Special 32nd International Convention

32nd Convention

SAN FRANCISCO

OAKLAND
EUREKA
SACRAMENTO
STOCKTON

and International Election Issue

VOTE! International Elections pages 15-20
our International Conventions are traditionally a time when we review and assess where we have been and what we have done in the last three years. What were the challenges posed to us? Who were the adversaries we faced? How did we do? What were our successes and what can we learn from them to continue to make accomplishments? Where did we fall short and how can we do better?

They say that hindsight is 20-20. We are going to need that insight as we envision the kinds of programs this union needs for the future during this Congress. What was the role of all ILWU members in the challenges posed to us? Who were the adversaries we faced? How did we do? What were our successes and what can we learn from them to continue to make accomplishments? Where did we fall short and how can we do better?

There is no way we begin to make an assessment of the last three years without taking a long, hard look at our recent longshore contract struggle, easily the biggest battle the ILWU has faced in more than 50 years. The political climate had gotten worse very fast, and I think the battle lines were drawn even before it can be applied across the board to the rest of the union.

The only weapon Bush had left to use against us was the Taft - Hartley injunction. But when the employers tried to use the injunction's prohibition against slowdowns to break the union, our friends in state governments to come to our aid and in state legislatures to come to our aid. They got Bush and most of the Republicans in Congress to join us in our battle against the Taft - Hartley injunction. Those timely actions helped blunt the employers' threats to force us to accept terms in the area.

Another point the longshore contract fight highlighted is the difficulty of maintaining our health and welfare benefits. For months this was the sole concern of the employers. But the costs to employers over the six year contract will more than double. It will get harder and harder to bargain the benefits of the rank and file workers.

Our enemies are not done with us. The employers are unhappy that they missed a good chance to cripple the ILWU and haven't given up their plot to do so. After the ILWU is forced to drop its plans to send the ILWU International to the Capitol to lobby, we will have to do it through our locals and through our District Councils, the political and legislative groups of the ILWU in each area. They are already organized and experienced at this work.

At the same time the ILWU International will be working with the national AFL-CIO, the locals and the District Councils and their AFL-CIO's state labor federations and their Central Labor Councils. They will have to work with the national AFL-CIO, the locals and the District Councils and their AFL-CIO's state labor federations and their Central Labor Councils. They will work with each others', rather than become redundant. It is an unfortunate fact that political action requires money. We need to not only staff and operate our legislative office in Washington, D.C., and send rank and file leaders to the Capitol to lobby, we need to contribute money to pro-worker politicians. They have to run for reelection and ward off challenges by better funded pro-business candidates or they won't be around to help us. The law requires that union donations come from a voluntary fund, so this makes our task so much harder.

When the employers tried to use the injunction's prohibition against slowdowns to break the union, our friends in state governments to come to our aid and in state legislatures to come to our aid. They got Bush and most of the Republicans in Congress to join us in our battle against the Taft - Hartley injunction. Those timely actions helped blunt the employers' threats to force us to accept terms in the area.

Another point the longshore contract fight highlighted is the difficulty of maintaining our health and welfare benefits. For months this was the sole concern of the employers. But the costs to employers over the six year contract will more than double. It will get harder and harder to bargain the benefits of the rank and file workers.

Our enemies are not done with us. The employers are unhappy that they missed a good chance to cripple the ILWU and haven't given up their plot to do so. After the ILWU is forced to drop its plans to send the ILWU International to the Capitol to lobby, we will have to do it through our locals and through our District Councils, the political and legislative groups of the ILWU in each area. They are already organized and experienced at this work.

At the same time the ILWU International will be working with the national AFL-CIO, the locals and the District Councils and their AFL-CIO's state labor federations and their Central Labor Councils. They will have to work with the national AFL-CIO, the locals and the District Councils and their AFL-CIO's state labor federations and their Central Labor Councils. They will work with each others', rather than become redundant. It is an unfortunate fact that political action requires money. We need to not only staff and operate our legislative office in Washington, D.C., and send rank and file leaders to the Capitol to lobby, we need to contribute money to pro-worker politicians. They have to run for reelection and ward off challenges by better funded pro-business candidates or they won't be around to help us. The law requires that union donations come from a voluntary fund, so this makes our task so much harder.

When the employers tried to use the injunction's prohibition against slowdowns to break the union, our friends in state governments to come to our aid and in state legislatures to come to our aid. They got Bush and most of the Republicans in Congress to join us in our battle against the Taft - Hartley injunction. Those timely actions helped blunt the employers' threats to force us to accept terms in the area.

Another point the longshore contract fight highlighted is the difficulty of maintaining our health and welfare benefits. For months this was the sole concern of the employers. But the costs to employers over the six year contract will more than double. It will get harder and harder to bargain the benefits of the rank and file workers.

Our enemies are not done with us. The employers are unhappy that they missed a good chance to cripple the ILWU and haven't given up their plot to do so. After the ILWU is forced to drop its plans to send the ILWU International to the Capitol to lobby, we will have to do it through our locals and through our District Councils, the political and legislative groups of the ILWU in each area. They are already organized and experienced at this work.

At the same time the ILWU International will be working with the national AFL-CIO, the locals and the District Councils and their AFL-CIO's state labor federations and their Central Labor Councils. They will have to work with the national AFL-CIO, the locals and the District Councils and their AFL-CIO's state labor federations and their Central Labor Councils. They will work with each others', rather than become redundant. It is an unfortunate fact that political action requires money. We need to not only staff and operate our legislative office in Washington, D.C., and send rank and file leaders to the Capitol to lobby, we need to contribute money to pro-worker politicians. They have to run for reelection and ward off challenges by better funded pro-business candidates or they won't be around to help us. The law requires that union donations come from a voluntary fund, so this makes our task so much harder.

When the employers tried to use the injunction's prohibition against slowdowns to break the union, our friends in state governments to come to our aid and in state legislatures to come to our aid. They got Bush and most of the Republicans in Congress to join us in our battle against the Taft - Hartley injunction. Those timely actions helped blunt the employers' threats to force us to accept terms in the area.

Another point the longshore contract fight highlighted is the difficulty of maintaining our health and welfare benefits. For months this was the sole concern of the employers. But the costs to employers over the six year contract will more than double. It will get harder and harder to bargain the benefits of the rank and file workers.

Our enemies are not done with us. The employers are unhappy that they missed a good chance to cripple the ILWU and haven't given up their plot to do so. After the ILWU is forced to drop its plans to send the ILWU International to the Capitol to lobby, we will have to do it through our locals and through our District Councils, the political and legislative groups of the ILWU in each area. They are already organized and experienced at this work.

At the same time the ILWU International will be working with the national AFL-CIO, the locals and the District Councils and their AFL-CIO's state labor federations and their Central Labor Councils. They will have to work with the national AFL-CIO, the locals and the District Councils and their AFL-CIO's state labor federations and their Central Labor Councils. They will work with each others', rather than become redundant. It is an unfortunate fact that political action requires money. We need to not only staff and operate our legislative office in Washington, D.C., and send rank and file leaders to the Capitol to lobby, we need to contribute money to pro-worker politicians. They have to run for reelection and ward off challenges by better funded pro-business candidates or they won't be around to help us. The law requires that union donations come from a voluntary fund, so this makes our task so much harder.

When the employers tried to use the injunction's prohibition against slowdowns to break the union, our friends in state governments to come to our aid and in state legislatures to come to our aid. They got Bush and most of the Republicans in Congress to join us in our battle against the Taft - Hartley injunction. Those timely actions helped blunt the employers' threats to force us to accept terms in the area.
nities to new, young leaders.

Many of our veteran leaders will be retiring soon. But it is in the Warehouse Division where they'll be taking advantage of the retirement incentives in the new contract. We need to impart their knowledge and wisdom to younger people before they go.

At the same time, our pensioners are a mother lode of experience that needs more mining. Locals need to tap into that wealth of wisdom in their area pensioner associations.

The International Officers and the Coast Convention. Again, organizing is the only answer to the problem. We had great success three years ago helping the ILA around the Charleston Five struggle, the employers knew they would be there when we called. And when Teamster President James Hoffa sat down at our negotiating table and told the employers that if they picked a fight with the ILWU, they were picking a fight with the Teamsters, they got the message. And then there was the tremendous moral and material assistance the AFL-CIO gave us. When AFL-CIO Secretary-Treasurer Richard Trumka sat at the negotiating table day after day, week after week, banging at the employers, they got the message that the entire American labor movement was with us. When you have friends like these, you can hold out for victory.

Another thing our successes in the longshore fight proved again was how invaluable our international union relations are. When docker unions around the world broadcast their support for us, the employers took notice. They had to worry where in the world they might get hit and how they would hold out for victory.

The employers do their intelligence gathering and they know the respect and solidarity the ILWU has around the world. We found the International Transport Workers' Federation, for seafarers and dockers, is well known, like our help with the Australian dockworkers just a few years ago. When Paddy Crumlin of the Maritime Union of Australia sent letters saying the MUA was standing behind us, they never doubted it for a moment.

Paddy is here with us today—stand up, Paddy. Paddy will be speaking Tuesday.

The ILWU’s role in establishing the militant International Dockworkers Council also gave the employers pause. They knew these unions would never let the ILWU down.

Our borax locals—the miners of Local 30 out in the Mojave Desert and the processors of Local 20 in Wilmington, are affiliated with the International Chemical, Energy and Miners federation. This is important because it is the employer, Rio Tinto, is the biggest and most anti-union mining company in the world.

And there’s one last lesson we learned over the last three years. It is something we already knew and something we must never forget. Nothing works in this union without the rank and file’s involvement and activism.

But the ILWU will not back down from fighting for the living, for strengthening and enforcing our safety regulations. And we’ll do it in memory of those we’ve lost.

Another thing the Longshore struggle showed us was the importance of the MUA and the TCA, especially in times of conflict. We assured that we had friends in the right places with the historic pact we made with the East Coast Longshore workers in the ILA and with the Teamsters. These were the unions we needed covering our backs. After all the help we gave the ILA around the Charleston Five struggle, the employers knew they would be there when we called. And when Teamster President James Hoffa sat down at our negotiating table and told the employers that if they picked a fight with the ILWU, they were picking a fight with the Teamsters, they got the message. And then there was the tremendous moral and material assistance the AFL-CIO gave us. When AFL-CIO Secretary-Treasurer Richard Trumka sat at the negotiating table day after day, week after week, banging at the employers, they got the message that the entire American labor movement was with us. When you have friends like these, you can hold out for victory.

Another thing our successes in the longshore fight proved again was how invaluable our international union relations are. When docker unions around the world broadcast their support for us, the employers took notice. They had to worry where in the world they might get hit and how they would hold out for victory.

The employers do their intelligence gathering and they know the respect and solidarity the ILWU has around the world. We found the International Transport Workers' Federation, for seafarers and dockers, is well known, like our help with the Australian dockworkers just a few years ago. When Paddy Crumlin of the Maritime Union of Australia sent letters saying the MUA was standing behind us, they never doubted it for a moment.

Paddy is here with us today—stand up, Paddy. Paddy will be speaking Tuesday.

The ILWU’s role in establishing the militant International Dockworkers Council also gave the employers pause. They knew these unions would never let the ILWU down.

Our borax locals—the miners of Local 30 out in the Mojave Desert and the processors of Local 20 in Wilmington, are affiliated with the International Chemical, Energy and Miners federation. This is important because it is the employer, Rio Tinto, is the biggest and most anti-union mining company in the world.

And there’s one last lesson we learned over the last three years. It is something we already knew and something we must never forget. Nothing works in this union without the rank and file’s involvement and activism.

Let’s have a great Convention and let’s move this great union forward.
Sharing perspectives and solidarity

Convention delegates heard from labor and political leaders

RICHARD TRUMKA, AFL-CIO SECRETARY-TREASURER

The country needs to know that without union members in steady, strong resistance, the wealthy, the corporations and the conservative ideologues will pull us even further and further to the right. They will create a society where greed overwhelms need, where dollars replace debate and where monopoly overwhelms competition, and where censorship replaces debate. Brothers and sisters, George W. Bush is taking us dangerously close to the rim of that cavern right now. How do we respond to these threats? We must ratchet up to a new level our efforts to control corporate abuse and power. We must vastly increase the skill of our organizers and the money and time that we are devoting to organizing new members. We must organize and then organize some more. We must regain control of our government by removing George W. Bush and his allies from office.

Power is how you get things done in this country. We have to be relentless in our efforts and committed to winning the war that is being waged against working families, just as the sons and daughters of our families have won the war in Iraq. No matter where each of us stood with regard to that war, we must be united to make sure that when those troops come home, they can find jobs that pay enough to raise their families. You see, supporting our troops doesn’t mean dancing around waving an American flag that happened to be made in China. Supporting our troops means uniting so that their families can be protected by affordable and accessible health care. It means uniting so that every man and woman among them can look forward to a secure retirement income, so that every worker can exercise the right to join a union, so that every American can have the right to debate the issues of the day, to dissent from the decisions that are made without hesitation, without intimidation, without retaliation, and not just in times of peace, not just in times of plenty, not just at the right time, not just at the appropriate time, but any time we choose to and every time that we choose to so that labor unites so we can organize together, unites so we can build power together, unites so we can exercise that power together, unite so we can stand together and win together.

You know that George Bush and this administration do not stand for working men and women and do not believe in the right to organize. We see in his budget how he attacks ordinary folks. We see where their budget cuts would come. We should be pushing not only for an increase in the minimum wage, but we deserve and want a living wage. The living wage should be part of an economic strategy in terms of economic stimulus. Working men and women put their priorities on taking care of their families, educating their young people. Bush priorities go to tax cuts for the wealthy. We’ve got to stop these corporate tax loopholes. The president said the $800 billion tax cut is “a little, bitty tax cut.” Please, Mr. President, it’s not little bitty to working families. If that’s where his priorities are, and we know that’s where they are, then we need to tell him in no uncertain terms it’s time for him to go.

Power is how you get things done in this country. We have to be relentless in our efforts and committed to winning the war that is being waged against working families, just as the sons and daughters of our families have won the war in Iraq. No matter where each of us stood with regard to that war, we must be united to make sure that when those troops come home, they can find jobs that pay enough to raise their families. You see, supporting our troops doesn’t mean dancing around waving an American flag that happened to be made in China. Supporting our troops means uniting so that their families can be protected by affordable and accessible health care. It means uniting so that every man and woman among them can look forward to a secure retirement income, so that every worker can exercise the right to join a union, so that every American can have the right to debate the issues of the day, to dissent from the decisions that are made without hesitation, without intimidation, without retaliation, and not just in times of peace, not just in times of plenty, not just at the right time, not just at the appropriate time, but any time we choose to and every time that we choose to so that labor unites so we can organize together, unites so we can build power together, unites so we can exercise that power together, unite so we can stand together and win together.

U.S. REPRESENTATIVE BARBARA LEE

Like I always say when I come out here, it’s good to be back in the United States of America. Because when I come from in Charleston, South Carolina it is a different world, a different country. We come from the most anti-union, anti-family, anti-worker, most racist and repressive state in the Union. However, we’re there in South Carolina, representing labor and doing the very best we can to uphold the labor banner. You all know the struggle we came through very recently. Make no mistake about it—there’s no way we could have accomplished what we did had it not been for the ILWU. No way in the world.

RON CARVER, TEAMSTER PORT CAMPAIGN DIRECTOR

To those who boasted this was the time to take on the ILWU we made it clear we have a partnership to put muscle behind the slogan “Unity on the Waterfront.” This partnership is a two-way street and we in the Teamsters are grateful to President Spinosa and your Coast Committee and Longshore Caucus who have made it equally clear that your great union is committed to ensuring that the exploitation of the port truck drivers will end.

CHUCK MACK, TEAMSTER INTERNATIONAL VICE PRESIDENT AND PRESIDENT OF JOINT COUNCIL 7

The battles continue. Last Saturday in Oakland we had a rally in front of the Port Building to protest the police action against anti-war protesters and also the police response against ILWU members reporting to work. We marched up to City Hall and conveyed very clearly to the police department and to the political powers within the City of Oakland that we’re not going to tolerate this. We’ve demanded of the city an independent investigation to look at why such a forceful response... We need to find out why and how that happened, and we need to make sure it never happens again.

ART PULASKI, CALIFORNIA LABOR FEDERATION EXECUTIVE SECRETARY-TREASURER

It’s time for universal health care for every man, woman and child in this state. And we’re going to start by saying every employer should pay for health care for every worker, their spouse and their dependents. It’s about goddamn time. It’s not going to happen unless we as a trade union movement together say that we demand it, not just for our members, but for everybody... The call goes out in the battles over the election and health care and where censorship... Working men and women put their priorities on taking care of their families, educating their young people. Bush priorities go to tax cuts for the wealthy. We’ve got to stop these corporate tax loopholes. The president said the $800 billion tax cut is “a little, bitty tax cut.” Please, Mr. President, it’s not little bitty to working families. If that’s where his priorities are, and we know that’s where they are, then we need to tell him in no uncertain terms it’s time for him to go.

CALIFORNIA GOVERNOR GRAY DAVIS

Since last March eight dockworkers lost their lives. It’s very important that the men and women who work on those docks and the containers that are moved through those facilities are done in a safe and appropriate manner and nobody should have to feel they’re going to war just to earn a paycheck. You should not have to put your life on the line when you show up everyday to work in the ports.
JOE BREAKS, LOCAL 502, SURREY, BRITISH COLUMBIA, LONGSHORE WORKER, WESTPORT TERMINAL COAL DOCK

Breaks served as president of Local 502 several times in the 1970s and ’80s and attended his last International Convention in 1977, the year Harry Bridges retired. I was at the next convention, he said. “I wish we had come out with more of an action plan, more direction. We passed lots of resolutions, but when all is said and done, there’s camaraderie. There’s still that respect, even for a hotel worker.”

STAR MEDEIROS, LOCAL 142, FRONT OFFICE LEAD AGENT, WESTIN MAUI, CHAIR, UNIT 2505

Madeiros got her first job in an ILWU-represented hotel in 1973, while she was in high school. She was in her early 20s when she went to her first International Convention. “I was in on the ground floor,” she said. “We didn’t have anyone to look out for us.” And the union did not have a contract that covered hotel workers.

ROBERT ROMERO, IUB SOUTHERN CALIFORNIA REGION AB, FOSS MARITIME TUG PATROLMAN

“For me it’s all about organizing,” Romero said. “We’re being attacked on the federal level and more and more union contracts are being eroded by cutbacks and working conditions. My time in the ILWU has mostly been spent on organizing. The whole ILWU needs to do more. It’s like a garden. If you don’t cultivate it, it will wither and die.”

Three years ago, Trudeau was one of the newly organized workers warmly welcomed by the convention. This time, she was a delegate. “It’s amazing to go from looking out at a sea of faces to being part of it,” she said. She went in worried about the possible name change proposal, and looking for tips to help Local 5 in its second negotiation with Powell’s, which is coming up this summer. “But when all is said and done, there’s camaraderie. There’s still that respect, even for a hotel worker.”

TOMMIE SILAS, LONGSHORE LOCAL 10, SAN FRANCISCO BAY AREA

MEMBER OF THE LOCAL’S EXECUTIVE BOARD AND THE NORTHERN CALIFORNIA DISTRICT COUNCIL

Sillas started in 1996 and registered in 1998—following in his father’s footsteps. “This union raised me,” he said. “It’s why I have all my teeth, my health, my education. I want to become part of the process. It’s my way of giving back. The ILWU is everything to me.”

ROBERT ORR, LOCAL 200, UNIT 64, LAYOFF FROM E.C. PHILLIPS COLD STORAGE, KETCHIKAN, AK, LOCAL 200 EXEC. BD. MEMBER

Orr came to the convention preoccupied with the fate of his workplace and of the Alaska salmon industry in general. He worked for Ward’s Cold Storage, which was acquired by E.C. Phillips in 1998. “I was impressed by the unity of our union,” he said. “It would be great to get everybody together like this more often. The convention is like the hiring hall for the whole of the ILWU. It brings all the divisions together so we can sit down and talk about problems and how we can fix them.”

“OOH, where was the networking. We all know what networking means in the longshore business. The people, that’s what makes the union great, the people and their different backgrounds.”
MUA leader Paddy Crumlin's speech to the ILWU 32nd Convention

United Nations like the ILWU confront that lie and show by example that unity of purpose and commitment to each other can only secure a worker a job that unlocks and liberates great power, power to have a fair day’s pay for a fair day’s work, power to retire with a secure independence and dignity and not in poverty, power to live in peace, free of war, aggression and dysfunction. We have achieved those mighty things.

But as we know and as is proved over and over again at Patricks in this port, down the road here at Oakland in the demonstration against the war, we know that these are fragile achievements and that demand our ongoing vigilance and commitment to nurture and protect.

There can be no real security in our lives or our societies without the guarantee of peace. There are more thoughtful, compassionate and long lasting solutions to the divisions and conflicts of our world than the current circle of repetition.

We know these things because violence and aggression is so often directed inward. We need a union or they do not need to join a union. We know and share the importance of a union. We know that gain most from that division and gain the lie.

Unions like the ILWU confront that lie and show by example that unity of purpose and commitment to each other can only secure a worker a job that unlocks and liberates great power, power to have a fair day’s pay for a fair day’s work, power to retire with a secure independence and dignity and not in poverty, power to live in peace, free of war, aggression and dysfunction. We have achieved those mighty things.

But as we know and as is proved over and over again at Patricks in this port, down the road here at Oakland in the demonstration against the war, we know that these are fragile achievements and that demand our ongoing vigilance and commitment to nurture and protect.

There can be no real security in our lives or our societies without the guarantee of peace. There are more thoughtful, compassionate and long lasting solutions to the divisions and conflicts of our world than the current circle of repetition.

We know these things because violence and aggression is so often directed inward. We need a union or they do not need to join a union. We know and share the importance of a union. We know that gain most from that division and gain the lie.

Unions like the ILWU confront that lie and show by example that unity of purpose and commitment to each other can only secure a worker a job that unlocks and liberates great power, power to have a fair day’s pay for a fair day’s work, power to retire with a secure independence and dignity and not in poverty, power to live in peace, free of war, aggression and dysfunction. We have achieved those mighty things.
Passing on the wisdom of the past

On May Day Convention delegates were treated to the sage advice of one of the ILWU’s legendary organizers. Quit Quon McElrath, now 87 years old, lived through the ILWU’s formative years in the Pacific Northwest during the stormy turbulence of those years.

She toiled in the pineapple fields of Hawaii and before attending the University of Hawaii. In the late 1930s she worked with ILWU organizer Jack Hall on the union’s newspaper, Voice of Labor, where she met Bob McElrath, another ILWU organizer whom she married in 1941. She went on to work with him organizing the sugar and pineapple workers during the 1940s.

In 1954 Local 142 hired her as its social worker where she ran educational programs, helped members access the services of attorneys and public agencies and isolated the state legislative on issues of human services—important work.

Even after retirement McElrath has hardly slowed down, continuing to act as mentor and instructor in the ILWU’s leadership education and development programs and serving as a volunteer attorney in domestic violence cases.

At the Convention the delegates voted to make her a lifetime honorary member of the ILWU. Below are excerpts of her address.

AH QUON McELRATH

Lesson number one. Organizing the workers is the first item on the agenda of labor if it is to survive. To organize, to unionize, to organize, to unionize. To organize, to unionize. The ILWU is the only force that can bring change to the unorganized with fervor is still the best leaders fall prey—the lust for power and prestige, the avidity to consolidate and their efforts to attain a fair contract—those are the reasons for the assassinations.

McElrath told how several of his co-workers in the union were assassinated in Colombia, where paramilitary forces attempted to kidnap his daughter Karen, four years of age, two days later I was called and told that I am a lucky guy because the attempt to assassinate her, and to deliver her to me in a plastic bag was foiled. Likewise this past Jan. 2 we received death threats.

In the 21st century patriotism has surely become the last refuge of a scoundrel, let us not use any other "ism" to lose our humanity and shred that which makes us civilized human beings. Rather let us build international working class solidarity, then we can contend with the power of capitalist states through working class power.

The lessons are many that we can learn from the history of our union. Only you can learn from those lessons and pass on what you learned to others. Only you, in concert with others, can prevent moving into the bowels of a police state. You can do it, but only if you are willing to participate in the life of your local, only if you do not become smug in your protected jobs with adequate wages and fringe benefits, only if you recognize that there are many more of us who slave 40 or more hours a week at two or three jobs to put food on the table, the pay, send our children to school and retire with health care only if we do not do a meal.

That is your mission in the 21st Century. That mission is to condemn your children and your grandchildren and the rest of the working class to lives without education, no health care, no hope for the future.

The cudgel is there for you to pick up. You can do it. Will you do it?

Colombian unionists call for Coca-Cola boycott

Colombian unionists call for the international boycott of Coca-Cola. The second was to initiate a series of international popular tribunals where we put Coca-Cola on trial. These were held in three different cities around the world. First in Atlanta last July, later in Brussels in October and the third, the last, the 5th of December in Bogota, Colombia. There, with hundreds of organizations present, it was decided that Coca-Cola was responsible for this situation that we face and we undertook to launch an international campaign to boycott Coca-Cola.

Colombian unionists call for the boycott of Coca-Cola as a result of all this we have undertaken two actions. The first was to enter into a lawsuit against Coca-Cola, filed in the Southern District of Florida.

The lesson is that no complaint is too small to get the attention of stewards, local officers, and other picket cards. Union members deserve rapid response from those who hold office through the dues-paying membership.

Lesson number three. Political action is the only way by which we can mobilize all workers to stop the dangers of the privatization of Medicare and Social Security. Labor is the only force that can mobilize the country to fight huge tax cuts that widen the gap that now exists between the haves and the have-nots. Labor is the only force that can bring a universal health care program for all Americans, including the 41 million uninsured and the six million underinsured.

McElrath’s leadership is the first item on the agenda of labor if it is to survive. To organize, to unionize is the only way by which we can prevent the United States from going down the path of militarism.

In this period when patriotism has been perverted with fervor is still the best leaders fall prey—the lust for power and prestige, the avidity to consolidate and their efforts to attain a fair contract—those are the reasons for the assassinations.

In this period when patriotism has been perverted with the open sesame could be the implicit support of government and assassinating union activists.

In this period when patriotism has been perverted with the open sesame could be the implicit support of government and assassinating union activists.

In this period when patriotism has been perverted with the open sesame could be the implicit support of government and assassinating union activists.

In this period when patriotism has been perverted with the open sesame could be the implicit support of government and assassinating union activists.

In this period when patriotism has been perverted with the open sesame could be the implicit support of government and assassinating union activists.

In this period when patriotism has been perverted with the open sesame could be the implicit support of government and assassinating union activists.

In this period when patriotism has been perverted with the open sesame could be the implicit support of government and assassinating union activists.

In this period when patriotism has been perverted with the open sesame could be the implicit support of government and assassinating union activists.

In this period when patriotism has been perverted with the open sesame could be the implicit support of government and assassinating union activists.

In this period when patriotism has been perverted with the open sesame could be the implicit support of government and assassinating union activists.

In this period when patriotism has been perverted with the open sesame could be the implicit support of government and assassinating union activists.

In this period when patriotism has been perverted with the open sesame could be the implicit support of government and assassinating union activists.

In this period when patriotism has been perverted with the open sesame could be the implicit support of government and assassinating union activists.

In this period when patriotism has been perverted with the open sesame could be the implicit support of government and assassinating union activists.

In this period when patriotism has been perverted with the open sesame could be the implicit support of government and assassinating union activists.

In this period when patriotism has been perverted with the open sesame could be the implicit support of government and assassinating union activists.

In this period when patriotism has been perverted with the open sesame could be the implicit support of government and assassinating union activists.

In this period when patriotism has been perverted with the open sesame could be the implicit support of government and assassinating union activists.

In this period when patriotism has been perverted with the open sesame could be the implicit support of government and assassinating union activists.

In this period when patriotism has been perverted with the open sesame could be the implicit support of government and assassinating union activists.

In this period when patriotism has been perverted with the open sesame could be the implicit support of government and assassinating union activists.

In this period when patriotism has been perverted with the open sesame could be the implicit support of government and assassinating union activists.

In this period when patriotism has been perverted with the open sesame could be the implicit support of government and assassinating union activists.

In this period when patriotism has been perverted with the open sesame could be the implicit support of government and assassinating union activists.

In this period when patriotism has been perverted with the open sesame could be the implicit support of government and assassinating union activists.

In this period when patriotism has been perverted with the open sesame could be the implicit support of government and assassinating union activists.

In this period when patriotism has been perverted with the open sesame could be the implicit support of government and assassinating union activists.

In this period when patriotism has been perverted with the open sesame could be the implicit support of government and assassinating union activists.

In this period when patriotism has been perverted with the open sesame could be the implicit support of government and assassinating union activists.

In this period when patriotism has been perverted with the open sesame could be the implicit support of government and assassinating union activists.

In this period when patriotism has been perverted with the open sesame could be the implicit support of government and assassinating union activists.

In this period when patriotism has been perverted with the open sesame could be the implicit support of government and assassinating union activists.

In this period when patriotism has been perverted with the open sesame could be the implicit support of government and assassinating union activists.

In this period when patriotism has been perverted with the open sesame could be the implicit support of government and assassinating union activists.

In this period when patriotism has been perverted with the open sesame could be the implicit support of government and assassinating union activists.

In this period when patriotism has been perverted with the open sesame could be the implicit support of government and assassinating union activists.

In this period when patriotism has been perverted with the open sesame could be the implicit support of government and assassinating union activists.
by Tom Price

Taking time out for action has become a tradition at ILWU conventions, and the 32nd was no exception. Friends, families and delegates boarded busses and trolleys April 30 and headed for Pier 43 to join picketing IBU workers protesting stalled contract talks.

Red & White Fleet, a cruise, charter and ferryboat line sailing the San Francisco Bay, received bargaining concessions in its first deal with IBU workers. That contract expired last October, and 30 bargaining sessions have proven unfruitful. The company has proposed wage freezes, while workers have been redressed as part time and the unionized work force has been cut nearly in half. An important speaker was up in the middle of the circle of marchers.

"We have worked since September to make this a good and fair contract, with wages the same as the workers down the dock," IBU San Francisco Regional Director Marina Secchitano said. "We haven't proposed anything but pay cuts."

Secchitano handed the microphone to International President Jim Spinosa. The pickets marched around the sidewalk while some IBU members passed out flyers and pieces of chocolate.

"This is nothing new, we've been here before and done this many times, haven't we?" Spinosa said as the Red & White Fleet docked. "We're not going away until Red & White understands the IBU, the ILWU and the rest of the label is here today to get a contract we can live with. Unless they come up with one, we will be back.

Spinosa handed off to longshore Local 10 President Henry Graham. "We want to tell Red & White that Local 10 is your neighbor," he said. "We will move our hall down here in front of Pier 43 1/2, if we have to. If IBU needs Local 10, we will be here in force."

A tall, elegantly dressed woman approached the line to shake hands. A flight attendant on a major, bankrupt airline, she was in full of sympathy with the pickets. The marchers also heard from a distinguished guest from Australia.

"We're just here to say we in know what it's like to be on the receiving end of baseless hostility," said Paddy Cruamilin, General Secretary of the Maritime Union of Australia. "And we want to get our message across to Red & White that you'll never get anywhere unless you give your workers a fair go."

Crumlin led the pickets in the chant "The workers united will never be defeated." ILWU Canada's President Tom Dufrene spoke next.

"These workers work their lives away for this company and they deserve a fair contract," he said. "The IBU enjoys the full support of the ILWU all the way up and down the West Coast from Alaska to San Diego."

Ken Riley, President of Charleston ILA Local 1422, told workers they had support on the East Coast and told Red & White they need to give the workers a fair shake. Sal Candelaria, Philadelphia ILA Local 1291 president, offered the solidarity of the ILA.

Unions protest police violence at Port of Oakland

by Tom Price

Radical author Jack London would have been proud of the turnout April 26 at the plaza in Oakland that bears his name. Around 800 people and anti-war activists protested the April 7 police riot in which the Oakland police acted as a private goon squad for two terminal operators at the Port of Oakland, fired on demonstrators and ILWU longshore workers.

Anti-war protesters had gathered early that morning to picket the Stocked Services of America and American President Lines terminals. SSA recently was awarded a $4.5 million contract by the Bush administration to operate the docks at the Iraqi port of Umm Qasr, while APL has a government contract to ship military cargo. The demonstrators targeted these companies as "war profiteers" and picketed their gates. ILWU members stood by, waiting for the ruling of the area arbitrator on the validity of the picket line. But before the arbitrator arrived the police decided to disperse the protesters, indiscriminately firing wooden dowsens and bean bags from shotguns directly at them and ILWU members, injuring dozens of demonstrators and nine longshore workers. During the riot the police arrested with brutality, the cops and held in prison until 2 a.m. the next day.

In protest, longshore Local 10 decided to hold its stop work meeting Saturday, April 26, in front of the Oakland Port Commission office and then march to City Hall. Many of the April 7 protesters and local unionists turned out. Clerks Local 34, warehouse Local 6 and ILWU members, officers and retirees rounded out the ILWU side. From the stage Judy Goff, Shelly Kessler and Walter Johnson, of the Alameda, San Mateo and San Francisco labor councils, respectively, addressed the crowd. Teamsters Joint Council 7 President Chuck Mack and California Labor Federation Executive Secretary-Treasurer Art Pulaski of the also spoke.

"We will not allow the police to be used as a private security force," Mack told the crowd. An article in the April 8 New York Times quoted Oakland Police Chief Richard Word saying the two terminal operators requested the police clear the gates.

"We know that SSA and APL met with the police April 4, we demand to know what happened at that meeting," Local 10's Clarence Thomas said. "Was the Coast Guard at that meeting? Homeland Security? We were not invited."

Thomas then read a solidarity letter from dockers in Bangladesh. They had recently defeated SSA's $450 million dock privatization plan. Local 10 President Henry Graham introduced four injured members.

"Some of these employers say we, the union, have too much power," Graham said. "Our power comes from the community, the power of the people."

The march moved on to City Hall, where speakers demanded an impartial investigation of police conduct. Father Bill O'Donnell, just released from a six-month stretch in federal prison for trespassing at the School of the Americas, a U.S. Army torture training facility, pointed to the disparity of the treatment of anti-war protesters.

"Who decided the rights of property supersedes the right to protest?" he said. "How is it the Shia can demonstrate in Bagdad and we can't here? Why won't the Marines protect us here?"

Local 6 Secretary-Treasurer Fred Pecker brought the story back to Jack London.

"London was a man of the people," Pecker said. "The Iron Heel was my favorite book. It describes the rise of fascism."
Jurisdiction and very existence, the
find long-term fixes for them before
the next contract bargaining in five
exposed the union's weaknesses as
rest of the union.
resources and the more focused
like the emphasis on political action
together."
Committee and the delegates moved to
Coast Committee's program. "We
keep these jobs and this union."
ILWU, its mission, goals and contract,
ing importance of West Coast ports to
union's hand was reassuring. And
union's Political Action Fund. To fur-
the union's Political Action Fund. To fur-
committees and policies important to the
research will focus on the major
stymied the West Coast negotiations.
against the ILWU and its employer
gathered areas at the docks and secured
Division's merger into the West Coast
Committee had scrambled for such
significant importance of West Coast ports, the cargo
employer group, the Alaska Maritime
Alaska Longshore Division, not a signatory to the West Coast con-
(contract and safety regulations.

In the middle of the week-long
Caucus was determined to make
Sena investigation into the matter. As
charges have not yet been filed, so
bearing was cancelled. But charges
could be filed against them any time with the
The Coast Committee had been
calling for the charges against Heyman
before the elections, since the day of the
for an independent investigation into the
union workers to bargain-
gain with each employer individually and
port-by-port. In response the
Caucus passed a resolution sup-
porting the Alaska Longshore Division's merger into the West Coast
agreement. Although there are several
hurdles to overcome to make the
bargain, the Coast Committee will work
in the meantime the Coast Committee
will assist the Alaska longshore work-
workers in their upcoming negotiations.
PORT SECURITY
The Coast Legislative Action Committee continued to consider
security issue as it moves from legis-
lation to implementation.
The Transportation Security Ad-
ministration is now developing the new
Transportation Workers Identity Card (TWIC). How much information avail-
able to whom has yet to be determined.
issues of background checks, secured
areas at the docks and secured information remain unresolved.
The Caucus decided that the Division should have a "security director"
following the issues and coordinating informational sharing amongst
ILWU representatives on local and
national security committees. (Local
the representative on the
Coast Legislative Action Committee, Mike
in the future work to coordinate
and continue to do so.) The Caucus
also agreed the union will involve itself in all such committees along with the
Coast to have input on how these new
regulations will be administered.
BUDGET
The Budget Committee reported
that the Division's financial position
(expiration date, clearly an
employer strategy. Less than $1 mil-

Longshore Caucus plots its future
By Steve Stallone

With the hard-earned wisdom of experience guiding it, the ILWU Longshore Division Caucus had
ensure its future on the docks at its meeting in San Francisco May 5-9, the
week-long 15th International Convention. Much of the program—
the emphasis on political action and
and member education—drew from that of the Convention. But with its larger resources and the
employer/group attack on its
Jurisdiction.
with the four major container
servers, plus a clerk, a foreman
and a representative from a small
will be selected to assist the Coast
Committee in public relations.
The plan will also be building local
rank-and-file speaker bureaus
and media trainings and
developing coali-
tions, community, interf
and environmental organizations to
create greater local solidarity.

An injury to one is an injury to all."

"ILWU International President Jim Spinosa (at microphone) addresses the
Caucus. At the dias (left to right) are Coast Committeemen Joe Wenzel and
Ray Heyman, Jr., Caucus chair Dennis Brucekwein and International Vice President Bob
McEllrnan.

Down the courthouse
In the middle of the week-long
session, Caucus leaders took a break from their deliberations to act on
the slogan: "An injury to one is an injury to all."

Caucus accounts are sol-
vent given the extra $22 per
month added to the costs.

Still, the Coast accounts are sol-
vent given the extra $22 per
month added to the costs.
S

pared on by the dire circumstances facing the union and the ILWU's 32nd International Convention, the highest body in the union, set its agenda for the next three years. At the gathering in San Francisco April 28-May 2 they made dumping Bush in 2004, opposing his war on and occupation of Iraq, pushing for universal healthcare and continuing the union's organizing program its priorities.

Convention delegates also approved a three-year budget to fund new programs, and took time to honor retiring long-time officers, to hear from distinguished guest speakers and join the picket by local IBU ferry workers fighting for a fair contract. "Workers are under attack by this administration," Jackson said. "If ever there was a time for a mass march on Washington by workers for jobs, income or health care, it is now. Workers, stand up and fight back."

Spinosa was followed by AFL-CIO Secretary-Treasurer Trumka, who told the convention that the AFL-CIO is going all out to defeat Bush and said he was pleased to see the ILWU on board with that effort. "We must run George Bush out of the White House in 2004," Trumka said.

"More and more and more AFL-CIO unions are making the critical decision to invest more money in organizing and to change the way that we organize. I know that the ILWU is doing just that," he said. "If we are to have more power at the bargaining table, if we are to have more power at the ballot box, then we have to have more members."

PEACE, NOT WAR

The Convention spent much time debating resolutions opposing war in general and the war on Iraq in particular. Some delegates argued strenuously that the war was morally and politically wrong, that the war was being used domestically to repress worker and civil rights, that the Preamble to the ILWU Constitution commits the union to work for "peace efforts. The second one (R-17) supports a California bill that would require all employers to provide health coverage for their employees or pay a fee to a state health fund and R-17 supports a proposal by Congressional Democrats to provide a fee to a state health fund and R-20, asserting that health care is a right, not a privilege, commits the ILWU to work with other organizations and legislators toward a single-payer system while continuing to work for incremental reforms in the system in the meantime. Two other resolutions do just that—R-14 supports a California bill that would require all employers to provide health coverage for their employees or pay a fee to a state health fund and R-17 supports a proposal by Congressional Democrats to provide a minimum Medicare prescription drug coverage.

ORGANIZE OR DIE

In their opening speeches both Spinosa and Trumka pointed to organizing as essential to the union movement's political and economic survival. At the ILWU's International Convention six years ago the union committed itself, both politically and financially, to organizing. While not satisfied with the results so far, the delegates this year showed themselves to be no less committed to organizing and perhaps more focused. They passed a resolution directing the International organizing program to home in on strategic targets that would specifically oppose the war on Iraq. The third (R-26) opposes the U.S. occupation of Iraq and calls for the immediate withdrawal of U.S. troops from that country and self-determination for its people.

HEALTH CARE FOR ALL

In his keynote address President Spinosa emphasized the need for access to health care and how rising medical costs have made keeping benefits an issue in every contract the ILWU negotiates. The only real solution, he said, is a national, single-payer healthcare program.

The delegates were already aware of this and had come with several healthcare resolutions. The Convention passed them all. The first one (R-2) calls for universal and comprehensive health coverage for everyone in the U.S. The second one (R-5) makes national health care and affordable prescription drugs the ILWU's priority issue. The third (R-20), asserting that health care is a right, not a privilege, commits the ILWU to work with other organizations and legislators toward a single-payer system while continuing to work for incremental reforms in the system in the meantime. Two other resolutions do just that—R-14 supports a California bill that would require all employers to provide health coverage for their employees or pay a fee to a state health fund and R-17 supports a proposal by Congressional Democrats to provide a minimum Medicare prescription drug coverage.

ILWU-Teamster-ILA alliance in the house (from left to right) International Secretary Treasurer Joe firra, International Vice President, Mainland Bob McElrath. Retired Local 142 social worker Ah Quinn McElrath is made an honorary member (from left to right) International Secretary-Treasurer Joe Ibara, International Vice President, Hawaii Wes Furtado, Ah Quinn McElrath, International President Jim Spinosa and Vice President, Mainland Bob McElrath.
strengthen existing locals and involve and empower the rank and file. Another resolution calls for a full-time organizer in Alaska. International Vice President Bob McElrath, in charge of organizing on the mainland, assured the delegates the hiring process is already underway.

Pleased with the International’s membership education programs and wanting more, delegates increased spending for it. The money will buy $90,000 per year the rate will increase by $1.25 per hour the rate will increase by $1.25 per hour. The Maritime Union of Australia delegation (from The Northern California area delegation.

MONEY MATTERS

The delegates passed the International Officers’ proposed budget, largely a status quo plan with modest increases to keep the union’s programs running, especially the organizing and educational ones. The budget increases nearly all items to allow for expected inflation.

To cover these additional costs, the new budget calls for small raises in per capita dues from members and retains the current progressive dues structure where those who make the most pay the most. The increases do not go into effect until Jan. 1, 2004. For members making less than $16 per hour the rate will go up by $0.20 per month, from $5.75 to $5.95. For members who earn between $16 and $21 per hour the rate will go up by $0.25 per month, from $10.50 to $10.75. For those making more than $21 per hour the rate will increase by $0.75, from $16.25 to $17.00. And for members in a division or local where the average earning exceed $90,000 per year the rate will increase by $1.25 per month, from $20.00 to $21.25.

After passing the budget the Convention approved a series of resolutions with additional costs. The delegates had each one costed out and decided that the International Executive Board will later calculate the additions to the per capita increase proportional to the progressive formula.

INTERNATIONAL EXECUTIVE BOARD CHANGES

The composition of the IEB will change in the next election—two new seats will be added. The addition of a second seat for the Columbia River area, is a direct result of organizing Powell’s Books and establishing warehouse Local 5 in Portland. The 500 plus new members put the area over the membership threshold for another representative. But the Constitution requires IEB candidates to have at least five years in as an ILWU member, so this time no one from Local 5—which was chartered less than three years ago—is eligible to run.

The delegates also passed a Constitutional amendment to create a new seat for miners in the Southern California desert, so far just the Local 30, Boron, members. These nearly 600 miners have been part of the ILWU since 1964 and have never had a representative from their local on the IEB.

GUEST SPEAKERS

The Convention heard from numerous distinguished guest speakers. The Rev. Jesse Jackson, San Francisco Mayor Willie Brown, California Governor Gray Davis and Oakland Congresswoman Barbara Lee all came to recognize the progressive work of the ILWU over the years and to ask for it to continue. The Teamster-ILWU-LILA alliance was represented in force with a message from Teamster President James Hoffa brought by the Teamsters Port Division Director Ron Carver and a visit from International Vice President and Northern California Joint Council 7 President Chuck Mack. From the ILA both Vice Presidents, Al Cernades and Benny Holland came as well as Charleston Local 1442 President Ken Riley, Charleston clerks Local 1771 President David Hogan, Philadelphia Local 1291 President Sal Candelaria, International Organizer Jerry Owens and International Communications Director Jim McNamara. California Labor Federation Executive Secretary-Treasurer Art Pulaski stopped by to encourage the union’s political activity and San Francisco Labor Council Secretary-Treasurer Walter Johnson told a few jokes.

MUA National Secretary Paddy Crumlin brought three rank and file to witness the ILWU Convention and Longshore Caucus and he addressed the delegates (see page 6 for his remarks.) Retired Local 142 social worker Ali Quan McElrath gave the delegates a history lesson and William Mendoza, a union leader from Colombia, told his story of violent union suppression by Coca Cola and other U.S. multi-national corporations and won the union’s support for a boycott of the soft drink (see page 7 for more).

THANK YOU AND GOOD-BYE

The delegates took time to honor a few veteran leaders who were attending their last Convention before retiring.

International Secretary-Treasurer Joe Ibarra, who has bold that office for the last nine years, was voted the honorary title of Secretary-Treasurer Emeritus. Ibarra had previously worked for 12 years as Southern California Regional Director and served as president of warehouse Local 26 for 15 years.

Bo Lapenia, 12-year president of Hawaii Local 142, was also honored for his long tenure as well as the 13 years he put in as business agent and the five years as Hawaii Division Director. Local 8’s Norm Parks, who spent 25 years as the Columbia River area’s representative on the IEB, negotiated five of longshore contracts and served as the Longshore Division’s most active International contact, was also honored. So was Richard Austin, former International Vice President and Coast Committeeman, who served on five of Longshore negotiating committees.

NOMINATIONS AND ELECTIONS

The Convention also nominated the candidates for the upcoming election. International Secretary-Treasurer Joe McElrath are running unopposed. James Hoffa will challenge incumbent Wesley Partado for the International Vice President, Hawaii position. Local 23 member and IEB representative Willie Adams and IBU San Francisco Regional Director Martha Scrobona will face off for International Secretary-Treasurer. All the IEB candidates are listed with photos and statements on pages 17-20.

NOT ALL WORK

Throughout the week the Northern California Host Committee kept up the good times. Highlights included the Wednesday night Crab Feast at the Local 10 hall and the Thursday night banquet featur- ing political satirist Will Durst and musical guest Dr. Loco and his Rockin’ Jalapeno Band. On other nights Local 119 supplied the party. Mahalo!
CONSTITUTIONAL AMENDMENTS

STATEMENT OF POLICY ON OFFICER AND STAFF PENSION PLANS (C-1)

The ILWU Pension Plan for Officers and Staff is a multi-employer plan covering the officers and the administrative and field staff of the International, the officers and administrative staff of the Coast Pro Rata Rate Committee, and the administrative staff of the ILWU-FMA Benefit Funds Office, including the Welfare Area Directors and the ADRP Coordinators. These three employers each contribute 18% of their respective payrolls to the Plan, an amount equal to about $750,000 per year. The International Union's share of this total is about $220,000 or 30%.

The participating Plans are prepared to increase benefits at the rate of ninety-five dollars ($95) per month per year of service, the maximum benefit is $3,525 per month ($95 x 35 years); normal retirement age is 62; retirement is available at age 55; and surviving spouses are entitled to fifty-five percent (55%) of the participant's benefits as of the participant's date of death if the participant is at least 59-1/2 years old and has at least 15 years of service. Individuals who meet these requirements and who retire during these phases will receive an unreduced pension benefit; that is, there would be no actuarial reduction for early retirement.

All together, these changes will increase the annual pension contribution from about $5% per year of service (13% of the twenty-seven percent (27%) of payroll. This increase has been factored into the International's budget for the 2003 - 2005 budget cycle. It is anticipated that for the 2006-2008 budget cycle there will be no need to increase the pension contribution rate or increase it only a small amount.

STATEMENT OF POLICY ON ELECTION PROCEDURES (C-2)

We recommend the following changes to the Election and Procedures Committee in order to correct timing and other related problems concerning the election procedures as a result of our experience from the last election. None of these recommendations are intended to alter in any way whatsoever the rights or qualifications for participating in the membership. They are of a housekeeping nature. Please keep in mind that dates specified below are the deadlines, the activities could be completed before or after the dates. However, we recommend that the deadlines be completed within a week or two of the deadlines for subsequent elections. Another deadline is a timeline based on the following proposed changes (and existing requirements) so as to illustrate how this all works together.

SURVIVING SPOUSES

We recommend that the benefits for surviving spouses be increased in accordance with the schedule listed in Table 1. This accommodation will be certain parity between retirees under the Officers and Staff Pension Plan and the retirees under the longshore industry pension plan.

ACCRUAL RATE

We recommend that the benefit accrual rate and the maximum monthly benefit for the Officers and Staff Pension Plan be increased from $85 per month per year of service to $150 per month per year of service in accordance with the schedule listed in Table 1. Again, this change brings the benefit for active participants in line with those benefits under the longshore industry pension plan.

We also recommend that the plan provide two early retirement windows, the first one from August 1, 2003 through January 31, 2004, and the second one from August 1, 2008 through January 31, 2009, for individuals who are at least 59-1/2 years old and have at least 15 years of service who meet these requirements and who retire during these phases will receive an unreduced pension benefit; that is, there would be no actuarial reduction for early retirement.

This increase has been factored into the International's budget for the 2003 - 2005 budget cycle. It is anticipated that for the 2006-2008 budget cycle there will be no need to increase the pension contribution rate or increase it only a small amount.

STATEMENT OF POLICY ON ELECTION PROCEDURES (C-3)

We recommend the following changes to the Election and Procedures Committee in order to correct timing and other related problems concerning the election procedures as a result of our experience from the last election. None of these recommendations are intended to alter in any way whatsoever the rights or qualifications for participating in the membership. They are of a housekeeping nature. Please keep in mind that deadlines, the activities could be completed before or after the dates. However, we recommend that the deadlines be completed within a week or two of the deadlines for subsequent elections.

Table 1: Retiree Benefit Increases

<table>
<thead>
<tr>
<th>Retirement Group</th>
<th>Current Benefit</th>
<th>Effective 07/01/02</th>
<th>Effective 07/01/03</th>
<th>Effective 07/01/04</th>
</tr>
</thead>
<tbody>
<tr>
<td>Retired before July, 1992</td>
<td>$65</td>
<td>$60</td>
<td>$65</td>
<td>$70</td>
</tr>
<tr>
<td>Retired after June 30, 1992 and prior to July 1, 1996</td>
<td>$71</td>
<td>$76</td>
<td>$81</td>
<td>$86</td>
</tr>
<tr>
<td>Retired after June 30, 1996 and prior to July 1, 1999</td>
<td>$71</td>
<td>$76</td>
<td>$81</td>
<td>$86</td>
</tr>
<tr>
<td>Retired after June 30, 1999 and prior to July 1, 2002</td>
<td>$71</td>
<td>$76</td>
<td>$81</td>
<td>$86</td>
</tr>
</tbody>
</table>

Table 2: Surviving Spouse Benefits

<table>
<thead>
<tr>
<th>Survivor Group</th>
<th>Current Benefit</th>
<th>Effective 07/01/02</th>
<th>Effective 07/01/03</th>
<th>Effective 07/01/04</th>
</tr>
</thead>
<tbody>
<tr>
<td>Retired after June 30, 1993 and prior to July 1, 1996</td>
<td>$29.75</td>
<td>$34.25</td>
<td>$38.75</td>
<td>$43.25</td>
</tr>
<tr>
<td>Retired after June 30, 1996 and prior to July 1, 1999</td>
<td>$34.50</td>
<td>$39.00</td>
<td>$43.50</td>
<td>$48.00</td>
</tr>
<tr>
<td>Retired after June 30, 1999 and prior to July 1, 2002</td>
<td>$39.25</td>
<td>$43.75</td>
<td>$48.25</td>
<td>$52.75</td>
</tr>
</tbody>
</table>

Table 3: Active Benefits

<table>
<thead>
<tr>
<th>Current Benefit</th>
<th>Effective 07/01/02</th>
<th>Effective 07/01/03</th>
<th>Effective 07/01/04</th>
<th>Effective 07/01/05</th>
<th>Effective 07/01/06</th>
</tr>
</thead>
<tbody>
<tr>
<td>Maximum Monthly Benefit (based on 35 years)</td>
<td>$3,250</td>
<td>$3,300</td>
<td>$3,350</td>
<td>$3,400</td>
<td>$4,200</td>
</tr>
</tbody>
</table>

Table 4: Provisional Benefits

<table>
<thead>
<tr>
<th>Current Benefit</th>
<th>Effective 07/01/02</th>
<th>Effective 07/01/03</th>
<th>Effective 07/01/04</th>
<th>Effective 07/01/05</th>
<th>Effective 07/01/06</th>
</tr>
</thead>
<tbody>
<tr>
<td>Maximum Monthly Benefit (based on 35 years)</td>
<td>$3,250</td>
<td>$3,300</td>
<td>$3,350</td>
<td>$3,400</td>
<td>$4,200</td>
</tr>
</tbody>
</table>

Table 5: Final Benefits

<table>
<thead>
<tr>
<th>Final Benefit</th>
<th>Effective 07/01/02</th>
<th>Effective 07/01/03</th>
<th>Effective 07/01/04</th>
<th>Effective 07/01/05</th>
<th>Effective 07/01/06</th>
</tr>
</thead>
<tbody>
<tr>
<td>Maximum Monthly Benefit (based on 35 years)</td>
<td>$3,250</td>
<td>$3,300</td>
<td>$3,350</td>
<td>$3,400</td>
<td>$4,200</td>
</tr>
</tbody>
</table>
Procedures Committee shall issue a written report setting forth its findings and recommenda-
tions concerning any chal-
lenge within thirty-five days of the Ballot Committee Report in-
vestigation and recom-
men
dation. The report shall set forth the specific challenge and shall be imme-
diately sent to the Titled Officers, the International Executive Board, all candidates and all affil-
iates for posting in their member-
ship.

The following is a list of candidates to be charged for all expenses incurred with a mailing request and then provides a schedule of charges related to a mailing request. The schedule of charges would not have to be updated at

ORGANIZE THE UNORGANIZED (P-3)
RESOLVED: That the ILWU reaffirms that in order to keep all elements of the union to organize the unorga-

SOUTHERN CALIFORNIA IEB MEMBER FROM MINING (C-3)
RESOLVED: That Article VI Officers Section C-3 (additional International Executive Board member for the Mining Industry in the Southern California area) be appointed by the Convention.

INTERNATIONAL COMMITTEE, INTERNATIONAL DEPARTMENT (C-5)
RESOLVED: That we create an interna-
tional department with an interna-
tional director that works directly under the jurisdiction of the ILWU.

RESOLVED: That the International is set up or an international director spot is created, all details will be worked out with the Titled Officers with the International Executive Board.

TACOMA (R-6)
RESOLVED: That the ILWU urges all locals to affiliate with the AFL-CIO, State and Local federations, and to coordinate their efforts with those of our allies and other unions fighting for Social Security.

SUPPORT FOR LOCAL 30 CONTRACT NEGOTIATIONS (R-1)
RESOLVED: That the ILWU supports and will use all resources to defeat the employer's bankruptcy, mandating that employers disclose all information about the effects of the proposed proceedings and guaranteeing that the claims of employees for wages and benefits come before those of the creditors; and

That ILWU members are urged to vote for their own endorsed candidates; and

That ILWU members are urged to sit on local governments, such as the Hemispheric Social Alliance and the World Social Forum.

That the ILWU calls on Congress to work for "fair trade agreements" which promote workers' right to organize and protect safety, health, and the environment; and

That the ILWU urges all locals to affiliate with the AFL-CIO for action.

That ILWU members are urged to make contacts to our Allies promoting these events, we support the

That ILWU members are urged to vote for their own endorsed candidates; and

That ILWU members are urged to sit on local governments, such as the Hemispheric Social Alliance and the World Social Forum.

ILLINOIS (R-7)
RESOLVED: That the ILWU calls on the employers to retain all workers and to support for Jobs, Pensions, Health Care, Medicare, and Social Security for all seniors and workers; and

That the ILWU calls on the AFL-CIO to coordinate its efforts with those of our allies and other unions fighting for Social Security.

That the ILWU urges all locals to affiliate with the AFL-CIO, State and Local federations, and to coordinate their efforts with those of our allies and other unions fighting for Social Security.

That the ILWU urges all locals to affiliate with the AFL-CIO, State and Local federations, and to coordinate their efforts with those of our allies and other unions fighting for Social Security.

That the ILWU urges all locals to affiliate with the AFL-CIO, State and Local federations, and to coordinate their efforts with those of our allies and other unions fighting for Social Security.

That the ILWU urges all locals to affiliate with the AFL-CIO, State and Local federations, and to coordinate their efforts with those of our allies and other unions fighting for Social Security.

That the ILWU urges all locals to affiliate with the AFL-CIO, State and Local federations, and to coordinate their efforts with those of our allies and other unions fighting for Social Security.

That the ILWU urges all locals to affiliate with the AFL-CIO, State and Local federations, and to coordinate their efforts with those of our allies and other unions fighting for Social Security.

That the ILWU urges all locals to affiliate with the AFL-CIO, State and Local federations, and to coordinate their efforts with those of our allies and other unions fighting for Social Security.

That the ILWU urges all locals to affiliate with the AFL-CIO, State and Local federations, and to coordinate their efforts with those of our allies and other unions fighting for Social Security.

That the ILWU urges all locals to affiliate with the AFL-CIO, State and Local federations, and to coordinate their efforts with those of our allies and other unions fighting for Social Security.

That the ILWU urges all locals to affiliate with the AFL-CIO, State and Local federations, and to coordinate their efforts with those of our allies and other unions fighting for Social Security.

That the ILWU urges all locals to affiliate with the AFL-CIO, State and Local federations, and to coordinate their efforts with those of our allies and other unions fighting for Social Security.

That the ILWU urges all locals to affiliate with the AFL-CIO, State and Local federations, and to coordinate their efforts with those of our allies and other unions fighting for Social Security.

That the ILWU urges all locals to affiliate with the AFL-CIO, State and Local federations, and to coordinate their efforts with those of our allies and other unions fighting for Social Security.

That the ILWU urges all locals to affiliate with the AFL-CIO, State and Local federations, and to coordinate their efforts with those of our allies and other unions fighting for Social Security.

That the ILWU urges all locals to affiliate with the AFL-CIO, State and Local federations, and to coordinate their efforts with those of our allies and other unions fighting for Social Security.

That the ILWU urges all locals to affiliate with the AFL-CIO, State and Local federations, and to coordinate their efforts with those of our allies and other unions fighting for Social Security.

That the ILWU urges all locals to affiliate with the AFL-CIO, State and Local federations, and to coordinate their efforts with those of our allies and other unions fighting for Social Security.

That the ILWU urges all locals to affiliate with the AFL-CIO, State and Local federations, and to coordinate their efforts with those of our allies and other unions fighting for Social Security.

That the ILWU urges all locals to affiliate with the AFL-CIO, State and Local federations, and to coordinate their efforts with those of our allies and other unions fighting for Social Security.

That the ILWU urges all locals to affiliate with the AFL-CIO, State and Local federations, and to coordinate their efforts with those of our allies and other unions fighting for Social Security.

That the ILWU urges all locals to affiliate with the AFL-CIO, State and Local federations, and to coordinate their efforts with those of our allies and other unions fighting for Social Security.

That the ILWU urges all locals to affiliate with the AFL-CIO, State and Local federations, and to coordinate their efforts with those of our allies and other unions fighting for Social Security.

That the ILWU urges all locals to affiliate with the AFL-CIO, State and Local federations, and to coordinate their efforts with those of our allies and other unions fighting for Social Security.

That the ILWU urges all locals to affiliate with the AFL-CIO, State and Local federations, and to coordinate their efforts with those of our allies and other unions fighting for Social Security.

That the ILWU urges all locals to affiliate with the AFL-CIO, State and Local federations, and to coordinate their efforts with those of our allies and other unions fighting for Social Security.

That the ILWU urges all locals to affiliate with the AFL-CIO, State and Local federations, and to coordinate their efforts with those of our allies and other unions fighting for Social Security.

That the ILWU urges all locals to affiliate with the AFL-CIO, State and Local federations, and to coordinate their efforts with those of our allies and other unions fighting for Social Security.

That the ILWU urges all locals to affiliate with the AFL-CIO, State and Local federations, and to coordinate their efforts with those of our allies and other unions fighting for Social Security.

That the ILWU urges all locals to affiliate with the AFL-CIO, State and Local federations, and to coordinate their efforts with those of our allies and other unions fighting for Social Security.
Pakistan, China, and other countries; and situations with Syria, Iran, North Korea, innocent civilians long after the conflict such as radioactive uranium tipped war-sonnel, sufficient funding of health care renounce it's own use of weapons of mass system, housing, health care, education, environmental protection, renewable structure; and adequate pay and benefits to enlisted per-
after all peaceful alternatives have been 
war" as defined by international law 
sion of defense industries to production 
to peace instead of war—to stop being the 
care and consumer markets, rather than 
military technologies; and 
the House Democratic proposal to 
with the union have been. Mahalo° and 
with the union have been. Mahalo° and 
the ILWU, we wish Joe and his wife Elsa 
a long and healthy retirement and a cou-
their interests in raising revenue for the reauthorization 
changing in the federal criminal code that 
organize, strike, protest, demonstrate and 
otherwise defend the interests of working 
the International Monetary Fund. 
undermine the job security and condi-
tions which hurt working people; and 
Congressional representatives in our 
ates which hurt working people; and 
defense of labor and people's democratic 
support the war against Iraq and stands in 
the full force of the Labor movement in 
solution free of foreign interference.
In SUPPORT OF NORTHERN CALIFORNIA 
Aloha!
That the ILWU call for a national boy-
That the ILWU call upon the U.S. gov-
That the ILWU call on Congress to cut 
That the ILWU call on Congress to 
That the ILWU call on the US to turn 
That the ILWU call on all ILWU pen-
That the ILWU call on ILWU locals 
That the ILWU call on Congress to cut 
That the ILWU call on Congress to 
That the ILWU call on the US to turn 
That the ILWU call on the US to turn 
That the ILWU call on Congress to cut 
That the ILWU call on Congress to 
That the ILWU call on Congress to cut 
That the ILWU call on Congress to 
That the ILWU call on Congress to cut 

May 2003
International Elections
MAIL-IN BALLOT INSTRUCTIONS

GENERAL NOTICE OF ILWU REFERENDUM ELECTION

(FOR POSTING AT ALL ILWU UNION HALLS AND OFFICES FROM JUNE 16, 2003 THROUGH JULY 31, 2003)

An election by secret ballot is being conducted by mail to determine the selection of ILWU Titled Officers, International Executive Board members, and, for Longshore Division locals only, Coast Committee members. The mail ballot procedure is the only method being used for voting in this election. It is the same method conducted pursuant to the ILWU Election Rules and Procedures adopted at the April, 1994 Convention and as subsequently amended. By Monday, June 16, 2003 ballot packets will have been mailed out to all ILWU members listed on the Voter Eligibility List.

If for any reason you do not receive in the mail a ballot packet by Monday, June 23, 2003 and if you believe you are an ILWU member eligible to vote in this election, you can obtain a ballot packet by directly calling Sequoia Pacific Systems, the outside agency assisting in this election, at 1-800-347-4508.

Since most ILWU members should receive their ballot packet from the mailing, telephone calls to Sequoia Pacific Systems will not be accepted until after June 23, 2003. A ballot packet can only be obtained from Sequoia Pacific Systems and not from the ILWU, the ILWU Election Procedures Committee, the ILWU Longshore Division, or any of their officers and representatives.

Please also note that all voters must return their ballots in the designated post office box in San Francisco, California, no later than July 31, 2003. Late ballots will not be counted under any circumstances.

To prevent ineligible persons from voting, please note that any individual must have a ballot packet sent to him and who is not on the Voter Eligibility List will be sent a challenged ballot for voting. All challenged ballots will be subject to possible later investigation as to the voter's eligibility.

Also, the ballot packets are electronically coded to prevent anyone from having more than one ballot counted. If a voter mails more than one ballot, the ballot with the latest postmark or receipt stamp will be counted and the prior one(s) will be voided. However, where it is not possible to determine the latest postmark or receipt stamp, all ballots cast by the same voter will be voided.

Any ILWU member who has a question about the election may call the ILWU Election Procedures Committee at 1-415-775-0535 to leave a voice mail message. If you call before 9:00 a.m., after 5:00 p.m. or on weekends and holidays, dial extension 150 during the answering individual's time to be connected to voicemail.

My name is Willie Adams and I am running for International Secretary-Treasurer of the ILWU. I have been registered since 1980 and presently am a member of Local 23 in Tacom, Washington. My varied ILWU experience includes:

- ILWU caucus delegate for the past six years.
- Chair of the Coast Jurisdiction Committee.
- A member of the Coast Legislative Committee, serving in Washington, D.C.
- A member of the International Executive Board for the past three years.
- A trustee for the union.

On behalf of the union, I have traveled to Australia, Sweden, Singapore, England, Holland, Germany, Belgium, Cuba and Vietnam.

I am here to listen to all members of the entire ILWU to discuss the issues and concerns of the 2003 convention. We need a change of values so that we begin to care more about our community and the planet we leave to our children's future.

I am asking for your support and your vote.

Brothers and Sisters,

I was honored to be the first woman ever nominated at our Convention for International Office—Secretary Treasurer. I am asking for your support and your vote.

I have a track record of hard work, experience and commitment to bring to the office of Secretary Treasurer. Elected from the ranks at Golden Gate Ferry, I have served as the San Francisco Regional Director of the International Boatswain's Union, Marine Division, ILWU since 1981. I have led numerous bargaining teams representing various classifications within the IBU, such as captains, tankermen, deckhands, marine mechanics, cooks, ticket agents, etc. I've assisted in negotiating agreements with the Longshore Division. I was chosen by 17 unions, including Ironworkers, Machinists, Teamsters, working for the Golden Gate Bridge District, to lead the union's joint negotiating team at the bargaining table.

As a trustee of both the IBU Health and Pension Plans, I am experienced with plan design, cost containment measures, benefit improvements and investment management.

I have organized new ILWU members and won first contracts.

For many years I have served as the District President of the Northern California District Council (NCDC). I have helped plan and carry out the ILWU political action program. I've organized lobbying days in Sacramento. As a co-founder, I've chaired our annual NCDC fundraiser, which funds our lobbyist and political campaigns.

I helped establish the San Francisco Bay Area Water Transit Authority (intended to be the biggest boon in union maritime jobs since WW II), worked to get it $12 million in funding, and was appointed to its board by Senator Burton.

I have initiated successful safety-training programs, new political action, leadership training programs and shop steward trainings.

I was nominated and endorsed by delegates from all divisions of the ILWU: Longshore, Warehouse and Maritime. These endorsements reflect my commitment to the entire ILWU.

Family

I stand for an ILWU in which we can debate openly, where each of our voices can be heard. You can be sure that I will always speak my mind and stand up for what I believe is right.

The job of Secretary Treasurer safeguards the financial integrity of our Union. As an elected officer and trustee, I will oversee the finances of the International with care. I know the purse of the ILWU is funded directly from the pockets of our hard working members. I will undertake this trust with vigilance and commitment.

I have been on the front lines and in the trenches fighting to organize new members, for the best contracts and building political power. The importance of the work we do was demonstrated during the last Longshore contract struggle. The future upcoming struggles of Warehouse and IBU require leadership and experience.

With your support I will use my experience and drive to:

- Shepherd the resources of our great Union.
- Continue the leadership training programs.
- Reinstate the organizing of the march inland for the Warehouse Division.

May 2003
Thank you for your support. Although I am running for International Vice President unopposed, I want to pass along to everyone my appreciation for the support over the past three years as your International Vice President.

I will give you a bit of my past first. I came to the waterfront in 1969 in the contract negotiations. I was represented Local 4 as Convention and 134 days. This experience marked the beginning of my insight as to the fight and what we have today.

During this time I have chaired several contract negotiations in the Northwest for In-House Grain and In-House Grain negotiations. I was the Co-Chair in the 1999 and the 2002 Longshore Contracts negotiations alongside Jim Spinosa.

These negotiations have resulted in tremendous gains in our welfare and pension benefits, which are among the best in the nation.

I have always informed the membership of the issues and consulted with them on matters that affect their local. I have faced situations head-on, even if it was not a popular position to take, and I have stood accountable for my actions.

The Organizing Department has been scaled to work within its budget. New organizers have been hired and will be held accountable for funds spent and results obtained.

My door has always been open and I have returned all of your calls. I am a disciplined, dedicated union man that listens to, and follows through, with the membership’s directives. I endeavor to use my experience and leadership qualities into the decision-making process in order to further the progressive movement of the ILWU.

I want you again for your support and vote of confidence for the next three years. Vote for Robert “Big Bob” McElrath for International Vice President.

GEORGE MARTIN

Our members and the world alike, we’re the pride of our union. The ILWU has set the standard of militant unionism.

The rank and file, for the rank and file through our constitution, runs our union. I would like to use that constitution to help forge a future for our children. It is our responsibility to do this. Conspicuousness has no place in our organization; with your help and guidance I want to build a strong future.

Aloha, my name is George Martin and I am running for Vice President, International (Hawaii).

If elected, my pledge is that I will work tirelessly to follow our constitution to benefit all of you to the fullest. I will protect the rights of members on the waterfront, I am asking you to take the time to vote. The future of our children; a better future for your children depends on your participation, so vote.

As a rank and file member, I want to see the future of our union in our hands. It’s for us to mold and shape. We must be progressive, aggressive, and adaptable in seeking that future. I have faith in the rank and file to be and do just that. We have in our foundation the ten guiding principles of our founding brothers and sisters.

My life is unionism. My candidacy is your opportunity to have a choice—a real choice. Remember, your vote is your power to make a change. You and I pay for this election. Exercise your rights. Many have sacrificed to give us the right to vote. Use it. I challenge you to participate—vote.

The main duty of an International Vice President is to organize. To be effective with this task we need to mobilize internally. As a young man I had the opportunity to see how my uncle, George Martin (International Vice President-emeritus Hawaii) with help and support from Harry Bridges and other outsourced members could get that job done. I intend to do the same.

Education is one of the many tools we can use to accomplish this. Information must flow freely at all times. Each one of us must remain alert to the changes that present themselves to us daily. To do this we must follow the first guiding principle of the ILWU which says: “If the members are given all the facts, ninety-nine times out of one hundred they will make the right choice.”

We must remain alert to the changes that present themselves to us daily. To do this we must follow the first guiding principle of the ILWU which says: “If the members are given all the facts, ninety-nine times out of one hundred they will make the right choice.”

I will give you all the facts all the time.

Together we can do great things. I need your vote. Let us build our future together.

GEORGE MARTIN

LEADERSHIP EXPERIENCE AND SUCCESS

As a second generation ILWU member and longshoreman, I have dedicated over 20 years of my life to our union as a rank- and-file member and a full time officer. I have represented our union as a shop steward, unit officer, negotiating committee member, lead rank-and-file organizer, Business Agent, negotiations spokesperson, International Field Representative, first contract negotiator and International Vice President-Hawaii. Over the years I helped organize new ILWU members into our union, helped maintain standards and jurisdiction, and negotiated and enforced union contracts.

HAWAII LONGSHORE

Local 142 negotiates on behalf of longshore workers in Hawaii. By attending longshore conventions, I have improved my understanding of new longshore technology and industry standards. I participate in negotiations for the current Hawaii longshore and satellite unit contracts (cranes, mechanics, container yard and container freight stations). I attended bargaining sessions, caucuses and statewide ratification meetings during the last negotiations.

INLANDBOATMEN’S

As International VP Hawaii I worked with the ILWU (Hawaii region) leadership in their recent difficult contract negotiations and helped reach an agreement.

GRASS ROOTS ORGANIZING

As your International Vice President, Hawaii I worked with Local 142 leadership to rebuild Hawaii’s Organizing Department. Under my direction, the department: brought in more rank-and-file organizers; assisted with completing several first contract negotiations covering hundreds of new union members; achieved about a 90% success rate in elections to join our union; and possessed technical research capability.

PREPARING FOR THE FUTURE

I participated in dockers’ conferences, the Hawaii State AFL-CIO Federation and the Asian Pacific American Labor Alliances. Participation in these and other organizations helped us to maintain a strong voice to work together in the interest of the Labor movement.

GUARDIANSHIP

In Washington D.C., I helped lobby support for longshore negotiations, sugar industry issues and hotel industry related issues. Local 142 has a good relationship with Hawaii’s U.S. Congressional and Senatorial delegation. We need to establish contacts with the delegations and bring the coast and have all of then together work of our interest in the Labor movement.

LET’S STICK TOGETHER

In Hawaii, the Hotel Adjustment Board has a role on the Hotel Adjustment Board to help interpret and administer hotel contracts and rules, and help workers in disciplinary/disenrollment cases. The International also hears appeals from Local 142 Hawaii members whose arbitration requests have been denied.

I am a dedicated union man that listens to, and follows through, with the membership’s directives. I endeavor to use my experience and leadership qualities into the decision-making process in order to further the progressive movement of the ILWU. I would like to thank my fellow union brothers and sisters for their support and the opportunity to serve as International Vice President-Hawaii. I humbly ask for your continued support so we can build on our union’s strongholds and develop our technical capabilities to face the future.

NATIONAL LOBBYING EFFORTS

In Washington D.C., I helped lobby support for longshore negotiations, sugar industry issues and hotel industry related issues. Local 142 has a good relationship with Hawaii’s U.S. Congressional and Senatorial delegation. We need to establish contacts with the delegations and bring the coast and have all of them work together in the interest of the Labor movement.

PREPARING FOR THE FUTURE

I participated in dockers’ conferences, the Hawaii State AFL-CIO Federation and the Asian Pacific American Labor Alliances. Participation in these and other organizations helped us to maintain a strong voice to work together in the interest of the Labor movement.

LET’S STICK TOGETHER

In Hawaii, the Hotel Adjustment Board has a role on the Hotel Adjustment Board to help interpret and administer hotel contracts and rules, and help workers in disciplinary/disenrollment cases. The International also hears appeals from Local 142 Hawaii members whose arbitration requests have been denied.

I am a dedicated union man that listens to, and follows through, with the membership’s directives. I endeavor to use my experience and leadership qualities into the decision-making process in order to further the progressive movement of the ILWU. I would like to thank my fellow union brothers and sisters for their support and the opportunity to serve as International Vice President-Hawaii. I humbly ask for your continued support so we can build on our union’s strongholds and develop our technical capabilities to face the future.
LARRY CARLTON
LOCAL 46

I was registered as a class "B" longshoreman in October 1965 and elevated to Class "A" July 1967. I transferred to Class "A" clerk status September 1979. During my 38 years in the Longshore Division, I have served on the following committees and offices for Local 46:

- Grievance Committee: 1 year in 2000.
- President of Local 46: 3 years, 2001-2003.

- I served on the Longshore Division Pension / Welfare Committee from 1999-2002.
- The Longshore Division Lost and Canceled Years from 1999-2002.
- Member of Longshore Clerks Negotiation Committee 2002.

If elected, I will fulfill the job to the best of my ability, and I will be dedicated to the job for the next three years.

International Executive Board
Desert Southern California
(Vote for one)

Mike Mitre
LOCAL 13

No statement provided.

Canada Int'l Executive Board (Vote for one)

Gary Harvey
LOCAL 20

It is a tremendous honor to receive a nomination to serve on the International Executive Board. Being a member of the ILWU, family for 26 years and having my strong Union beliefs, I am excited and eager to preserve our great Union. I began my journey through the union as a young shop steward anxious to make a difference. It wasn't long before my tenacity got me elected to Chief Steward, having also been elected to Guide and Sergeant at Arms. I have also been elected for Vice President and President, which is what I currently serve. While serving as President the past 10 years, I have also been elected to represent Local 20 for the past four ILWU Conventions. I've paid close attention to all the issues raised at the last four Conventions and I understand what the needs of the ILWU will be in the future. With that in mind, I believe I possess the tools and knowledge to meet those needs and I will accomplish them to the best of my ability if elected.

Throughout my terms as President, I have been through three negotiations as the chief negotiator. I have been on the negotiating committee for numerous others. With strong support from all other Unions, I'm extremely proud to say that the negotiating committees and myself have done very well in securing good wages and benefits for our members.

I work at U.S. Borax in the Los Angeles Harbor Borax, owned by corporate rate power Rio Tinto, is a very aggressive employer and enemy of organized labor throughout the world. Local 20 is part of the Rio Tinto Network. This is a network made up of all Unions who work for Rio Tinto companies. They are comprised of Unions in Australia, Brazil, Indonesia, Spain and Africa. Through this network, I've made many connections with Union workers. I mention this because one of the main strides that the ILWU is looking to accomplish in the future is to grow stronger globally, to build ties with other Unions throughout the world. I know I can help in this area. It is important not only to protect our home front, but to establish ties globally just as companies are doing to attack the labor movement.

I assure you that if elected to the IEB, I will do my best to help protect and move the ILWU and all the Southern California locals into the best possible positions in the future to protect this great Union and the Brothers and Sisters who make this Union what it is today. We are one of the proudest and strongest Unions there is, and there is no reason we can't become stronger and prouder. With your votes, I will listen to all the needs of all the locals in the Southern California regions and to my best to meet those needs.

John Tousseau
LOCAL 63

Brothers and Sisters,

My name is John Tousseau, and I am seeking re-election to the International Executive Board (IEB). I have served for nineteen years on the board, and feel that I have served the entire rank and file of the ILWU to the best of my ability.

I have been in the Union for 35 years, 20 years in Local 13, and 15 years in Local 63. I have served the entire rank and file of the ILWU to the best of my ability.

I have served on the executive boards of both Locals 13 and 63 for most of my time in the industry. I have also served as Assistant-President and President of Local 63, and have helped negotiate the Safety contract (1987), and helped negotiate the master contracts in (1999 and 2002). I feel that I have the knowledge and the ability to continue to serve you, the rank and file of this great union, for another term, and I am asking you for your vote.

Our union faces many challenges over the next few years, not only from outside sources, but some from within. We must continue to keep the ILWU as strong and ready to meet all of these challenges.

I love the ILWU, and I will always fight for it. Please, if you feel I have served you well enough in the past, I ask you to give me your vote for the position.

Thank you, God Bless you, and GOD BLESS THE ILWU.

No statement provided.

International Executive Board
IBU (Vote for one)

Tom Dufresne
LOCAL 500

No statement provided.

Dave Freiboth
PUGET SOUND REGION

No statement provided.

TRINIDAD E. ESQUIVEL III
LOCAL 30

No statement provided.
Northern California International Executive Board (Vote for three)

KEVIN GIBBONS
LOCAL 10
Sisters and Brothers,
I am a second generation ILWU member who started as a casual on the San Francisco-Oakland docks in the 1970s. I have been on the docks full-time since 1989. Since then, I served on the Executive Board of my Local for four years. I spent one year as Business Agent and am currently Vice-President. I have been a delegate to our last two conventions and numerous caucuses and served on the NCDC. During the recent negotiations, I was alternate negotiator for Local 10 and took on the role of Public Relations liaison for Northern California after being elected to serve at the caucus. I participated in the initial Leadership, Education and Development (LEAD) conference in Palm Springs and have taken numerous Labor Studies courses as well as AFL-CIO training. I also serve on the San Francisco Labor Council.

Because I am a newer member of the ILWU, I am committed to our continued growth and success as a union. I believe in the Labor Movement and the ILWU is the future of the working man and women. The ILWU has a long and proud tradition of taking the high road and making the right choices even when such choices are unpopular. I think our strength and prestige have been built because we have been willing to take stands as a part of a larger social movement in this country. I don't want to see that lost. Even in tough times, we need to be about something more than our own narrow interests.

The IEB needs to follow through on the International Convention's policies and make sure they are implemented—and that means organizing. We will not be able to win unless we grow and we will not be able to survive for very long unless we grow. This is my number one priority.

The ILWU is facing anti-union, hostile labor environment. Criminal back ground checks, government intervention into the ILWU-PMA collective bargaining process and was able to get our legislators from California, Oregon and Washington State to send letters demanding that the government not interfere.

The IEB needs to follow through on the International Convention's policies and make sure they are implemented—and that means organizing. We will not be able to win unless we grow and we will not be able to survive for very long unless we grow. This is my number one priority.

The ILWU is facing anti-union, hostile labor environment. Criminal back ground checks, government intervention into the ILWU-PMA collective bargaining process and was able to get our legislators from California, Oregon and Washington State to send letters demanding that the government not interfere.

The IEB needs to follow through on the International Convention's policies and make sure they are implemented—and that means organizing. We will not be able to win unless we grow and we will not be able to survive for very long unless we grow. This is my number one priority.

The ILWU is facing anti-union, hostile labor environment. Criminal back ground checks, government intervention into the ILWU-PMA collective bargaining process and was able to get our legislators from California, Oregon and Washington State to send letters demanding that the government not interfere.

The IEB needs to follow through on the International Convention's policies and make sure they are implemented—and that means organizing. We will not be able to win unless we grow and we will not be able to survive for very long unless we grow. This is my number one priority.

The ILWU is facing anti-union, hostile labor environment. Criminal back ground checks, government intervention into the ILWU-PMA collective bargaining process and was able to get our legislators from California, Oregon and Washington State to send letters demanding that the government not interfere.

The IEB needs to follow through on the International Convention's policies and make sure they are implemented—and that means organizing. We will not be able to win unless we grow and we will not be able to survive for very long unless we grow. This is my number one priority.

The ILWU is facing anti-union, hostile labor environment. Criminal back ground checks, government intervention into the ILWU-PMA collective bargaining process and was able to get our legislators from California, Oregon and Washington State to send letters demanding that the government not interfere.

The IEB needs to follow through on the International Convention's policies and make sure they are implemented—and that means organizing. We will not be able to win unless we grow and we will not be able to survive for very long unless we grow. This is my number one priority.

The ILWU is facing anti-union, hostile labor environment. Criminal back ground checks, government intervention into the ILWU-PMA collective bargaining process and was able to get our legislators from California, Oregon and Washington State to send letters demanding that the government not interfere.
I am so proud of the way OUR UNION stood up to the PMA and the Bush Administration during the Longshore Contract struggle. The 2002 battle was another victory in the history of the ILWU joining the battles of 1934, 1936, 1948 and 1971. Only the Unity and Discipline of the rank and file made this happen. Key components of this victory were: leadership of the Coast Committee, resolve of the Negotiating Committee, work of the Legislative Committee, intervention by our Political Friends, inspiration by the Pensioners, ground support from the AFL-CIO and the support from our families and our communities. It all made a difference—we all made a difference.

Where we go from here is the reason I am running for the I.E.B. This great Union we are part of is family; whether Longshore, Warehouse, Hawaii, or Do not doubt that the attack on us last year, which at times bordered on criminal, was a premeditated attack on Our Family. To fight and win in the future, we to get ready

As a Coast Legislative Action Committee member I know we need to strengthen our Political Action efforts to survive! That means raising MORE PAC dollars, working in campaigns, getting our story out—BETTER PUBLIC RELATIONS. We need to remember our friends and try to educate our enemies. If that doesn’t work, we need to replace our opponents at the polls. In Washington State, Congressional Democrats and Governor Locke stood by us. We need to remember that. Republicans were with the other side. Should we forget? Should we forgive?

The International Executive Board helps guide the Union in between Conventions. I have had opportunities over the years to work with all parts of the Union. From organizing efforts of Local 9 Warehouse to lobbying for Pro-worker Legislation with the I.B.U. in Olympia. Participating in seaport security committee with Locals 19 and 23, locally, and questioning the Coast Guard in DC. Helping Local 142 members with Sugar lobbying in DC. On the picket line with Local 5 Powell’s workers. And the biggest challenge, testifying for the ILWU before Congress during the lockout.

My Dad, Max Vekich, Sr., the first ILWU member in the family, told me, “Son with an ILWU book in your pocket you can do anything.” He encouraged me to work on the docks and join the Union when and if the opportunity came. I was lucky I recognize that.

Like my dad, I am encouraged by the next generation in our ranks—they really stepped up in 2002. Two of those younger members, Scott Reid and Willie Adams, are finishing their terms on the IEB. They made a difference in tough times. And I am excited by the opportunity to work with Conrad Spell, of Local 23. I couldn’t think of a better person to represent our area on the IEB than Conrad. I would appreciate your vote for the International Executive Board. Let’s go to work.
John Bukoskey
Local 200

I'm running for the Alaska International Executive Board Position. I've held the position for two terms. This position is a very important position for the Alaska Membership, as we are a long way from San Francisco and the International Union needs our input from the various sectors of our Union. With Health Care being such a large part of Local 200 along with the cold storage, public services, and longwharf of which the Local represents, they need a representative on the Executive Board that is involved with all industries.

Our membership in Local 200 spreads from Dutch Harbor to Ketchikan and I've been involved with representing the membership in all areas of Alaska. I have personal knowledge of the industry and their agreements as being involved in negotiating almost every one of those Contracts since 1984. Before that, I was an International Representative and a part of my area of responsibility included Alaska and I was in that position from 1976 to 1991. My experience is long ranging and invaluable as far as knowing the importance of the position and having that knowledge when dealing with the complex issues we in Organized Labor face today.

Finally, I can't express the importance of our Alaska Membership by participating in this election and voting. As was proven in the last election, if more of our members would have participated, the outcome would have been different. Your vote is very important and can make a difference, as only one vote separated the two candidates who were vying for your support and vote in this election for the Alaska International Executive Board Position.

Pete Hendrickson
Alaska Longshore Division

Three years ago, you, the rank and file brothers and sisters of Alaska, elected me to my first term as your International Executive Board representative. Thank you for giving me the opportunity to serve you for another term.

It has been a very educational experience for me, and I have worked very hard to accomplish the goals I set at that time. I have come to know and support all Unions and Divisions around the state, and have always sought to convey your problems and concerns to the IEB, the International Officers and staff. Along the way I have established a good working relationship with many people in the ILWU, great people from Canada, the West Coast and Hawaii, as well as internationally with our brothers and sisters in other countries.

In these troubled times, not just for Longshore but for all Union members, it is especially important to circle our wagons and seek unity both within our own ranks and among other potential allies. I will continue to build bridges wherever it will help to advance the goals of the ILWU. Only then can we meet the challenges we face.

And I have spent much of my time in that important capacity, not just for Longshore but for all of us in Alaska, as our Titled Officers and I don't currently represent. As a result of our efforts, we were able to negotiate a very strong contract for our members that is a step forward.

In the 2002 MOU we successfully negotiated a Clerk's technology package, a protection for our jobs we don't currently represent. As a result of our efforts, we were able to negotiate a very strong contract for our members that is a step forward.

During the Contract 2002 struggle, the PMA was placed on our education programs at the Local level. They will not stop until we continue to support the programs in the future. The ILWU must step up to its leadership role in the movement, and continue to build bridges where ever the membership, it speaks for the ILWU.

We continue to be involved in the issues of Registration, which in the last three years we have registered over 1900 new Class B limited registered members Coastwide. On the issue of one-door policy and Clerk transfers, as we speak PMA is denying the process to work due to concerns of technology impacts and now having to deal with the new Clerk's contract section. At this point, this will probably be resolved through the Arbitration process.

Our policy with respect to benefit increases has made a drastic change in the payouts filed against the ILWU and the Local level.

Over the course of this six-year agreement (MOU) we have time to educate our membership on the benefits that lie ahead. With the National Union, Homeland Security, Patriot Act II, Post Security and the ongoing struggles with terrorism and the National Economy, the ILWU must play a leading role in the future.

We continue to support the programs in the future. The ILWU must continue to work for you by giving me your vote for the IEB.

Ray Ortiz, Jr.
Local 13

The past six years working together with President and Spokesman Verdun McElrath and three years with Coast Committeeman Wenzel have been invaluable in equipping me to continue to effectively represent the entire Longshore Division. During the Contract 2002 struggle I was able to make the Church and the negotiating Committee work to address our demands surrounding the Welfare and Pension plans along with the issues surrounding Jurisdiction, Safety, and Wages. The Titled Officers, Coast Committee members and the Negotiating Committee faced with not only a Corporate PMA strategy, but Government intervention that led to the first-ever imposition of a Taft-Hartley injunction on locked-out dockworkers.

Along with the government intervention, we had the WWC, led by Bob Lanier putting on a PR Campaign that included the corporate practice of advertising the IEB our membership. We have been able to help to advance the goals of the ILWU. The ILWU must continue to build bridges wherever it will help to advance the goals of the ILWU. Only then can we meet the challenges we face.

And I have spent much of my time in that important capacity, not just for Longshore but for all of us in Alaska, as our Titled Officers and I don't currently represent. As a result of our efforts, we were able to negotiate a very strong contract for our members that is a step forward.

In the 2002 MOU we successfully negotiated a Clerk's technology package, a protection for our jobs we don't currently represent. As a result of our efforts, we were able to negotiate a very strong contract for our members that is a step forward.

During the Contract 2002 struggle, the PMA was placed on our education programs at the Local level. They will not stop until we continue to support the programs in the future. The ILWU must step up to its leadership role in the movement, and continue to build bridges wherever the membership, it speaks for the ILWU.

We continue to be involved in the issues of Registration, which in the last three years we have registered over 1900 new Class B limited registered members Coastwide. On the issue of one-door policy and Clerk transfers, as we speak PMA is denying the process to work due to concerns of technology impacts and now having to deal with the new Clerk's contract section. At this point, this will probably be resolved through the Arbitration process.

Our policy with respect to benefit increases has made a drastic change in the payouts filed against the ILWU and the Local level.

Over the course of this six-year agreement (MOU) we have time to educate our membership on the benefits that lie ahead. With the National Union, Homeland Security, Patriot Act II, Port Security and the ongoing struggles with terrorism and the National Economy, the ILWU must play a leading role in the future.

We continue to support the programs in the future. The ILWU must continue to work for you by giving me your vote for the IEB.

Joe Wenzl
Local 19

It has been my privilege to serve the past three years as your Northwest Coast Committeeman. I was pleased to be nominalized for a second term.

In recent negotiations, our Longshore Division, through Coastwide Solidarity, determined that 80 percent of our pensioners and widowers were responsible for the infrastructural needs of our retirement plan. We, as the Union, have met every new challenge that was presented to us, and with your support, we will not stop.

The renewed commitment of the Division to the political arena is essential for the future of the ILWU. We will not stop until you make them stop. Your support, Committee of our Coast, as I am proud to present to you by giving me your vote for the IEB.