide to Labor Law."

"The thing that really brought the administration to sign was our faculty being energized and taking a stand," said bargaining team member Mark Sekelic, a professor at California Maritime Academy in Vallejo. "If the claim made by the university's in the future," said CFA President Susan Meisenhelder, a professor of English at CSU San Bernardino.

CALIFORNIA FACULTY ASSOCIATION

Strong actions win strong contract for CFA

"We made substantial progress on all our settlement issues, and built lots of relationships with students and labor that will help us protect the 'people's university' in the future," said CFA President Susan Meisenhelder, a professor of English at CSU San Bernardino.

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**FIRST IDC ASSEMBLY ASSEMBLES GLOBAL LINKS**

By Steve Stalnake

S

tronging global ties to the defense of the Liverpool Dockers and the Charleston Five, the International Dockworkers Council (IDC) held its first General Assembly March 5-6, 2002 in Charleston, South Carolina. ILWU officers and representatives joined some 75 other unionists from eight countries to set up new lines of communications, exchange ideas and information, and form the IDC. They voted to elect each other, and plan the IDC’s expansion to ports around the world.

The IDC was formed together in June 2000 by unions that had previously represented dockworkers in a crowd of 1998 labor contract negotiations and other issues. They all understood how important its union affiliates and their members are victims of anti-labor actions. The IDC’s General Assembly put the Council’s foundation firmly in place. They unanimously passed a motion to elect each other, set up the organization’s financial base and laid out their tasks for the future. These include:

**TASKS AND GOALS**

The IDC’s Constitution defines its purpose as “to promote and defend through collective action the economic, political and legal rights of its union affiliates and their members.” On its founding, the Assembly came to consensus on specific programs to carry out that mission in the immediate and future.

- To increase the exchange of information and knowledge among the union world’s port workers.
- To support dockworkers who are victims of anti-labor actions.
- To strengthen the longshore profession through training and to promote IDC relations with inter-union organizations, including labor, governmental and transnational.
- To consolidate and strengthen the IDC worldwide through a program of cooperation.
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One of those concerns foremost in the minds of the dockworker delegates was safety on the job. The IDC will collect and disseminate information from its members on the safety problems they face and the safety regulations they have in force at their ports. The organizers hope this exchange of information will help improve conditions and safety in all ports.

With the Charleston Five victory now part of its history, the IDC turned its attention to the immediate threats to the world's dockworkers—the expanding ILWU ports and contract negotiations in the European Port. IDC officials和发展了国际劳工组织的反垄断结构。该组织旨在捍卫美国和世界其他地区的码头工人利益，通过贸易工人、铁路工人、船员、也包括码头工人，以及各种港口工人。该工会在国际港口工人联盟（CUP)、比利时和芬兰码头工人、国际港工联盟（BIFWU）在欧洲的会员以及中央/南美洲的码头工人。为了保持盈亏平衡，组织必须克服债务，以便在2002年开始新的一个财政年度。ILWU的2002年预算包括码头工人的遗属福利，以及码头工会的其他福利项目。

**EXPANSION**

As a new organization trying to bring together dockworkers from around the world, one of the IDC’s most important immediate tasks is expanding its membership. Unions from the U.S., Canada, Spain, France, Sweden, Portugal, Greece and Brazil have been invited to the Assembly to present their conditions as well as to individual national governments. On Nov. 6, 2000, about 300,000 dockworkers went on strike to protest the proposed policy. Although the Port Directive has been met with opposition, the IDC General Assembly committed the IDC to take whatever action it can to at least blunt the effects on dockworkers.

**STRUCTURE AND FINANCES**

The IDC’s European affiliates have been presenting testimony against the Port Directive to the European Parliament and its various committees as well as to individual national governments. On Nov. 6, 2000, about 300,000 dockworkers went on strike to protest the proposed policy. Although the Port Directive has been met with opposition, the IDC General Assembly committed the IDC to take whatever action it can to at least blunt the effects on dockworkers.

In an emotional ceremony just before the General Assembly adjourned, the meeting’s chair, Pat Riley, left the Liverpool Dockers, the ILWU, Longshore Caucus had several weeks earlier in support of African American dockworker Jeffery Health. Ab-Jamal is appealing a second conviction he received right now the IDC General Assembly advised the IDC to take whatever action it can to at least blunt the effects on dockworkers.

**FINAL DECISIONS**

As the General Assembly was finishing its business, ILWU Local 10 representatives Lawrence Thibeaux and Jack Heyman proposed the IDC pass the second-treasurer of the ILWU Longshore Caucus had several weeks earlier in support of African American dockworker Jeffery Health. Ab-Jamal is appealing a second conviction he received right now the IDC General Assembly advised the IDC to take whatever action it can to at least blunt the effects on dockworkers.

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IDC's J. Riley Garcia on victories and challenges for dockworkers worldwide: Solidarity is give and take

By Steve Stalnake

A fter the International Dockworkers Council adjourned, Union Dispatcher John Riley had confidence and a serenity to sit down with Julian Garcia, the Executive Officer and the leader of the Spanish dockworkers union, Coordinadora, to talk about what the IDC can accomplish and where the organization goes from here.

Riley explained the latest union-busting move facing dockworkers in Europe—a policy known as the Port Directive and what the IDC is doing to stop it. It's the case for allowing "free market" competition in port services, the Port Directive would allow shipping and stevedoring companies to hire whoever they wanted to work their vessels, avoiding any duty to recognize dockers and undercutting their pay and conditions.

It would also allow ship's crews to do their own work.

He also spoke about the action his union—established after the death of fascist dictator Francisco Franco in 1976 and steered through constant struggle—had taken against a ship loaded by scabs in Charleston. That bold move convinced the ship owner to deal with the IDC's Charleston ILA locals. He expounded on the IDC's philosophy of a unifi ed sense of self-interest and on the significance of the Charleston Victory of the global dockworkers movement.

Did this first General Assembly fulfill your expectations?

This assembly has exceeded all possible expectations. Considering the fact that two weeks before this assembly, we as yet had no idea what a new IDC could do, the ILUW. The ILUW, the locals of the ILA, Bulgaria, Peru, we weren't aware of the fact that they had to spend time doing it, but in recent weeks all of those have.

What of significance do you feel was accomplished at this First General Assembly of the IDC?

We've debated at length the tools we have to use in the future. We've chosen seven or eight very important, wide-ranging strategies. We may only be able to start to implement them in the next two years, but not complete them.

There's another point that confirms for me the fact that this organization is going to be a success with the dockers. It's this feeling of exalta tion from the other unions, because they're able to be part of this organization. I have the feeling this has never happened before. There shouldn't be organizations that are too lofty because I spend time every day with leaders, local delegates, and they have a great need to share opinions with their brothers and sisters from the same industry.

How is the IDC structured and why?

Its structure is simple. The highest organ is the General Assembly and then it has a person who is in charge, the General Coordinator, and those who are in charge of different areas of the world, the Zone Coordinators, who make up the body that monitors compliance and votes on policies made by the General Assembly.

This structure is the will of the body. We're proposing a union that is different from the ones that are currently in existence, and I believe we need a union that has a limited hierarchy, one that's going to be close to the labor organizations, and close to their members. I think it's true that it's unionism that we should have at the international level. There are already very strong organizations that are part of the IDC. There's the ILUW, the OGT from France—three are very strong organizations. We need an organization with a limited hierarchy so that these great organizations can have their own life.

What is the importance of the ILUW joining the IDC?

The ILUW is an incredibly prestigious union, especially in the Pacific. It's a union that combines organizing with struggle. It's recognized all over the world. It's come to Australia, and the first thing they ask me is what I think of the ILUW. Is it true that it's unionism that we should have at the international level? We mustn't forget the ILUW is a founding member, but hadn't yet contributed $167,000 to cover the IDC deficit. An organization needs a solid economic base so it can grow and live and do the things it needs to do, and it's another area in which the ILUW makes a great contribution. In all areas, it's a very important partner.

Another important thing, at least for me, is the contact with Jim Spinosa. To me, it's invaluable, you can't put a price on sharing opinions and strategies with influential individuals like Jim Spinosa.

Among the issues the General Assembly tried to deal with is how to help each other to standardize safety regulations on the docks. How do you implement different unions going about doing that?

It's complicated. It's a difficult task, but I believe we need to address it, we need to discuss it, because in addition to the deregulation the employers are proposing, one of the worst aspects is its great lack of safety at those sites. However, we have two areas we can work on. One is the shipping companies, because they have particular ships and we can talk to the companies if we analyze on a global scale the types of ships they have and how they function. And then I think we can also do great work at the large container terminals. That's where we can demand minimum safety standards. I know it's harder to get that at the smaller ones, it's more complicated. But I think that at the larger terminals, with the large shipping companies, we can do a good job.

I think we have to work on standards which, for some large unions that have already worked on this a lot, may not mean a great deal. But the average standards some large unions already have in place are huge for many other countries. So, according to Jim, we will have to get used to the idea that some large unions will contribute more and reap less in some cases. The great victory for those that have much more is that the others will improve, so they're better and less expensive. That in itself is a great victory for the larger unions, that the others make gains in the area of safety because it's all about money and costs. If the large unions are to make gains, the weaker ones have to make gains, so that competition is reduced.

And the other complicated issue is Article 11, which allows for the unloading of ships by the ship operators themselves that move merchandise among the member countries of the European Union. The IDC says that all requirements that shipping companies must meet in all countries, such as safety and investment for safety, are conditions for the workers, collective bargaining and the shipping companies, because if they wish to work their vessels, avoid any duty to recognize dockers and undercut their pay and conditions. It would also allow ship's crews to do their own work.

The IDC's mission is to be a union that promotes dialogue, sits down at the table and reaches agreements, and works for training, for safety, for disseminating information. We're not just an organization that fights. There are no pictures of strikes in our brochure, they're all pictures of people working and of professional staff that is highly productive. There are a lot of ways to defend our jobs.

You've talked about wanting the IDC to be recognized as a representative organization for dockworkers in national and international areas. Is there a place for the IDC to present its position on the Port Directive to the European Parliament and try to influence the final policy?

Yes, there is a place. There's the Transportation Commission [of the European Parliament] that has promoted the IDC. We've met with them several times, several times in Brussels and given them our position. And then we have the various governments of the member states that are approving the Directives. We've been very active on the three fronts.
The Stream Express had just tied up in Long Beach when foreman John Prohoroff, known as the Russian, boarded to prepare for the longshore crew. He was on deck looking down into the hold,” said ILWU walking bosses’ Local 94 President George Hilbert. “That’s typical. You lock down to figure out what you’re doing.”

The ship’s crew traditionally sets up the on-board cranes for the longshore workers, telescoping the boom out of the cradle. This type of ship’s crane is used to discharge cargo from the hold after containers have been taken off the deck.

On March 14, with the Express tied up at Berth F, Pier 206—an SSA terminal—Prohoroff was standing on deck where Prohoroff was standing. It hit him on the side, throwing him to the deck. He was rushed to St. Mary Medical Center where he was pronounced dead.

As in any part of the maritime industry, safety can never be taken for granted. A flag-of-convenience ship may not be properly inspected, officers or crew may not be aware of U.S. safety standards, and even a new ship like the Stream Express may have hidden dangers.

Though the investigation continues, a few facts have come out already. The crane was safety-locked with a key to prevent out-of-sequence moves, and to stop the winch if the large pulleys in the blocks run out of line. None of these safety measures kicked in because the safety lock was bypassed. Somehow, a key had been left in the lock and it was turned to the bypass position—positioning was terribly wrong. The crewman inadvertently “two blocked” the gear, hoisting so far that the block hit the end of the boom and cut the lines. The spreader, a 3,000-pound metal ring attached to the block, then fell 30 feet onto the deck where Prohoroff was standing. It hit him on the side, throwing him to the deck.

The investigation continues at press time.

“Prohoroff was a good man,” Local 94 Secretary-Treasurer Danny Miranda said. “He was real close to his family.”

Prohoroff leaves behind his wife Vera, two sons, John, a casual in Local 13 and Miles, a class ‘A’ member of marine clerks Local 63. He had seven grandchildren and a brother Steve Stallone.

—Tom Price

Charleston Five victory celebration

The Charleston Five victory celebration, the ILWU Coast Committee (left to right: International Vice President Bob McElrath, International President Jim Spinosa, and Coast Committee members Joe Wenzl and Ray Ortiz Jr.) presented ILA Local 1422 President Ken Riley (center) a check for $167,000 to defray the legal costs of defending the wrongly accused longshore workers. The Longshore Division raised the donation through a $2 per person per month assessment of its members.

All told, the ILWU contributed more than $300,000 to the defense of the Charleston Five, and its leadership in the struggle helped build the national and international movement that eventually vindicated them.

The party, hosted by Local 1422 at its new hall, was held to thank the many people who worked to make the victory possible and was attended by local activists, and unionists from across the country and around the world.

The Charleston Five, four black longshore workers from ILA Local 1422 and one white clerk from ILA Local 1771 in Charleston, South Carolina, faced several felony rioting counts carrying sentences of up to five years in prison.

The charges stemmed from an incident Jan. 20, 2000 when the Charleston locals went to pick a non-union operation in their port. They were met by 600 riot clad state police with armored vehicles and on horses with paddy wagons waiting. Helicopters circled overhead and patrol boats cruised the waterside of the terminal. Police lines blocked the longshore workers from setting up their picket line and a scuffle ensued.

The rightwing South Carolina Attorney General Charlie Condon then got a grand jury to indict the five longshore workers on rioting charges. The international movement that built to support them eventually put enough political, economic and legal pressure on the state to reduce the charges to minor misdemeanors with minimal fines.

“We withstood the test and came out victorious, even in South Carolina,” Riley told the crowd. “This case was designed to break the backs of one of the most progressive unions in the state. The Attorney General saw an opportunity to get back at us, a small African American local. But he didn’t realize we were so well connected.”

“We had a standing ovation of the more than 600 people attending the big party for the Charleston Five victory, the ILWU Coast Committee (left to right: International Vice President Bob McElrath, International President Jim Spinosa, and Coast Committee members Joe Wenzl and Ray Ortiz Jr.) presented ILA Local 1422 President Ken Riley (center) a check for $167,000 to defray the legal costs of defending the wrongly accused longshore workers. The Longshore Division raised the donation through a $2 per person per month assessment of its members.

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“The journey begins Sept. 15, 2002—so get your passports ready and a deposit of $300 will hold your seat.

Price will be around $4,200 and will include airfare, hotels, and most meals.

Contact: Travel Coordinators Roxanne or Michelle Lawrence for information and booking at (310) 831-2397.

The Harry Bridges Institute is pleased to announce our

“Around the world tour to Australia and South Africa.”

Join us for an 18-day goodwill voyage from Los Angeles to Sydney and Newcastle, Australia—then on to Johannesburg, Capetown and a safari in South Africa. We will be hosted by the MUA in Australia and attend a three-day convention, as well as meeting with our brother dockworkers in all ports we visit.

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Local 6 women walked a long road for equal pay

By Marcy Rein

I LWU Warehouse Local 6 held separate meetings for men and women in its earliest days. Though that practice didn’t last, separate and unequal status for women persisted in the local, as did in the workforce as a whole. The local maintained separate seniority lists and dispatch boards, and the contract specified a lower wage rate for women.

To get a glimpse of how warehouse women endured—and fought—routine inequities, The Dispatcher talked at length with Alpha Hunter. Now secretary for the West Bay Local 6 Pensioners, Hunter owns a 50-year history as an ILWU activist. She served as shop steward, General Executive Board member and International Convention Delegate. We also spoke with Mable Jordan, a longtime shop steward whose 30 years in warehouse ended after she got her hand caught in a machine in 1979, and International Secretary-Treasurer Emeritus Curtis McClain, who came up through the Local 6 ranks and served as business agent and local president.

Hunter: At one time they had over 6,000 women working in the industry, and it wasn’t all just because of the war, either. I’d go down the Embarcadero and you could pick out the women and the men just by the way they worked. The men and women’s jobs, cause all the waterfront jobs were divided. There was Folgers, Hills Brothers, MJR, those took up from Market Street all the way back up to Howard. There was nothing in there but coffee plants. The Hills Brothers building is still there, you can still see the sign on the side of the building when you’re walking up there.

I’ve been in the union since 1943, and I made my boil in 1944. My first job was at Hills Brothers, but I was only there six weeks. They thought I was pregnant, so they laid me off. I went to Folgers and worked there from ‘43 to ‘45. I left that one and went to a “man’s job.” Men’s jobs paid about 21, 22 cents an hour more than women’s. That was at John Deere Plow Co, down there in the Embarcadero and you could pick out what was women’s and what was men’s. The men were packing the tea, putting it into boxes, going down the line. The women would be sitting there watching the machine, and if anything happened they would cut it off. Then a mechanic would come and fix the machine. The coffee machine would do mostly the same thing. You’d be operating the packing machine in the same area. This would be in the ’50s. The men made more than the women did. We’d be doing part of the men’s work, but not getting their pay.

Sometimes the production lines would shut down temporarily, and even women with seniority would get laid off if the “light duty” jobs were available.

Hunter: You’d get laid off and there was some man working there three or four years, under you, and you couldn’t do their job. And [management] would have you looking for work drifting around there doing what they could make you do. They had conventions every year and we’d speak it, why you got to lay us off and keep the men.

Most of the women who’d been working in the houses before they were unionized acted like they were scared. When they got things, many of them would go up and get a raise. We’d come back to them and say, “Hey, you miss out about the white women especially. The Black women, we’d just get up and say what was wrong.

By Marcy Rein

For years, women in Local 6 tried to close the pay gap by raising wage rates in the master contract, which specified a “minimum basic wage for men” and “minimum basic wage for women.” The 1954 convention, for example, voted to ask for a 10-cent raise for men and a 15-cent raise for women.

“The gap did narrow slowly. In 1937, women’s wages were at best 74 percent of men’s, 45-50 cents per hour compared to the men’s 70 cents per hour, according to ILWU Oral History Project Coordinator Harvey Schwartz.

By 1961, women were making 89 percent of men’s wages. In contract negotiations that year, the employer initially proposed an 8-10 cent increase for men and nothing for women. The members rejected that in a strike vote. They ultimately got 21 cents across-the-board. This was the biggest increase to date,” McClain said.

Jordan: The union was working trying to get the women equal pay with the men, because if you were doing the same job a man was doing you were supposed to get the same pay. They finally got it in the contract so the employer would have to pay the women the same pay. When it went through in the contract some houses tried to get around paying some women men’s wages.

Hunter: If we were applying for a job, they had to take them, because whoever’s name was on the board got dispatched and they had to take them. If you could do the work, they had to keep you if your seniority was higher. If your seniority was low, you laid off regardless of whether you could do a man’s work. But if you could work the job, they couldn’t lay you off any more. If a man was working there four years and I was there six, and he was doing a job that I could do, then he went.

While McClain was Local 6 president, between 1970 and 1976, the local integrated the hiring and promotions process. As with many other contracts that took effect in 1976 finally got rid of the “light warehouse work” classification. All wage rates became gender neutral.

Thanks to ILWU Librarian and Director of Educational Services Eugene Vranza, historian Harvey Schwartz and the Labor Archives and Research Center at San Francisco State University for research assistance.
Local 23 gets thanks for good deeds

Ann Brooks, Community Relations Coordinator for the Tacoma Public Schools, gave a framed "Thank you" drawing from one of the students to Local 23 member Dragan Butac as Local 23 President Roger Boespflug looks on. The local has raised more than $21,000 over the past two years for holiday scholarships for the district's neediest children.

"I cannot even imagine what it is like to be a child whose house is 'skipped' by Santa," Brooks said. "I cannot even imagine having to tell my children there's no money for Christmas this year, and maybe not even enough money for dinner. And because of the generosity of the men and women of the ILWU Local 23, more than 120 of our neediest families did not have to experience that kind of heartbreak over the holidays these past two years."

Attached to the drawing was a brass tag which read, "ILWU Local 23 Holiday Scholarship Drive—Thank you for your love and support of Tacoma's kids."

Scott Bray

Longshore retired, deceased and survivors

RECENT RETIREES: Local 13—Thomas Stephenson, John P. Guererro; Local 19—Gary Oakes; Local 21—Donald Moore, James Herron; Local 40—James Blankenbaker, Herbert Burk.

DECEASED: Local 4—Henry Lawrence; Local 11—Richard King (Betty), Patrick Cavanagh (Grace); Local 10—Richard Cleaver (Hazel), M. L. Simon (Ida), Billy Ambers (Juanita), Frank Gaskin (Mary), Richard Duhamon (Shirley), Jack Quisto, Lara Salvador, Fred Holley; Local 13—Jesus Sosa (Emilia), James Oxford, Mark Passich (Michael), Roy Figueroa (Dolores), Steve Howe (Lourdes), Michael Adelman, John L. Reyes; Local 19—Fred Sellers, John Enebrad; Local 21—William Jaynes (Doris); Local 23—David Dalton (Jeremiah), Robert Kereg; Local 29—Emery Huff (Lella), Ernest Feer,

Local 34—Donald McRae (Virginia), Arthur Kinsey Jr. (Joan), Donald Davis (Wyn), John Frankluth; Local 40—Humbert Quintana; Local 46—Harvy Valdivia; Local 47—Thomas Harpel (Jerrilee), Vernon Scott; Local 63—Gary0. Bray. (Survivors in parenthesis.)

DECEASED SURVIVORS: Local 4—Joyce Cloud; Local 6—Geraldine Halvorsen, Catherine Mortimore; Local 10—Maria Braz, Vera Gordon, Dorothy Johnson, Jodella Peralta; Local 13—Nora Musser, Mildred Preseler, Lois Woerner, Clara Hansen; Local 14—Peggy Hooper; Local 19—Ruby Virjee, Evelyn Ross, Sylvia Sellman; Local 23—Lenora Little; Local 34—Sylvia Smith, Ruth King, Gladys Sharp, Zita Rhodes; Local 40—Lorraine Christensen; Local 46—Santa Cavaros; Local 52—Ruth Geis; Local 94—Faye Reid.

How did you come to hear about the plight of the Charleston Five and what happened that day when you told the captain of the scow-loaded Nordana lines ship about your concerns?

We received an e-mail from an ILWU longshoreman. Solidarity strikers were working in Spain, so we never attempted to call at strike for solidarity. We claimed there were hazards so he could send it on to the central office, the ship was paralyzed. And they even invited us to have a drink. They were very understanding. The shipping agency would have no trouble taking it. We claimed there were hazards so he could send it on to the central office, the ship was paralyzed. We talk about solidarity, but what do you think is the significance of the Charleston Five victory?

The ILWU longshore Local 10 Drill Team flanked Local 10 President Richard Mead (holding microphone) as he addressed the crowd for Justice in downtown Oakland, California March 23. The Drill Team led the march through the city's downtown to denounce the domestic fallout of the "war on terrorism." More than 300 members of several union locals and other organizations blew off the threat of rain to march in support of aircraft screeners, hotel and restaurant workers, longshore workers and others hurt or harmed by the war of 9/11.

"We think our real security rests on the well-being of working people," said Michael-David Sasson, president of the Coalition of University Employees union and a member of the Labor Committee for Peace and Justice, which organized the march. "But instead of protecting workers, the war on terrorism is taking its toll on us. We're paying with lost jobs, lost liberties and lost public services."

"We're not the terrorists," Mead told the crowd. "The events of 9-11 pose new questions regarding security, but threats to our civil rights aren't the answer."

Labor groups endorsing the march included ILWU Local 10, the San Francisco Central Labor Council AFL-CIO, the Oakland Education Assn., SEIU Locals 790 (by far the San Francisco Bay Area's largest local), 1877 (Justice for Janitors) and 715, POWER (People Organized to Win Employment Rights), HERE Locals 2 and 2900, American Federation of Teachers Local 1474 and Plumbers Local 939 from San Jose.

Mr. Garcia interview continued from page 7

In Spain, we know is well and had already spoken to the captain and the company and told them if we were saying we would do that, it was because we'd make good on it. They responded very calmly. They said they would send it to their headquarters. And they even invited us to have a drink. They were very nice about it.

This was a major turning point in the Charleston Five struggle. It has been hailed as a great act of international worker solidarity. I don't think that things are done for the simple sake of solidarity. The word solidarity is a large box full of many concepts. I believe the large unions make all these efforts because they need the rest of the unions to make gains so they can reduce the competition. It's a give and take. I don't think they're good just to be good. We all get something from it when we become part of international solidarity. Everybody belongs to these types of organizations because they are good individuals, great people, or good or great organizations. All of us are here to get something from it. We mustn't ever forget this because we'd be lying to ourselves constantly.

We talk about solidarity, but what we're all trying to do is to guarantee our situation, someone else's situation, and it's a compendium of many stories, this solidarity thing. I didn't know anyone from Charleston. I had trouble finding Charleston on the map. Why did we offer our solidarity? It wasn't because of the brothers and sisters from Charleston, it was to guarantee our situation in Spain. Because if they lost in Charleston, we would start to lose in Spain. It's a question of interests and I believe we need to be clear about that and the workers should not be ashamed to speak in those terms because that's the reality.

Now that I've been to Charleston and know the people, it's true that I have a different relationship with them and other feelings, but our action was motivated solely by self-defense.

What do you think is the significance of the Charleston Five victory?

What happened in Charleston has been a boost. There was a lack of discussion about the profession among the dockers and also a sense of constant defeat because we've experienced too many years of automation, the loss of jobs, the precariousness of our labor relations. And I think that Charleston signals an end to the downward spiral. Charleston will mean the dockers will once again believe in their great strength. We're playing a leading role in the globalization.

The Charleston Five fight has taught us to win, that we won't continue to slide down, that we'll rise again, that the dockers have regained their self-confidence and realized the importance of the work we do. It's made us realize we're holding the transportation chain together and in this movie about globalization, we're the leading characters. Our victory is prominently displayed on the marquee. There's free trade, the mar- quee issue is exploding, and we're in the middle of this development. And consequently we have to make our voice heard. No one can speak for us.
by Joel Ibarra

**ILWU International Secretary-Treasurer**

The budget (projected expenses) and the income (per capita) of the International Union are set by the International Convention—a group of mostly rank-and-file delegates representing the membership of the ILWU. This is done after much consideration and debate about the direction and programs that should guide the International for the three years between Conventions. The budget adopted by the Convention is a "bare bones" budget with no room for large unanticipated expenses. The cash available to the International with a wide variety of unbudgeted expenses. The cash available to the International for emergencies is well below the targeted reserves of six months' expenses and most of the reserves are restricted to organizing activities.

Article VI, Section 1 of the International Constitution charges the Titled Officers—the President, the two Vice Presidents and the Secretary-Treasurer—collectively with the responsibility of coordinating and directing the affairs of the International and the selection, employment and assignment of personnel. This same section also states, "The Titled Officers shall act upon all questions affecting the interests of the union, consistent with the policies adopted by the membership."

Stated another way, the Titled Officers are not free agents doing what ever they please. They are bound by the policies set by the membership and are responsible for the prudent use of the membership's money. More and more it seems that some individuals think that the international has unlimited funds and that it is okay to "stick the International" with a wide variety of unbudgeted expenses. Some would squander all of our funds because they cannot say "no" to unrealistic programs and unrealistic demands. Then there are some who say, "There is money in this department's budget, so let's spend it," whether we need to or not. Finally, we must guard against spending the International's funds to pay off debts incurred for political reasons.

Those who disregard our Convention actions and rank-and-file decisions should, in my opinion, be called to account for their actions. Last summer a (former) department head told me that his budget was "loosey and screwed up"—a comment I$ at the gate, 10 in advance $1,330,124 and actual expenses—real dollars that were spent—were $1,502,730. In six short years, our organizing expenses increased by 139 percent without a corresponding number of organized successes.

We also have those who know or should know how to save the International money, but choose not to do so because they might be a little inconvenienced. For example, booking airline reservations in advance can often save substantial amounts of money. Also, shopping around for hotel accommodations can result in substantial savings.

In the very near future, we will begin the process of putting together a new three-year budget which will be adopted and presented to the Convention that will be held early next year. At that Convention, the delegates will have an opportunity to review the proposed budget and will have a say on funding new programs as well as the old programs.

Most importantly, they will vote on whether to increase, decrease or maintain the present per capita. An important consideration must be the effects of per capita increases on those many, many members who are at the low end of the wage structures.

The financial books of the International are audited every quarter. In addition, the trustees and International Executive Board spend a substantial amount of time reviewing the International's finances. These reports are mailed to each local and affiliate for all ILWU members to review. I strongly encourage all members to review any questions they may have with their ILWU representative.

It is vital that the ILWU leadership be held responsible for assuring members their money is being used wisely.

**Paul Robeson Peace Arch Memorial Concert**

**Saturday, May 18**

**12 noon-Sp.m.**

**Peace Arch Park**

Blaine, WA border crossing

After the U.S. government forbade Paul Robeson from leaving the country to give a solidarity concert, he stood on the back of a flatbed truck at the U.S.-Canadian border and sang for 40,000 people. Unionists from the Area ILWU and IBU locals will participate. For more info: IBU National Secretary-Treasurer Terri Mast, 206-284-6001.

**IMPORTANT NOTICE ON ILWU POLITICAL ACTION FUND**

Delegates to the 30th Triennial Convention of the ILWU, meeting in Honolulu, Hawaii, April 7-11, 1997, amended Article X of the International Constitution to read: "SECTION 2. The International shall establish a Political Action Fund which shall consist exclusively of voluntary contributions. The union will not favor or disadvantage any member because of the amount of his/her contribution or the decision not to contribute. In no case will a member be required to pay more than his/her pro rata share of the union's collective bargaining expenses. Reports on the status of the fund and the use to which the voluntary contributions of the members are put will be made to the International Executive Board.

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

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

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

"No contribution—I do not wish to contribute to the ILWU Political Action Fund. I understand that the International will send me a check for the entirety amount of the Political Action Fund contribution ($1.50) prior to July 1, 2002.

"Less than $1.50—I do not wish to contribute the entire amount to the ILWU Political Action Fund. I will contribute...I understand that the International will send me a check for the difference between my contribution and the entire amount of the ILWU Political Action Fund ($1.50) prior to July 1, 2002.

"More than $1.50—I wish to contribute more than the minimum voluntary contribution ($1.50) to the ILWU Political Action Fund. Enclosed please find my check for $
Leadership Education and Development Institute

The Titled Officers firmly believe that the membership's understanding and appreciation of their rights, responsibilities, and heritage is essential to the kind of solidarity needed to build the union and work for the ILWU program in the community.

We are therefore pleased to announce the ILWU's second Leadership Education and Development Institute (LEAD), to be held September 15-19, 2002, in Palm Springs, California.

Participation requires a member's commitment to be of service to the union, to participate in new organizing programs, and to be an effective union representative.

Through LEAD, we want to encourage the development of new leadership with a firm grasp of union finances and administrative procedures, an understanding of the relationship of the local unions to the International (and the Coast Committee), and a working knowledge of the democratic processes that have been the foundation for leadership and decision-making in the ILWU for decades.

The curriculum will be intensive and challenging. Instructors will be drawn from the ranks of active and retired members as well as staff from both the International and the AFL-CIO. In addition to building leadership skills, this edition of LEAD will focus on how the many meanings of diversity—gender, race, politics, geography, ethnicity, industrial groupings—have been the bedrock of strength and democracy in the ILWU.

Participation will be limited to a maximum of 100 members of the ILWU and the IBU who have been active in their ILWU local or IBU region as committee members, stewards, trustees, executive board members, or caucus and convention delegates. Priority will be given to those members who have not held full-time paid union office and did not participate in the first LEAD program in 1998.

Applications may be made directly by members, or the local union may nominate participants who will also be required to fill out the LEAD application. For reasons of space and diversity, we anticipate having to limit each affiliate to two participants, but we will create a waiting list in case of cancellations (or non-participation by any local).

The LEAD budget, helped greatly by a generous contribution from the Longshore Division, will cover participants' housing and some meals, training materials and facilities, and guest instructors. Requests for financial assistance will be considered in cases of economic hardship.

Applications may soon be mailed to each U.S. local and IBU region. Interested members may use the application reprinted here, or may download an application from the ILWU website: www.ilwu.org/lead/App.pdf.

Send completed application to: LEAD Applications, Joe Ibarra, Secretary-Treasurer, ILWU, 1188 Franklin Street, San Francisco, CA 94109 (or by fax: (415) 775-1302).

All applications must be received at the International headquarters by 5 p.m., Friday, June 14, 2002.

Bound Dispatchers for sale

Beautiful, hardcover collections of The Dispatcher for 1997, 1998, 1999, 2000 and 2001 are now available. These are a must for Locals and individuals keeping a record of the union's activities. Get your copies of the ILWU's award-winning newspaper while the limited supply lasts. Send a check for $50.00 for each volume (year) to The Dispatcher at: Bound Dispatchers c/o The Dispatcher, 1188 Franklin Street, 4th Floor, San Francisco, CA 94109