The employers' opening contract demands made on the ILWU in May, taken in whole or in part, were nothing less than a surrender document. And from the beginning, the PMA raised the specter of lockout if the union didn’t cave in.

When it didn’t get concessions, Pacific Maritime Assn. locked out the ILWU Sept. 27. Eleven days later, federal judge William Allsup issued a temporary restraining order opening the ports and sending the union back to work. The Taft-Hartley process had begun.

"This is the first time in the history of the United States that a president has let an employer lock out workers in an extended quest to undermine the workers' union—creating a phony crisis—and then rewarded that employer's action with government intervention," said AFL-CIO Secretary-Treasurer Richard Trumka.

From the very beginning the employers knew they had allies in Washington. Director of Homeland Security Tom Ridge told the union any strike action would be a national security issue. Attorneys from the Dept. of Labor called with similar concerns. All PMA had to do was present its concessions and hold out until President Bush did its dirty work for it.

PMA's initial proposal slashed jobs, cut medical benefits and undercut the hiring hall longshore workers struck coastwise to establish in 1934. The ILWU wasn’t about to roll over and play dead. But instead of confrontation, the union negotiated and offered counter-proposals. Meanwhile, the self-disciplined membership moved the massive amounts of commerce that forms the source of the employer's profits. This went on beyond the July 1 contract expiration date.

The bosses claimed the union was slowing down over safety issues. After five fatalities on the docks in six months, the union was simply observing safety rules as established in the contract. Then PMA ordered more workers than the union could possibly supply and used that to bolster its claim of a slowdown.

The employers also added to the crunch by spreading panic among shippers—particularly retailers concerned with holiday sales—thus pressuring them to step up schedules. Traditionally the ILWU has stuck to this commitment during the lockout.

The PMA’s action stranded cruise ship passengers. The union immediately made deals with the cruise lines to assist passengers and load cargo, and IBU-crewed tugs guided the ships out of the harbor.

Early on in negotiations, the ILWU had informed the Dept. of Defense that the union would continue working military cargo under any circumstances. Longshore Local 25 loaded military and consumer goods bound for Alaska Sept. 28. After days of negotiations, PMA agreed to release a ship carrying military goods from the Port of Oakland Oct. 4. It relied on shipments of essential goods to Hawaii the next day.

The union's bargaining team members stayed at their posts. On Oct. 1 the union sent a five-person delegation to the federal mediator's office in Oakland to discuss mediation. The PMA showed up with armed guards. The union abruptly left the discussions. International President Jim Spinosa called a press conference and expressed the union's views bluntly before ten TV crews and a dozen reporters.

"We feel that negotiations have taken a turn for the worse," Spinosa told the press. "When we arrived at the mediation service today they had about 20 people with them along with armed thugs in the hallway with guns. This is totally unacceptable to us, this hasn’t happened since 1934 when employers tried to strong-arm our negotiations."

The reporters sent the union's position to the world. Federal Mediation and Conciliation Service Director Peter Hurtgen issued a statement that day describing the PMA's use of armed security as "inappropriate and a violation of the bargaining protocol, particularly when the meeting is under the auspices of the FMCS."

But the union never quit trying. On Oct. 2 the ILWU team huddled in the Harry Bridges Building and decided to accept the offer of federal mediation as the only means of getting PMA back to the table. Talks continued until Oct. 6, when the PMA rejected the union's offer to extend the old contract for seven days to clear the docks. The Bush administration asked the union if it would agree to a 30-day contract extension, and the ILWU said yes. PMA refused, and Bush went to court Oct. 8 to end the lockout.

While bargaining is in a state of flux as we go to press, a few things stand out.

PMA made a major media event out of its five-year wage proposal. In reality, the offer is both divisive and miserly. The bulk of the increases would go to a small group of workers. The rest would get no increases at all in the first three years of the contract, then 50 cents each year in the fourth and fifth year. That would give them raises of less than four percent over five years—an insult of an offer.

PMA has also made much of the union's supposed refusal to allow the ports use of advanced computer technology. The ILWU's position on technology has been the same for 42 years. With the Mechanization and Modernization agreement, the union embraced technical changes, and management has the profits to prove it. But the contract always recognized that all new jobs created by technology would be union.

In this round of talks, the union offered to meet PMA halfway on computer technology. The union would allow information from outside computer systems to flow directly into terminal operating systems at West Coast ports. The information would not have to be "re-keyed" by ILWU marine clerks.

In exchange for this innovation, the ILWU asked for all the jobs that remain. These include any new jobs that technology creates, the terminal...
We’re ready to work, we’re ready to bargain

During the last contract negotiations, ILWU Local 23 members joined ILWU members at the docks. They showed the same arrogance of power in their endorsements from the ILWU’s District Councils, which disregards whatever damage it may do to vote.

Now that we have come far enough to this set of bargaining, something far beyond this set of bargaining, something this country needs to move forward. Until that happens, this union will continue to resist any move by the employers that continues to erode our work or move work away from us.

This union will resist any move by the employers that continues to erode our work or move work away from us.

September 2002

JAMES SPINOSA
President

WESLEY FURTADO
Vice President

JOE IBARRA
Secretary-Treasurer
Local 9 layoffs may mean worse things to come

by Marcy Rein

Haboos Toys stunned Seattle when it announced May 20 it was moving out of the port warehouse space it had used for 30 years. ILWU warehouse Local 9 is still reeling. Nearly half its members worked on the Hasbro account. The local is a place where everyone is bargaining for those now. It's bargaining for all its members who worked on the Hasbro account. It's bleak and troubling questions about Seattle's future. Local 9, a cargo port continue to multiply.

"Local 9 was chartered in 1937 and is the heart and soul of Local 9," said Secretary-Treasurer/Business Agent Tony Fuller. "They're getting the existence of the local in the balance." Seattle is the only West Coast port to have a public warehouse. Rather than simply leasing space, companies pay for the space and warehouse services. Hasbro was the port's biggest customer by far, and the port had just sunk several million dollars into upgrading its space. Then the company sprang the news, saying it wanted to consolidate all its operations in Southern California. It immediately sounded the alarm bells, but said it would take until the end of the year before negotiations. The million cartons still in the warehouse.

Several unions felt the loss. ILWU Local 9 president, Rich Bowerman, said 8,000-10,000 fewer cans moving across the dock, according to Vice President John Hutter, said 874 had 8 to 10 people working regularly handling containers between the dock and the warehouse.

"Losin' Hasbro is devastatin'," Local 9 president, Rich Bowerman, told Dispatch. Sullivan said, "Those are great jobs. They had good pensions and top-of-the-line benefits for starters as well as senior members."

"What do you want, my right arm or my left leg or both?" Hutter said.

"You could make more money baby-sitting your neighbor's kid than what we'd make under your propos- al," Lowry said.

"The Port of Seattle pays electricians well. They pay the corporate people in the main office well," she said. "But all of a sudden when you're talking about 1,258 voters. They'll be out again every Saturday and Sunday until the Nov. 5 election, hoping the days of scare fees and the thousands of conver- sations with their neighbors will save their jobs and their community. If you can help them with time or money, contact No on L by phone at 916-372-9994 or by mail at 600 4th St., West Sacramento, CA 95605.

Local 9 members questioned the study's motives as well as its methods.

In a mid-August meeting with Port officials and union representa- tives, Tomkins admitted they make money off brokering warehouse space, Brebner said. The Port has since had a steady stream of inquiries from 3PL's who would love to get into the warehouse public. But to make that proposal at a public hearing a week later, said Michelle Lowry, "Tomkins' interest in making us look as bad as possible is obvious."

The study did not disclose the baseline for its comparisons of wages and benefits, efficiencies, and productivity that would be able to come back to the warehouse if they were called for even one day. If they're held at arm's length, would lose severance when the Port made their layoff permanent.

"Local 9 is still reeling. Nearly half its members worked on the Hasbro account. The local is a place where everyone is bargaining for those now. It's bargaining for all its members who worked on the Hasbro account. It's bleak and troubling questions about Seattle's future. Local 9, a cargo port continue to multiply."
**Contract showdown:**

The ILWU field team took the road to the Labor Day weekend, bringing the union’s message to longshore workers and Teamsters on the East and Gulf Coasts. They met and rallied with members of the International Longshoremen’s Association and the International Brotherhood of Teamsters from Newark, New Jersey to Houston, Texas, updating them on the ILWU’s contract talks and renewing pledges of solidarity.

In July, the Longshore Division Negotiating Committee had appointed members in five key cities to coordinate community outreach and mobilization. Jim Daw, the field coordinator out of longshore Local 8, went to Norfolk, Virginia with Local 8 President Bruce Holte. They met Aug. 29 with rank and file on the docks then with Teamster and ILA officials.

After that Daw drove to Savannah, Georgia, arriving at the ILA hiring hall for a noon rally Aug. 30. Teammate Willie Adams, an International Executive Board member from longshore Local 25, also attended. Both spoke to the 100 people at the rally. Daw laid down the union’s side of the issues and criticized management’s take-away bargain. He told the Savannah workers the ILU was using the prospect of government interference to get major concessions from the union, and that workers everywhere had to resist that.

Mike Zuliani of marine clerks Local 61 received a warm welcome from Philadelphia Teamsters at Local 776 where he addressed the ILU Local 1291 President Sal Candalaria and Vice President Royce Adams. Jim Daw blocked off the Salt for a rally at the ILU’s hiring hall, where Teamsters came from Delaware and New Jersey, and the parade drew thousands of participants and made television news in all the ILU’s markets.

Candalaria introduced Zuliani to the rally. He told them ILU’s history, and articulated the struggle over the present negotiations. Zuliani highlighted the pre-emptive intervention of the Bush administration that is hindering the collective bargaining process.

Longshore Local 10 President Richard Maed traveled to Newport News, Virginia, and Teamsters for their pre-Labor Day rally, making it clear that for the most part the deal was what we all had in common, none of that legal jargon about taking your trouble down on us would come down on the ILA,” Maed said. “And how winning a contract for the port drivers would help the longshore workers on both sides...
SSA HEARS A CHORUS OF PROTEST
Slamming Stevedoring Services of America as the "main architect of PMA's stall-and-maul negotiating strategy, ILWU members protested at SSA offices in Oakland, Tacoma, Seattle and Long Beach Sept. 18.

SSA, the largest stevedoring company in the country, has systematically moved hundreds of ILWU jobs off the docks in recent years. It transferred clerk planning jobs to Utah in the mid-1990s and set up ILWU subsidiaries to run off-dock container storage yards.

SSA effectively dominates the PMA and is using its position to bring talks to a stalemate. "Seattle-based SSA is the primary roadblock to an effective West Coast longshore contract settlement," ILWU International President Jim Spinosa told the press. "While most employers want to work with us to implement new technologies, SSA is undermining negotiations because their primary interest is breaking the union.

In Oakland, workers, officers and supporters of the ILWU marched on an SSA-administered Matson terminal. Longshore Local 10 President Richard Mead and a delegation from locals Local 34 and walking bosses Local 91 handed a letter to SSA representatives asking the company to "play a prominent role in pursuing meaningful negotiations."

Retiree Josh Williams, captain of the longshore Local 10 drill team, and spent the night in his motor home at Port View Park on Oakland's docks preparing food for the Sept. 18 demo in the park. He and volunteers served the food up in a sumptuous barbeque. Marchers munched on excellent ribs, burgers and links while preparing for the march.

After Mead delivered the letter, SSA's managers asked if that was all, and if the gang would return after lunch. Mead refused in the affirmative, but reminded the managers, "They ain't our ships sitting there."

When about 150 ILWU members and supporters turned out to protest in front of SSA's small Tacoma office, everyone working in the office piled into a van and left for lunch, according to longshore Local 25's Vance Lelli. The protesters then set up the sound system on the front porch and held the rally, with the SSA van cruising by periodically to check them out. Pierce County Labor Council Secretary-Treasurer Pattie Rose joined members of the Teamsters, Operating Engineers, IBEW and ILWU Local 23, walking bosses Local 98 and longshore Local 47.

In Seattle, representatives of almost a dozen labor and community organizations joined members of ILWU longshore Local 19, clerks Local 92, walking bosses Local 98, warehouse Local 9 and the IBU. The biggest non-ILWU participation came from Jobs with Justice, United Food and Commercial Workers, Service Employees Intl. Union, Maritime Asst., Masons, Mates and Pilots and the Sailors Union of the Pacific—but the American Guild of Musical Artists (AGMA) stole the show.

Members of the Seattle Opera's chorus voted unanimously to join AMGA and pay a Bush protest. They have spent two and a half years in court trying to get the Opera to start bargaining. The Opera is throwing millions of dollars in public funds into a new building, but claims it can only pay AGMA members fast-food wages, and will have to cut raises for other singers to do so.

Together the ILWU and AGMA staged the "Dock Opera," a singing denunciation of union-busting and celebration of artistry.

In defending collective bargaining we must show solidarity with SSA workers and brother and even if that means sisters and brothers to whom we didn't even know we were related," said Steve Williamson, Executive Secretary for the King County Central Labor Council.

First the ILWU crashed Maersk's grand opening bash for its mega-terminal in the Port of Los Angeles Aug. 16. (See The Dispatcher July-August 2002.) Then members wanted to be sure the giant shipper headquartered in Copenhagen, knew they were not pleased with its hardline role in the PMA—so they paid up the Port office and send letters to Maersk offices in Alaska, Vancouver, B.C., Seattle, Tacoma, Portland and the San Francisco Bay Area.

Pierce County Central Labor Council Secretary-Treasurer Pattie Rose led a delegation of community leaders to Maersk's Tacoma office Sept. 10.

"Maersk should take a leading role in settling this contract," Rose said. "It's important to our community and everywhere else that Maersk does business."

The delegation met with terminal manager Ed McCarthy, who included members of the ILWU, the Teamsters, the Roofers, OPEIU, UFW, the A. Philip Randolph Institute and Jobs with Justice, as well as State Rep. Steve Cossey and Port Commissioner Dick Marzono.

"Our state has the highest unemployment rate in the nation," said Conway, who is president of the 200-member National Labor Caucus of State Legislators. "This is not the time to fool around. Any breakdown in the negotiations could have disastrous effects on our local, state and federal economies."

The terminal manager initially refused to accept a letter signed by the delegation, but he did take it after most of the members had left. He commented to the remaining longshore workers, "I looked sort of bad not accepting the letter in front of the group."

— Vance Lelli reporting from Tacoma, ILWU staff

MAERSK GETS AN EARFUL
LOS ANGELES UNIONISTS TAKE ON SECRETARY OF LABOR

LOS ANGELES—"Elaine Chao, tell that son of a Bush to stay out of negotiations," said longshore Local 13 President Joe Donato, and his phrase echoed all morning as members of the ILWU and the AFL-CIO rallied 19 outside the Bumble Hotel in Los Angeles, where Bush's Secretary of Labor was scheduled to speak before a group called Town Hall.

The rally called by the Los Angeles County Federation of Labor drew unionists representing dozens of locals and a busload of members of ILWU marine clerks Local 63 and longshore Local 13. They rallied in front of the hotel, then circled it, carrying signs reading, "ILWU wants a contract now!"

"Labor Secretary Chao has not spoken once to the ILWU. Now we face the threat of lockout supported by the Bush administration," said Local 13 President Ramon Ponce de Leon. "We are working, moving cargo in record numbers, up 13 percent over the last few months, but the government wants to make a direct hit against American workers."

"Well, we are in this battle for the long haul! We will fight for our jobs, decent wages and working conditions. There is no reason for employers to lock us out, and we don't want the government to intervene," he said to rousing cheers.

"Don't try to take us out. That's not your job," shouted Donato, aiming his ire at President Bush. "If you don't stay the hell out of our negotiations, we are going to march to your doorstep, we will be outside your house," he said.

Maria Mijangos, chief shop steward for the Hotel Employees and Restaurant Employees (HERE) Local 11 at the Bumble, told the rally that all the HERE members inside the Bumble Hotel were wearing solidarity stickers that read, "I support the ILWU, no intervention in negotiations."

They kept the stickers on despite heavy pressure from their supervisors.

"Management told us to remove the stickers but we refused," Mijangos said. "Even housekeepers who are on the seventh floor where Elaine Chao is staying and those serving her food have the stickers on."

Many other union leaders addressed the rally and made their commitments to stand by the ILWU including Myung-Soo Seuck representing the AFL-CIO, Dolores Spiers representing AFSCME District Council 36 and Matt Harris, president of Local 132 of the Utility Workers Union of America.

While the rally was going on, Friends of Labor collected more than 1,000 signatures on letters opposing government intervention in case of a strike or lockout.

— Evelyn Airton
ITF Congress sends ‘globalizing Solidarity’ message
by Marcy Rein

On the next-to-last day of the ITF’s 40th Congress, Diana Holland from Britain’s Transport and General Workers Union got up from the delegate floor, called for a report, and ITU Secretary-Treasurer Terri Mast got up all clued up. “The ITF is 104 years old and this was the first time a woman took the podium to report on women’s issues,” Mast said. “I got tears in my eyes. It was such a milestone.”

The report reflected the work done by the ITF Women’s Committee since its creation at the ITF’s 1998 Congress. In the opening remarks of the first-ever ITF Women Transport Worker’s Conference, the Women’s Committee met for a day and a half in September at the 39th Congress. Delegates included Terri Mast, who is one of three North Americans elected to the ITF’s Women’s Committee; Sound Region ITF Inspector Lisa Smith and warehouse clerical and maintenance Local 517 Second Vice President Betty Perverzov; the official representative from ILWU Canada Local 520’s Linda Lee and longshore Local 520’s Carol Todd and Beth McKee participated as advisors to Perverzov. The ILWU contingent joined some 190 men and women from 60 countries, representing nearly 90 per-cent of ITF affiliates, have taken part in the conference. This year’s actions began Oct. 15.

The ITF Flag of Convenience campaign has raised consciousness of women’s issues around the world. In the past, such campaigns signed up many ships to unionize, protecting women workers on the convenience of shippers and shipping lines, while port workers and their families will become the victims of yet another round of contracting and outsourcing. “This will lead to Ports of Convenience, substandard ports for the convenience of shippers and shipping lines,” Marges said. The Dockers’ Section strongly opposed port liberalization.

The 2002 Congress ended on the theme of its origins—the need for the globalization of worker solidarity. ITF General Secretary David Cockcroft praised the assembly for tackling the negative effects of globalization. It is easy sometimes to feel hopeless in the face of what is happening to transport workers worldwide as a result of privatization, deregulation and the globalization of capital,” Cockcroft said. “But this week we have all seen that workers can still be strong, that they haven’t given up the fight for rights and justice, and that they recognize that only solidarity on a global scale can present an alternative.

In summing up her experiences, Mast said, “It really hit home to me that we’re all facing the same stuff. At the Congress people were saying the same things about their governments, whether they were democratic or authoritarian, and their employers are doing the same things ours are. It’s clear this is not a coincidence. It’s part of the same global structural process, not the wacky ideas of some jock sitting in a port office.”

Conference delegates passed four resolutions that were adopted unanimously by the whole Congress. These resolutions:

• Called on the ITF to recognize violence against women as a social problem, begin debate and education on the issue, and observe the International Day for the Elimination of Violence Against Women, Nov. 25;

• Urged the ITF to facilitate participation of immigrant workers, defend their rights and assist their efforts to unionize;

• Supported ongoing efforts by ITF member unions to secure basic women’s rights at work, which include equal pay and conditions, freedom from sexual harassment and full maternity rights;

• Endorsed the ITF’s actions in solidarity with workers at the now-defunct US West, noting the union’s organization to provide financial assistance to the 4,000 laid-off workers according to its usual practice.
IBU: NO UNION? NO WAY!

Members of the Inlandboatmen's Union and the Association of Western Pulp and Paper Workers Local 211 picketed Knutson Tugboat Co. at the Port of Gray's Harbor, Wash., Aug. 4. IBU Puget Sound Region Business Agent Stuart Downer is on the far left and Bob Campbell, the senior IBU member working in Gray's Harbor, is on the far right.

"Knutson thinks it will run non-union. The IBU thinks not. If Gray's Harbor is allowed to run non-union, it will be the first non-union port in an ILWU port on the West Coast," Downer said.

Family-owned Knutson Tugboat of Coos Bay, Oregon won the bid to provide tug services in the Port of Gray's Harbor last winter. They were to take over July 1 from Brusco Tug & Barge and Foss Maritime, which had handled ship assist work in the port for 17 years using IBU crew.

Knutson started with just one tug, one deckhand and one operator.
The IBU put up an area standards picket when Knutson took the job in Gray's Harbor. July 3 and has continued to picket whenever the company works a ship.

"We need to inform the public this tug company is lowering the standards the ILWU and the IBU have worked so hard to raise and maintain," he said.

Knutson's sole deckhand signed a union card July 25 declaring he wanted to be represented by the IBU. The IBU demanded recognition, Knutson refused, claiming that one person could not be a bargaining unit.

Knutson had told the Harbor Safety Committee it planned to hire "local talent." Downer said. But after the recognition demand, the company brought in another deckhand from Coos Bay, easing the union's majority.

Then it asked the NLRB for an expedited election. The union filed unfair labor practice charges, accusing Knutson of illegally discriminating against qualified local workers because they belonged to the union.

The IBU put up recognition picket lines Aug. 4 and Sept. 3. Longshore local 24 has respected the IBU's picket lines on each occasion and refused to tie up the ships. The first two picket lines were put up as the Port of Gray's Harbor ordered union tugs to take over from Knutson. On the third occasion, the Russian aluminum company Norilsk Nickel Man went to anchor until a union tug was available.

"Knutson has not successfully tied up a ship since they've been here," said Local 24 Secretary-Treasurer Billy Swor.

The NLRB threw out the IBU's charges and set an election Aug. 23. The IBU got one vote and challenged the other ballot, saying the Coos Bay deckhand had only worked eight hours out of the month and should not be considered part of the bargaining unit. The Board should reconsider the election within a few weeks whether it will hold hearings on the challenges.

The IBU vows to maintain its area standards/paying wages. Knutson pays approximately $1,000 per month under union scale, according to Downer.

"This is a small unit, but its significance is huge," Downer said.

—MER

LABOR BOARD SAYS PROMESS BROKE THE LAWS—AGAIN

The National Labor Relations Board has put the brakes on Professional Messenger's latest attempt to extend its recognition in Gray's Harbor. ProMess Chief Operating Officer Jamie Myers wrote in the memo to members of the Inlandboatmen's Union and the International Brotherhood of Teamsters: "The IBU and the company have a strong history of working together, and I feel strongly that the Board should consider part of the bargaining unit. The Board should not go back to the table; these conditions are not negotiable.

The Board issued a complaint Aug. 28 that accused the San Francisco firm of illegally withdrawing recognition from ILWU warehouse Local 6, sponsoring an employee petition to decertify the union and refusing to bargain in good faith.

"We've been without a contract for a year while the company tried to manipulate the legal process," said Nato Green, ILWU project organizer and former ProMess shop steward. "It's a relief to see we might get some justice from the Board, but it is a shame it's so slow.""When the grain elevator is built and work opportunities increase, it will be important that we be able to extend union protection to everyone working in and around the port," Swor said.

—Mary Rei

GARY'S HARBOR WORKERS JOIN ILWU
Shawn Madrid started out greas- ing and steam-cleaning equipment at the Port of Gray's Harbor, Wash., 19 years ago.

Now he can do whatever it takes to keep the log stackers, log shovels, backhoes, bucket-loaders, 988 Cats and other heavy equipment purring along.

"I've worked from the bottom up to the top and learned all the skills I have hands-on," Madrid said.

The lead mechanic at the port announced earlier this summer he planned to retire. By past practice, Madrid would've stepped into the job. Instead, Port management put an ad for a mechanic in the newsletter, but got no satisfaction. "I went and talked to my old buddy Billy Swor," he said. Swor, who turned out to be ILWU International Organizer Paul Bigman.

"Paul came down in a heartbeat," Swor said. Two and six of the workers Wednesday, Aug. 14. They had a three-hour sit-down with the whole unit over dinner that Friday, joined by Local 24 President Max Vekich, Jr., Vice President Mike Brown and Coast Labor Relations Committee representatives Dan Silva and Steve Proctor. On Monday, the workers held their own internal election and voted unanimously to affiliate with ILWU, Longshore Local 24.

"The day of the election the superintendent got wind of what was going on and he did a 180," Swor said.

"All these people are intelligent, honest, hard-working folks who didn't want to be treated badly."

Madrid signed a grievance with the port management. "They all said he was so nice to them on the West Coast," Madrid said.

"When they received recognition, they asked for union scale. They were given the same wage increase other port employees were given, and changed the vacation accrual in a way that will cost some of the men six months of pay. They have not been paid.

The new supervisor's attitude didn't help.

"The supervisor got wind of what was going on and he did a 180," Swor said. Bigman and Swor met with the superintendent and the port director, Gary Nelson. "They had a three-hour sit-down with the superintendent who got wind of what was going on and he did a 180," Swor said.

"The new supervisor's attitude didn't help."

"The superintendent, pardon my language, had been hard-ased every step of the way," Longshore Local 24 Secretary-Treasurer Billy Swor said. "And these people are intelligent, honest, honest, hard-working folks who didn't want to be treated badly."

Paul Bigman 206-448-1870 Puget Sound Organizer

CONTACT YOUR ORGANIZER
Northern California Organizers
Jerry Martin 415-775-0533 Agustin Ramirez 415-775-0533 c/o Local 17 916-371-5638 ex 23 Southern California Organizer Rodolfo Gutierrez 310-835-2770 Puget Sound Organizer Paul Bignum 206-448-1870
Jack Hall and the Origins of the ILWU

Edited by Harvey Schwartz, Curator, ILWU Oral History Collection

This is the first of a three-part series featuring the recollections of Jack Hall, a native Hawaiian who made important contributions to labor history. Jack Hall, who played the key role in bringing union power to the Hawaiian Islands, is the subject of this month's article.

Jack Hall saat as the Hawaiian Islands as a young sailor in 1932. He made Honolulu his home base three years later while still a working seafarer. Soon he began organizing and writing for the militant Voice of the Workers, the Hawaiian equivalent of the number of the Sailors' Union of the Pacific (SUP). Hall was appointed ILWU's first full-time organizer in 1935. He moved closer to the ILWU. Soon he was organizing plantation workers into a new CIO affiliate that had ILWU backing.

By early 1938 Hall was the editor of the Voice and was a well-known Island activist. That year he was kicked out of the SUP, which was run by company paternalism. For example, even in the days at McCabe, Hamilton and Renny Stevedoring Company in Honolulu, when the guys went on strike, they had to have a permit from the company at Hilo and in getting some form of a contract.

It was not a very good contract, but at least it established some load limits that were comparable to West Coast limits. These remained unchanged until the Hilo strike in 1960, the Hawaii longshoremen's strike established.

This was particularly true in the ports on Kauai. Private longshoremen and longshore contractors were run at Nawiliwili, Ahukini and Port Allen. These remained unchanged in modern-day labor movement in Hawaii.

The ILWU also organized Filipino stevedores in early years, unionizing them after labor contractors had routinely failed. Under Hall's guidance the ILWU also became a birthplace for the modern-day movement in Hawaii.

The modern-day labor movement has been treated by various authors, starting with the late Bishop Alencastre and a lot of people who continued to work in this field. This had a tremendous impact on the community in Honolulu. Strike headquarters were set up at Bishop Alencastre and the ILWU headquarters, and the ILWU was involved in the Hilo labor movement.

The joint Hall and the Origins of the ILWU

Jack Hall was the first Hawaiian to get completely organized. He was 55 years old. Hall's overview of the ILWU's emergence in Hawaii is a first-hand account of his experiences.

Jack Hall

Many Hawaiian seamen were involved in the 1934 strike, which I happened to get into working around Bloody Thursday, July 5. That was the day I left San Francisco, coming up to Los Angeles. My ship tied up in LA and did not go on to San Francisco, so I went up by bus. I got there in time for all the excitement. The strike continued after July 5 and the Hawaiians were involved in large numbers. They ran almost as a group in San Francisco and were considered the toughest gang of guys on the waterfront when it came to going after scabs “strikebreakers” as they call them politely.

Organizers came from Hilo to Honolulu in 1935 to assist the people in Honolulu who were trying to unionize. Guys like Harry Kamoku, Pat Ikeda, and a couple of others came up at the expense of the Hilo longshoremen. It was five dollars in stevedore age in Honolulu, and a couple of others

This was a militancy that was uncharacteristic of the rest of the islands complete, Hall became an ILWU organizer, and the ILWU also organized Filipino labor contractors, giving money through people they could trust.

There were a number of people, particularly among the older Japanese, who were supporting the Filipino unionists, giving money through people they could trust. That organizing effort ultimately ended up in a strike. Lots of criminal charges were brought up.

Although the strike was settled with a temporary victory in terms of wages, they didn't have the organizational structure to continue, and a lot of people were blacklisted and arrested. Some of the strike leaders sold out. But there was such tremendous pressure for organization among these people that word got out throughout the Islands.

The first real success in plantation organizing came from Kauai later.
in 1937. It was an outgrowth of the organization of the longshoremen there, who had a close association particularly with workers at McBryde and Kauai Pineapple Company. They all had the same employer. This time the Japanese took control of the organizational efforts, although Filipino workers were very active. Filipinos, Mauro Andaya, was the president over there.

We set this up as a CIO organization, Local 76 of the United Cannery, Agricultural, Packing and Allied Workers of America (UCA-PAWA-CIO). We organized everybody—mill workers and all. At one point McBryde had almost 2,000 employees and we had most of them signed to the union at the adjoining Kauai Pineapple Company were brought in soon. There Dick Bell, who was the manager, recognized the union.

At McBryde we had to go to the National Labor Relations Board (NLRB) to get recognition. Old John Waterbury at McBryde wasn't about to recognize any union if he could get away with it. Lee Williams, who was then head of the NLDB here. They suggested we file a suit just for those people that were clearly covered by the National Labor Relations Act. So we did file for a very narrow unit and a very narrow jurisdiction. We lost. The board finally handed down in the elections held at the tail end of World War II. We won that McBryde election in 1940 and eventually got a contract at least for the sugar process. We were able to keep its right to handle grievances, some sort of protection against discrimination and get some measure of job security.

That was the beginning, and from McBryde we branched off into organizing plantation workers, O koleke and Kekaha to the west and Koloa and Lihu'e to the east. The movement spread out primarily because the union was well-established in the McBryde and Kauai Pine and Port Allen areas and had already set up locals.

We used to go right into the camps, even though they had trespass laws, and defy them to throw us out. Sometimes they would try to throw you out, but we went back in. Actually, I haven't been physically attacked or any violence since before the war, but there was a hell of a lot of it then. There were two occasions when they were out to knock me off on Kauai that have been confirmed by informed sources.

By 1941 we thought we were strong enough to win an election at Kekaha and lost it by a handful of votes. We had considerable organization developing at Koloa, and by developing, I don't mean just signing people up. We used to have lots of meetings and discussions of interest. Meetings used to go on for five and six hours. In those days they had to be conducted in three and sometimes four languages, including two Filipino ones. You had to shift the discussion in Japanese and Ilocano, in English for the younger workers, and sometimes still in Hawaiian.

On the Big Island we didn't do anything until we started this big drive at the tail end of '43. I was with the ILWU in Lihue, and tried to organize there then. But we consulted and the longshoremen in Honolulu donated 5,000 bucks out of their treasury and put on a task force to go out there. We knew you could feel it coming. People wanted to organize. They were very resentful of the wartime labor controls. So this group of longshoremen went down there and started flying all over the island, barging into mills and shops, looking for contacts. There was some damage because they were saying all you had to do is join the ILWU and you get longshore wages. We had to correct that.

Finally the ILWU International sent Matt Meehan down here. Matt had been secretary-treasurer of the union in the '30s. He had known of me and we spent some time together. When he left he appointed the regional director for the Islands. I assumed the job in 1944. We had to deal with Lou Goldblatt, who had been with Lou Goldblatt in many organizational campaigns in the West in timber and mining when Lou was secretary-treasurer of the California CIO (1936-1942). When Frank and I were given adequate funds we just went step by step methodically. Didn't take long before we signed them all.

I think Olaa plantation on the Big Island was the first place to get complete organization. But we weren't concentrating on any one plantation. Initially the concentration was on the Big Island, although there'd been movement toward organization on Maui and Kauai, where our pre-war beginnings had been eroded by military rule. Olaa went very fast. They had a cohesive group of young people, a what they called the Surferettes. These young guys, like Saburo Fujisaki, put that one into shape first.

By the time the NLRB got into the picture to hold hearings we had every plantation on the Big Island except Waikiki Sugar, where the company had signed a back door deal with the AFL covering the mill workers. Of course, we went ahead and organized the field workers.

SWEET VICTORY IN '46 STRIKE

In the big 1946 Hawaii-wide sugar strike we had meager resources, but the people had meager resources when they were working, too. In fact, in the '46 strike many people were doing better than they lived normally. Many had a very low diet in an attempt to save a little money. During the strike, there was a communal type of living. The first plantation communities here were ideally constituted, for five and the same, some of their living standards slightly improved.

Of course, enforced multi-racial leadership, irrespective of abilities, which bothered some people, but you can't survive without multi-racial leadership. We had everybody in the leadership in one form or another. We made a program with Hilo that the employers didn't think we would survive, but I don't think they knew their own people. The charge was advocating subversion. I think all the attacks just strengthened the union. Now, there's a tremendous loyalty in the union for the leadership. I don't think they like everything, but they know what's happened. Nobody's going to get taken in by that sort of thing in this union in Hawaii anymore. It's historical fact made clear to every new member through the education program for leadership and union participation. So we have a tremendous ability when we go into negotiations. We don't have to look behind our shoulders to make sure the troops are there. We know they are.
Under the cloud of stalled Longshore Division contract negotiations, the International Executive Board held its regularly scheduled meeting in Vancouver, B.C. Aug. 22-23. As usual, the Board reviewed the union's finances, set policy and heard officers' reports and area reports.

International President Jim Spinosa summarized the critical state of the Longshore Division talks, with the employers' stubbornness stiffened by Bush administration support. He highlighted the critical state of the Longshore Division's organizing program, so they emphasized its work in their reports. Furtado reviewed the state of hotel organizing in Hawaii. Though business bounced back from its post-Sept. 11 lows, the employers are still using the catastrophe as an excuse to demand concessions and play hardball in bargaining.

Last year the National Organizing Committee asked him and the Legislative Assistants to develop a plan that would concentrate on targets close to the ports so the union could make headway on its policy initiatives. After discussions with the logic behind this request, McElrath introduced ILWU International Representative Jerry Martin, who laid out the first part of the plan.

The long-awaited opening of the Alameda Corridor in the Los Angeles area brings a wealth of new organizing opportunities, Martin said. The 20-mile-long rail corridor and toll roads speed the movement of goods between the Ports of Los Angeles/Long Beach and downtown Los Angeles. It could mean more than $3 billion annually by 2030 to the local economy. The ILWU has set its sights on the Corridor's $9 billion in public improvements. The ILWU wants the contract talks to begin as soon as possible.

"We have put together a public relations team as well as a legislative action committee to work with Lindsay and Brian [Legislative Directors Lindsay McLaughlin and Brian Davidson]," Spinosa said. "The committee members are almost living back there in D.C., talking to Congressmen, beating down their doors.

"The Negotiating Committee is representing the Division extremely well. They're putting their hearts into it," he said.

Spinosa also noted the support coming from the ILWU's Pacific Regional CIO, the Legislative Legislative Assistant Brian David- Lindsay and Brian [Legislative Assistant Brian Davidson].

The Board passed a motion donating $5,000 to the annual celebration of Black History and labor. IBE member Willie Adams from the Longshore Division's organizing program, so they emphasized its work in their reports. Furtado reviewed the state of hotel organizing in Hawaii. Though business bounced back from its post-Sept. 11 lows, the employers are still using the catastrophe as an excuse to demand concessions and play hardball in bargaining.

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Immigrant workers in the crosshairs

by David Bacon

SAN FRANCISCO, CA—In the year since Sept. 11, 2001, national security has been the newest pretext for attacking workers and unions across the country. The new Department of Homeland Security from the federal regulation recognizing the right of employees to engage in collective bargaining. In recent years screeners working for private contractors like Argenbright have unionized at airports. By federalizing the workforce, then, the government is also busting these newly organized unions and stripping union membership from tens of thousands of Homeland Security employees.

After Sept. 11, many public agencies, from Social Security to police departments, which previously were under pressure to refrain from acting as auxiliaries to the Immigration and Naturalization Service (INS), have taken up immigration enforcement as a new responsibility.

The federal agency taking the new anti-immigrant attitude most to heart has been the Social Security Administration (SSA). Following the Sept. 11 attacks, a wave of no-match letters has been sent to workplaces. A no-match letter is sent out by the SSA to an employer, listing the names of employees whose Social Security numbers don’t correspond to the SSA database.

In the last few months, no-match letters have been used by employers seeking to intimidate and fire workers who try to unionize or enforce workplace protection laws. In Nebraska in 1998, one of the broadest membership from tens of thousands of Homeland Security employees.

In 2001, SSA sent out 110,000 letters, and only issued them when a company had 11 or more no-matches or the no-matches represented 10 percent or more of a company’s total workers. This year it plans to send out 750,000 letters, and all it takes is one no-match to generate a letter. Sept. 11 is openly used as a pretext.

Concerns about national security, along with the growing problem of identity theft, have caused us to escalate our efforts,” according to SSA Commissioner Jo Anne Barnhart.

The INS itself has organized its largest-scale series of raids since Operation Vanguard—Operation Tarmac. In airports around the country, the agency has told employers to provide the 1-9 form for their employees. Using this information, agents have then organized raids to pick up workers, and demanded that employers terminate those it says lack legal status. Many have been affected. Here again the INS was affected, when an Ogden, Utah, based flight attendant at Oakland Airport was held temporarily not long after warehouse Local 6 won a arbitration.

Initially, the INS stated publicly that it was targeting employers who had access to the planes themselves, using aviation security as a pretext (hence the name Operation Tarmac). But once the raids got going, they expanded to workers in food preparation, and even concessions within passenger areas of the airports themselves.

A late-August raid at the Sea-Tac International Airport south of Seattle led to the arrest of workers at the Sky Chef facility which prepares on-board meals for airlines. HERE, which is bargaining a contract with the company, said that workers were called to an employee meeting and met with INS officials who wore aviation uniforms. Some arrested workers had worked as long as 10 years at the facility. But no one was able to fly the airplane as a foreign airline, Lufthansa.

At San Francisco airport, more than 200 workers were arrested in raids on the Los Angeles, Orange County, Ontario, Palm Springs, and Long Beach airport on Aug. 22. The detained immigrants were working in janitorial, food service, and the Phillip Veracruz Justice Project. SEIU also sued the Dept. of Transportation over the citizenship requirement for screeners. Unions like the Communications Workers have participated in protests over Operation Vanguard raids in Washington, D.C. and elsewhere.

Eliseo Medina, executive vice-president of the SEIU, which has been organizing among many of the workers in southland airports, called the arrests unwarranted. They are real people, not terrorists,” he fumed. They only want to work.

The raids are appearing of renewed organizing in response to the raids and repression. SEIU Local 760 led efforts at the San Francisco airport to fight for screeners’ jobs, in cooperation with Filipinos for Affirmative Action and the Phillip Veracruz Justice Project. SEIU also sued the Dept of Transportation over the citizenship requirement for screeners. Unions like the Communications Workers have participated in protests over Operation Vanguard raids in Washington, D.C. and elsewhere.

HERE plans a Freedom Ride on Washington, D.C. in support of immigrant rights next spring. The union is organizing in the region and used the language of the civil rights movement in an effort to create a new coalition of forces among African-Americans, Latinos and Asian-Americans. At Avianca, the airline, HERE officials said they intended to challenge the color line in hotels in many cities, which employers use to keep African Americans out of hotel management, and keeping immigrants in a quest for lower wages.

Some 5,000 people rallied at the California State Capitol Aug. 25 to urge Gov. Gray Davis to sign a bill enforcing farm workers’ collective bargaining rights. The rally capped a 10-day, 165-mile march from Merced to Sacramento organized by the United Farm Workers (UFW).

Three-fourths of California farm workers still earn less than $10,000 per year and 90 percent lack health care. The UFW reports workers try to better their conditions by organizing, employers routinely defy their bargaining rights. The union won 426 elections since 1975, but only 185 growers signed contracts.

The California Legislature passed three bills this session designed to speed resolution of farm workers’ contract disputes. The strongest, SB1736 by State Senate President Pro Tem John Burton (D-San Francisco) requires binding arbitration when negotiations between workers and growers broke down.

This should’ve been a no-brainer for a democratic governor. But Davis watered under pressure from California agriculture. The UFW then worked with Burton and Assembly Speaker Herb Wesson (D-Los Angeles) on two compromise measures. These exchanged binding arbitration for mediation, set a limit of 75 contracts per year and required that the measure be re-authorized by the governor in five years. Hours before his Sept. 30 deadline, Davis signed the two compromise measures.

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The importance of being politically active

VOTE AGAINST

[Image of a dollar bill]

CORPORATE CANDIDATES

by ILWU Legislative Director
Lindsay McLaughlin

Agressive and effective political action is a very necessary ingredient in the advancement of working people in this country and workers throughout the world. Increasingly, political action appears to be necessary for the very survival of the International Longshore and Warehouse Union.

Consider the fact that surrogates for the President of the United States have threatened our union's leaders with retaliation if they did not acquiesce to a right-wing agenda of diminishing the high labor standards our workers fought for and won. They threatened the ILWU with a Taft-Hartley injunction that would take us out of the way to strike. They warned that the President would propose legislation that would alter the way the union bargains for a contract. They threatened to take away the collective bargaining rights of our members. They even threatened to use our union's military against the members of the ILWU. The union's leaders among elected officials from city council members to U.S. senators—helped expose this scheme to its political cost. If this is not enough of a reason to get involved in the political process, then I cannot see what there is.

If working people fail to get out the vote for candidates who support labor, we will be facing the dismantling of the programs and policies that organized labor is responsible for creating. Consider one program that Republican politicians and some conservative Democrats are aiming to privatize—Social Security. These politicians, including President Bush, propose to replace the current system that has worked for 60 years with a risky investment scheme for the elderly that will certainly require raising the retirement age, cutting benefits, and/or raising taxes.

The ILWU District Councils support candidates who have pledged to protect retirement security and sustain and enhance workers' rights. Some of the candidates the ILWU has endorsed in the past have failed to work people by voting to fast track jobs out of the country when they gave President Bush authority to negotiate bad trade deals. But the ILWU is not a single-issue union. A candidate's record has to be graded in its totality. A few of the candidates who voted wrong on fast track legislation have gone to bat for us in our fight for a fair longshore contract.

The U.S. Senate is currently divided almost evenly between pro-working family senators and senators who always support big business and ignore working people. Oregon appears to have the only conservative Senate race on the West Coast. There Secretary of State Bradbury is challenging incumbent Senator Gordon Smith. Bradbury participated in the big rally in Portland supporting the ILWU's fight for a fair contract. Smith failed to show up. In fact, Smith was the only West Coast senator who failed to sign a letter to the President urging him to back away from his threats of interven- tion. Smith went out of his way at a committee hearing to say that he supported intrusive background checks on all longshore workers. The chal- lenge, Bradbury, has pledged to work with our union to ensure that our civil rights are protected. Elections have tremendous consequences. If Oregon workers fail to get out the vote for Bradbury, extreme right-wing, anti-worker forces may be in charge of the President and the U.S. Senate, and the House of Representatives. The outcome of the governor's race in Hawaii could also affect the Senate balance. (See story, page 13.7)

The only obstacle to the complete destruction of the labor movement and the programs and policies that benefit the working class is the constant and persistent political action by labor union activists. This takes money. Our union members and their families must vote in the upcoming election. It is absolutely critical that our union members talk about political action on the job and get out the vote for the ILWU-endorsed candidates who are listed on this page and the following page. The ILWU and the entire labor movement will be in a perilous political position if the upcoming election fails to elect pro-worker politicians. This year, vote and get out the vote of your friends and neighbors, because your job may depend on it.
The interests of the "Big Five" companies elected in 1962 with strong backing in Hawaii, all the appointed governors nor's residence since John Burns got young insurgent Democrats. Inouye and Daniel Akaka are both in Hawaii legislature, working families could have huge consequences," he said. Fujimura said. (Senators Daniel Rights, prescription drug costs and finance irregularities and improper connections between campaign dona-

"Though she portrays herself as a Democratic nomination for governor, Lingle, had raised more money by once the leading candidate for the Democratic ticket, former Maui mayor and candidate, former Maui mayor and union's constitution. Bargaining
time. She continues to raise more money nationally. "As we have seen from what has happened elsewhere and the program paid for by the Republican
government, working families would see their rights taken away and the very existence of unions would be threatened," ILWU Local 142 Secretary Treasurer Guy Purchases said. "Moreover, should one of our senior members become incapacitated and unable to finish the term, the governor will appoint a replacement," Fujimura said, though Governor Inouye and Daniel Akaka are both in their late 70s. "With the Democrats nowhere in evidence, the governor could have huge consequences," he said. Once potential for tipping the Senate balance gives the race signific-
canol producers. "This takes it to issues of Social Security, the Health Care Bill of Rights, prescription drug costs and opposition to national right-to-work legislation and paycheck deception and other lingering union-busting schemes."

The Republican gubernatorial candidate, former Maui mayor and state AFL-CIO. As Maui mayor, Lingle pushed privatization and reduced public sector unions, according to Lau. Hawaii's slow-growing economy, dissatisfaction with the public schools and distress over public education make this a rocky year for Democrats. "There's a perception of bureaucracy, because the public schools still work for the old localities," said Lau. Honolulu Mayor Jeremy Harris, once the leading candidate for the Democratic nomination for governor, has faced allegations of campaign finance irregularities and improper connections between unions and contracts awarded, but no charges have been filed. The grand jury investigation has been scheduled to coincide with the elec-

donald. "We need to do things together that will benefit anybody," Fujimura said. "People moving to the state feel 'out' and the Democrats are 'in', so people who would normally be sympathetic to the Democratic program are thinking of going the other way." The bill was a compromise between Labour and the Republican administration. "Any Republican control will be a disaster for labor," Fujimura said. "Republicans fundamentally believe unions should not exist."

With six weeks left before the general election, Hawaii's unions were ramping up. Dave Gregory is bringing the national AFL-CIO's expertise up to the ILWU, presenting campaign materials and communications strategies. About 25 percent of Hawaii workers belong to unions, giving labor a strong base to build on. "Labor has the ability to do work on voter registration, on efforts to do things together that will benefit the whole labor movement," Lau said.

control and pre-gate supervisor jobs, and the work of planning ships, rails and container yards. Currently, the union performs about 50 percent of planning on the West Coast, with the other 50 percent done by non-union workers.

PMA rejected this proposal.

"They claim that Taft-Hartley, that's an al-

Laura said. "The lockout made PMA's union -busting agenda clearer than ever. Congress overturned the veto. Taft-Hartley in 1947, but the Republican Congress overturned the veto. Taft-Hartley requires both the union and the employer to work under the law that established the Taft-Hartley Act of 1947. In 1959, President Harry Truman called for a new law that would give 

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by Tom Price

When Guadalupe Casteneda was called into the company office and told he had to have an eye exam, he was puzzled. The 28-year veteran of the shipyard los Angeles had an eye condition since birth, and it had never affected his work as a mechanic at the scrap yard.

Last Oct. 15, the company sent him into a research center called her to see if she could get an expert's opinion. That Lupe had been born with an eye condition, but he was safe to go back to work. "He was a beacon of new administration, computers and the like, and doing analytical work that far exceeded what the employers had," Sigurdson stressed the need for educating the membership. He had studied accounting, and was known for his extremely well prepared research. The employers knew it, too, and knew they could trust the accuracy of his figures.

"He opened the whole menu for every maintenance job that was going to be done, including the shipyard labor school put on by the Canadian Labour Congress to upgrade their skills," Smith said. "He pioneered the ILWU training sessions which we put on annually at Harrison Hot Springs.

Sigurdson's teaching skills extended south of the Canadian border. His "dedication to education was widely recognized," ILWU Canada President Tom DuFresne said. "He was requested as a presenter at the LEAD education conference put on by the International Regional Union. The presence in the ILWU will not soon be forgotten."

That Sigurdson was on the original faculty of the International's Union Leadership, Education and Development Institute in 1988, had worked his way up to a heavy-duty mechanic's position. Gratz reminded the safety rep, "Lupe called me and told me something, it must work for the people.

"It was a test of wills between the contract and the company to protect Casteneda and the contract for the rest of the workers. It was a test of wills between the employer and the officer of Local 28," she said. "They made all kinds of offers. I decided we had to protect the union, we said enough is enough. That company he's doing fine." Gratz said. "It was a very emotional victory."

"I never regretted serving as your representative, although I often said the union made me religious," Sigurdson told the members. "I often joked that I never believed in hell until I went to work for the union!"
Family and friends grieve for Rudy Acosta

by Tom Price

Rudy Acosta was directing traffic at Pacific Container Terminal, where he knew, Steven and three others, service of America, when he was run over and killed by a 45-ton top handler Sept. 3. Acosta was a lead supervising sergeant of security and a member of warehouse Local 26. The accident, the fourth fatality this year in the LA port Valley, was under investigation by Cal-Osha.

Acosta had just turned 50 July 29. His friends and family will remember him as a good man and a devoted husband, a workaholic, a number of them attend- ed his memorial service and sang the school’s alma mater for him one last time at the service.

He went back to the school and helped out because he could,” Alice said. Acosta was a spiritual person. Off the job he was an artist and musician, a lovin- ing husband and father.

Acosta grew up in El Sereno with three sisters. He graduated from Cathedral High in Los Angeles in 1970 and remained close to many of his classmates, a number of them attend-

ed his memorial service and sang the school’s alma mater for him one last time at the service.

The whole family went on camp- ing trips together, and Acosta taught his children to swim and identify birds. He also shared his passion for music in the family. He played and golfed whenever he had a few moments away from his job and responsibilities.

“When I walked with my dad I felt like I was walking with a king,” said his daughter Sandra Acosta. “I real-

ized that our dad had a connection with every- one who also knew him.”

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